

Does Teamwork Make the Dream Work?

Evaluating Collaboration and Pharmacists' Dual Identities on Interprofessional Teams

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BACKGROUND

- The 2019 Health Professions Accreditors Collaborative (HPAC) outlined a framework that highlights the role of one's **personal professional identity and interprofessional identity** in interprofessional teams.¹
- Distinguishing characteristics present on **highly collaborative and lowly collaborative interprofessional teams** is necessary to identify competencies that contribute towards one's dual identity development.¹

The purpose of this study was to measure pharmacists' interprofessional collaboration, characterize pharmacists' personal professional and interprofessional identities, and investigate the relationship between interprofessional collaboration and pharmacists' dual identities.

METHODS

Participants were recruited from **health systems disbursed across North Carolina** (ie, Eastern, Central, Western regions) that represented **diverse health system types** (ie, academic medical center, community, government).

A **sequential mixed methods design** was used to investigate personal professional and interprofessional competencies representative of **inpatient health-system pharmacists** on interprofessional teams.

Participants completed:

- The 23-item Assessment of Interprofessional Team Collaboration Scale II (AITCS-II) evaluating **partnership, cooperation, and coordination** on their interprofessional team.²
- A **semi-structured focus group or interview** examining characteristics of their personal professional and interprofessional identity.

RESULTS

DEMOGRAPHICS

31

COLLABORATION

Table 1. Descriptive Statistic Summary of AITCS-II Results

Scale	Item	N	Item Descriptive Statistics			Scale Descriptive Statistics					
			Min.	Max	Mean	SD	Alpha	Min	Max	Mean	SD
Partnership Scale	part1	31	2	5	3.9	0.9	0.880	2.6	5.0	4.1	0.6
	part2	31	3	5	4.3	0.6					
	part3	31	2	5	4.4	0.9					
	part4	31	1	5	4.1	1.1					
	part5	31	3	5	4.2	0.6					
	part6	31	1	5	3.8	1.1					
	part7	31	3	5	4.0	0.7					
	part8	31	2	5	4.0	0.9					
Cooperation Scale	coop9	31	2	5	3.9	0.8	0.894	3.0	5.0	4.1	0.5
	coop10	31	3	5	4.3	0.7					
	coop11	31	3	5	4.3	0.7					
	coop12	31	2	5	3.8	0.8					
	coop13	31	3	5	4.2	0.5					
	coop14	31	3	5	4.0	0.6					
	coop15	31	3	5	4.4	0.6					
	coop16	31	2	5	4.3	0.7					
Coordination Scale	coord17	31	2	5	4.0	0.8	0.793	2.3	5.0	3.7	0.6
	coord18	31	2	5	3.7	0.6					
	coord19	31	2	5	4.4	0.7					
	coord20	31	1	5	3.6	0.9					
	coord21	31	1	5	3.8	0.9					
	coord22	31	1	5	3.0	1.4					
	coord23	31	1	5	3.4	1.1					

Table 2. AITCS-II Results by Region and Health-System Type

Region	Partnership			Cooperation			Coordination			
	Mean	SD	p-value	Mean	SD	p-value	Mean	SD	p-value	
Eastern	4.36	0.43	0.054	4.13	0.52	0.912	3.60	0.51	0.262	
Central	3.96	0.66		4.15	0.54		3.84	0.64		
System Type	Academic	4.41	0.42	.009**	4.24	0.40	0.437	3.78	0.56	0.758
	Community	3.78	0.69		4.10	0.56		3.70	0.68	

*p<.05, **p<.01, ***p<.001

DUAL IDENTITY



Pharmacist professional identity:

- Centered on being the medication expert
- Included specific behavior characteristics (eg, approachable, anticipate team's needs, problem-solve, willingness to go above and beyond)



Interprofessional identity:

- Difficult to differentiate
- Institutional knowledge is unique strength valued by team

