# Early Development of an Advanced Practice Provider Leader Collaboration in an Academic Health Care System

Froedtert & MEDICAL COLLEGE of WISCONSIN

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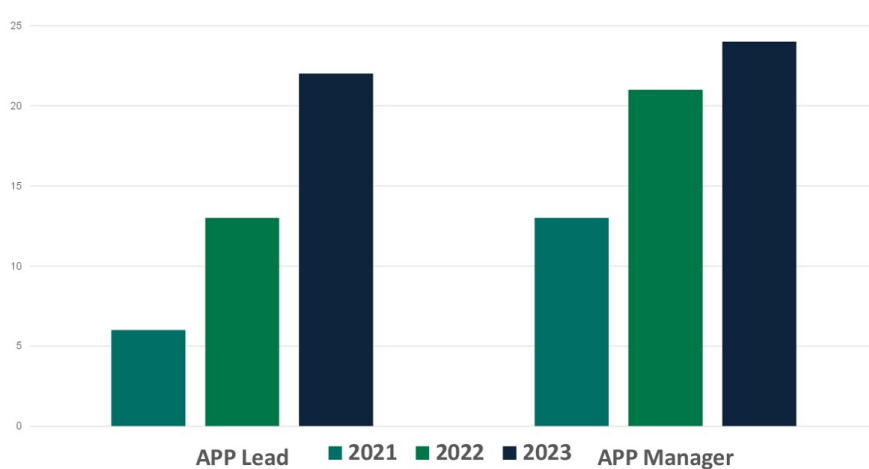
## PROBLEM STATEMENT

- APP leadership is rapidly growing, but there is a lack of standardization around role definition, expectations and leader onboarding practices.
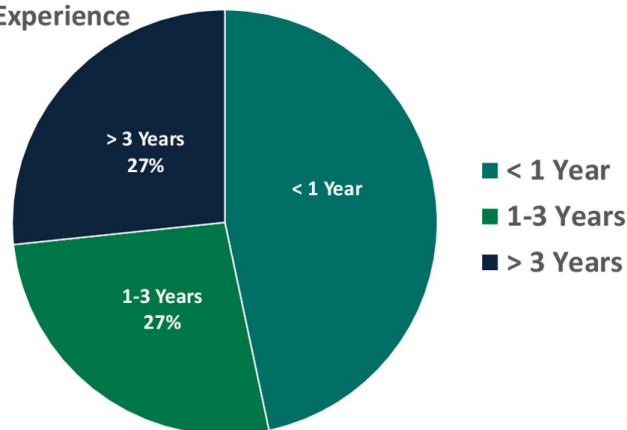
## BACKGROUND

- Recently established inaugural Chief Advanced Practice Officer
- APP Lead and APP Manager roles currently exist, but with poorly defined expectations and inconsistent adoption across departments
- Lack of connection to central Office of Advanced Practice to local leaders
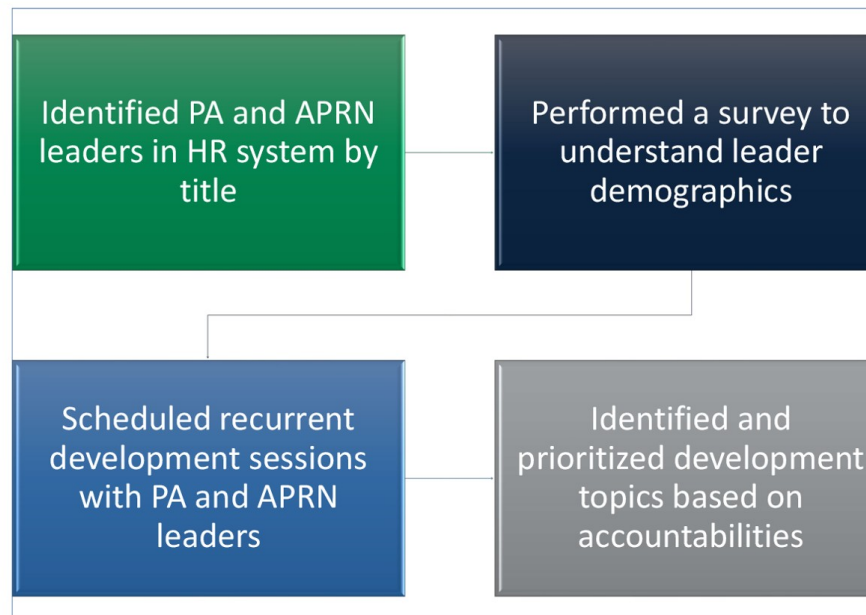
**APP Leader Growth**

(Bar chart: APP Lead and APP Manager, 2021, 2022, 2023)

**APP Leader Years Experience**

(Pie chart: < 1 Year, 1-3 Years 27%, > 3 Years 27%)

## GOALS

- Understand
- Connect
- Develop

## METHODOLOGY

- Identified PA and APRN leaders in HR system by title
- Performed a survey to understand leader demographics
- Scheduled recurrent development sessions with PA and APRN leaders
- Identified and prioritized development topics based on accountabilities

## KEY LEARNING

**Understand**
- Snapshot obtained of current leader roles and expectations

**Connect**
- 2-hour sessions of Cat 1 CME offered 3 times per year
- Focus on system leader connection
- Virtual platform for networking

**Develop**
- Monitoring session feedback, Likert scale of comfort pre and post sessions with improvement, utilization of virtual team connection space
- Initial sessions focused on student placement, privilege and credentialling, hiring process based on accountabilities

## RESULTS

| | Accountable | Collaborator | Not Involved |
|---|---|---|---|
| APP recruitment | 26.1% | 65.2% | 8.7% |
| Onboarding & Transition to Practice | 52.2% | 43.5% | 4.4% |
| APP Credential and Privilege Process | 13% | 60.9% | 26.1% |
| Quality Improvement Projects | 17.4% | 69.6% | 13% |
| APP Scheduling | 43.5% | 30.4% | 36.1% |
| APP Student placement and precept | 39.1% | 39.1% | 21.8% |
| APP Practice and Utilization | 17.4% | 69.6% | 13% |

## FUTURE DIRECTION

- Establish monthly bidirectional communication meeting
- Standardize APP Lead and Manager roles and direct report ratios across practice
- Transition to Leader Onboarding Program
- APP Leader Mentorship program