

# 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.<sup>1</sup>
- Distinguishing characteristics present on **highly collaborative and lowly collaborative interprofessional teams** is necessary to identify competencies that contribute towards one's dual identity development.<sup>1</sup>

*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:

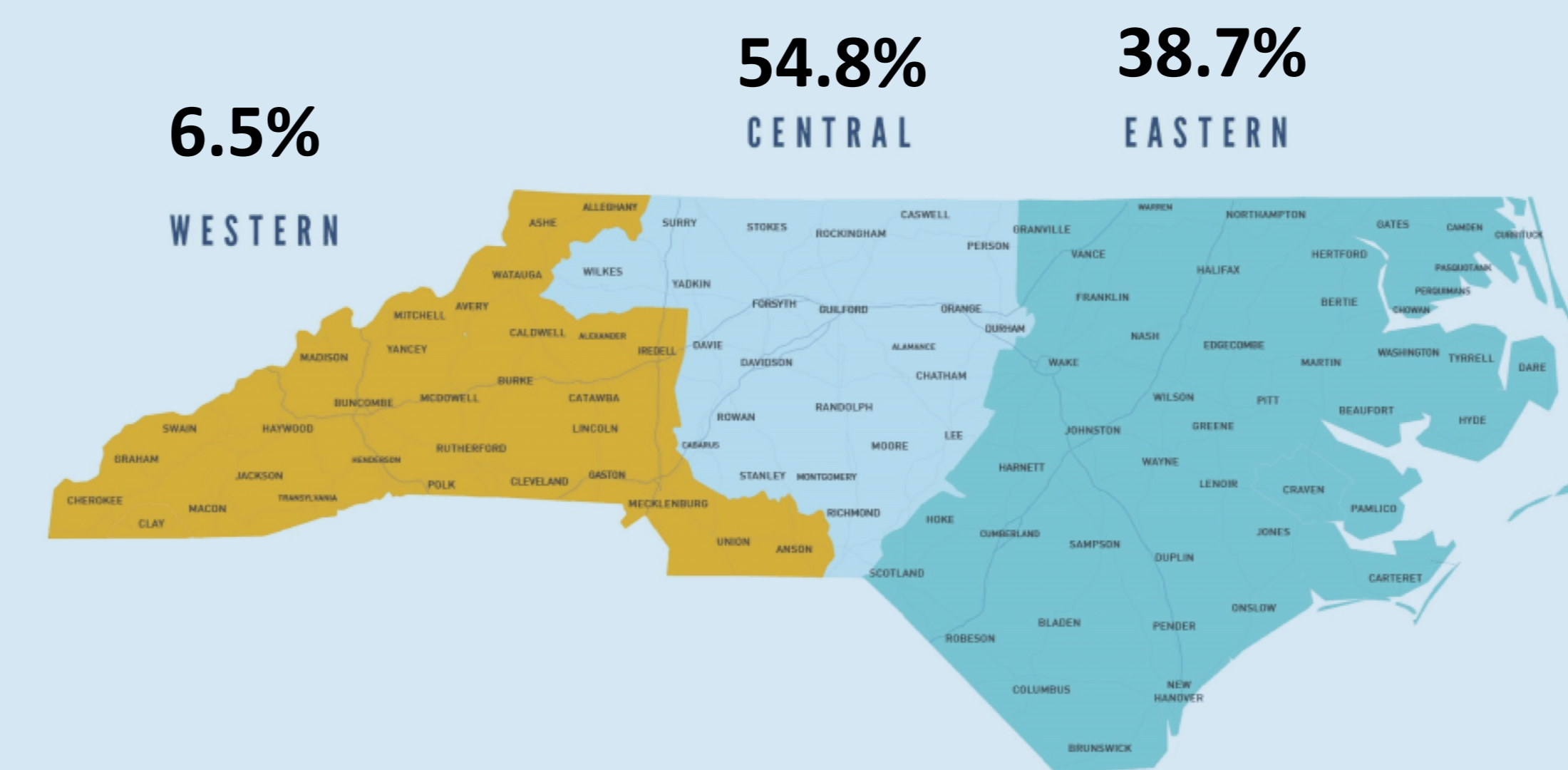
- The 23-item Assessment of Interprofessional Team Collaboration Scale II (**AITCS-II**) **evaluating partnership, cooperation, and coordination** on their interprofessional team.<sup>2</sup>
- A **semi-structured focus group or interview** examining characteristics of their personal professional and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

### RESULTS

#### DEMOGRAPHICS

31

- 51.6% Academic Medical Center**
- 41.9% Community**
- 3.2% Government**



#### COLLABORATION

Table 1. Descriptive Statistic Summary of AITCS-II Results

		Item Descriptive Statistics					Scale Descriptive Statistics				
Scale	Item	N	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

		Partnership			Cooperation			Coordination		
		Mean	SD	p-value	Mean	SD	p-value	Mean	SD	p-value
Region	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

### 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

Funding support provided by American Association of Colleges of Pharmacy New Investigator Award.

### REFERENCES

- Khalili H, et al. An interprofessional socialization framework for developing an interprofessional identity among health professions students. *J Interprof Care*. 2013;27(6):448-453.
- Orchard CA, et al. Assessment of Interprofessional Team Collaborative Scale (AITCS): Further testing and instrument revision. *J Contin Educ Health Prof*. 2018;38(1):11-18.