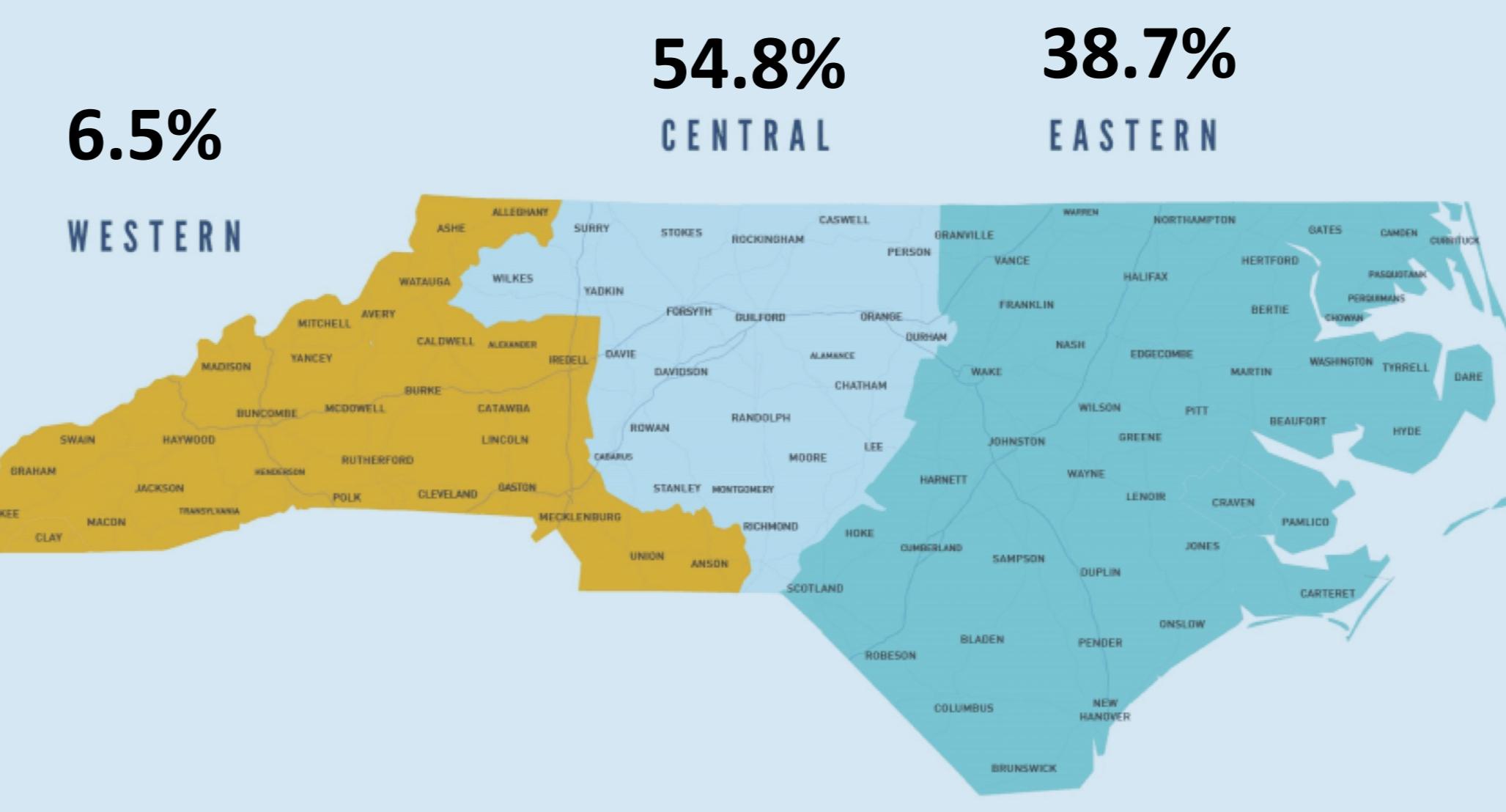


Table 1 findings:

31 pharmacists completed the AITCS-II

Survey items formed three scales, in alignment with prior literature²

- Partnership
- Cooperation
- Coordination

Pharmacists expressed feeling **similar degrees of partnership** (4.1 ± 0.6) and **cooperation** (4.1 ± 0.5) on their teams.

Pharmacists expressed feeling **lower amounts of coordination** (3.7 ± 0.6) on their teams.

Table 2 findings:

Pharmacists at **academic medical centers** reported **significantly more partnership** (4.41 ± 0.42) than their counterparts at **community hospitals** (3.78 ± 0.69) ($p<0.01$). No differences were found regarding cooperation or coordination.

CONCLUSIONS

This study provides insight into health-system pharmacists' interprofessional collaboration on inpatient healthcare teams.

Findings suggest health-system pharmacists **experience more partnership and cooperation** among their interprofessional teams than coordination.

When comparing health-system types, health-system pharmacists working on interprofessional teams at **academic medical centers** experience **greater degrees of partnership** on interprofessional teams compared to community hospitals.

Findings suggest **pharmacists struggled to differentiate their dual identities** as a pharmacist and interprofessional team member, articulating **their pharmacist identity as the medication expert** was foundational their identity as an interprofessional team member.

Findings suggest **health professions function better collaboratively** rather than in siloes and begin to define **outcomes representative of collaborative practice ready pharmacy graduates**.

DISCLOSURES

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