LMU-DCOM
Center for Interprofessional Education and Simulation (CIPES)
Strategic Plan 2026-2031

Approved by the LMU-DCOM CIPES 07/10/25

Mission
The Center for Interprofessional Education and Simulation at Lincoln Memorial University provides students and community members of diverse backgrounds with education, training, and interdisciplinary collaborative opportunities.
Updated: Fall 2023 Reviewed: 07/10/25

Vision
The Center for Interprofessional Education and Simulation at Lincoln Memorial University will enhance the quality of healthcare and patient safety using a wide spectrum of clinical environments in the training and assessment of healthcare students and professionals.
Updated: Fall 2022 Reviewed: 07/10/25

SWOT Analysis
Strengths
Teamwork adaptability
Diverse team member backgrounds and expertise
Collaboration maintains strong partnerships
Customer Service
Mutual concern for students
Dedication
Leadership
Communication with stakeholders
Strong partnerships
Outreach
Weaknesses
Partnerships in IPE
Geographic location
Policies/Procedures documentation and implementation
Outreach
Opportunities
Community partnerships/outreach
Community health awareness
Increase growth potential (Revenue building)
Flexibility in saturated markets to draw customers
Offer a broader range of emergent technologies
Professional development
Clinical faculty adherence to standard operating procedures
Threats
Job recruitment and commitment
Salary competitiveness
Technology and software improvement costs
Local and regional competition and governing body online programs increasing costs and services
Clinical faculty availability to support student education
Updated: 07/10/25

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Number	Objectives	Actions	Timeline	Responsibility	Resources	Expected Outcome(s)	Maps to DCOM Goal
1	CIPES SSIH Accreditation	Draft, complete and submit application for Society for Simulation in Healthcare (SSH) accreditation.	2025-2026	Simulation Accreditation Sub-committee	Advisory faculty/staff member(s) for Accreditation	Full accreditation application submitted to SSH; attend SSH Review and obtain accreditation. Application submission February 2026.	CIPES
2	Provide in-situ clinical skills training in rural areas and for rotation and GME sites. (CIPES)	Implement in-situ clinical skills training at core clinical rotation and residency sites (CIPES).	Annually	Executive Director of Life Support Skills Training; Director of Development Health Sciences Division	Executive Director of Life Support Skills Training; Director of Development Health Sciences Division; Grants; Funding from Private Organizations and Foundations	At least two (2) in-situ trainings completed; > or = 90% of learners A/SA that the training was satisfactory overall.	4.5a
3	Update IT equipment and other resources in Simulation Lab and Clinical Exam Center Areas to improve student learning experience and enhance capabilities.	Update other resources in SIMS Lab, CEC and Skills Lab	AY2025-2026	CIPES Asst. Director(s); (SAT) Coordinators	Simulation and Skills Equipment	Identify and update additional and existing simulation equipment to integrate into curricular activities with stakeholder input to provide the best learning experiences for students. Continue education to faculty partners regarding updates to the equipment and best practices.	4.1

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Number	Objectives	Actions	Timeline	Responsibility	Resources	Expected Outcome(s)	Maps to DCOM Goal
4	Expand partnerships for IPE Activities. Gather data for Empathy and Communication. Incorporate interview portion for IPE on Rotation 4th year virtual simulation. Increase participation in conferences and networking.	Identify additional schools and partnerships in Tennessee and Florida. Develop and operations manual for all activities. Work with EPC to gather data for Empathy and Communication. Redesign template for virtual simulation to incorporate a short interview with a discipline highlighted. Each staff/faculty will attend one conference and provide a report back with potential new ideas.	2025-2026	Executive Director, Assistant Director, Directors, and Project Managers.	Social networking, professional networks, EPC Faculty Assistance, Existing templates and documents, and IPE Budget.	Increase ratio of DOs to other disciplines that increases interdisciplinary collaboration. Increase understanding of the value of Empathy and communication. Improve IPE rotation experiences to align with core competencies. Increase staff and faculty knowledge and network to improve IPE overall.	4, 11, 7
5	Continue to update SP Standard Operating Procedures (SOPs) and collect feedback via the annual SP survey.	Distribute annual SP survey in February; review data and revise SOPs as needed based on findings	Spring 2026	Standardized Patient Coordinators	Existing SP documentation; prior SOPs; Qualtrics.	Achieve at least 75% response rate on survey; identify and implement at least one SOP improvement based on SP feedback.	CIPES
6	Improve the promotion of weekly skills training activities; increase student participation in open skills labs	Recurring reminders to students and faculty; collaborate with students services and University clubs to increase open skills lab attendance	2025-2026	Executive Director, Clinical and Life Support Skills; CIPES Asst. Director(s); Director of Quality Assurance and Documentation	Communications; Skills Lab Supplies	Increase communication to students (once at beginning of week and a final one on each Wednesday) to ensure they are aware of the open skills lab opportunities; ensure Qualtrics sign-up is emphasized to continue tracking data (included in 100% of communications); Increase participation in open skills lab by 25%.	CIPES

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7	Incorporate interview portion for IPE on Rotation 4th year virtual simulation. Design an activity for third years on rotation to replace videos.	Redesign template for virtual simulation to incorporate a short interview with a discipline highlighted. Collaborate with IPE team to design a new activity for 3rd year students on rotation.	AY2025-2026	IPE Executive Director; IPE Assistant Director; Nurse Educators	IPE Program Partners, IPE Budget	Improve IPE rotation experiences to align with core competencies.	6.11
8	Participate in community outreach for health profession education and life support training certifications (CIPES).	Organize and attend annual regional HOSA conference. Organize and or attend 1 community outreach event in Knoxville, TN	Annually	Nurse Educators; Faculty; AHA Staff	Course materials	Organized and attended annual regional HOSA conference. Organized and or attended 1 community outreach event in Knoxville, TN	CIPES
9	Improve process for obtaining academic rubrics and/or cases within SimCapture and Assist Assistant Director with preparations for transitioning to the cloud system in SimCapture in order to reduce errors and receive rubric information more fastidiously	Work with course directors to improve rubric delivery and transfer process via routine email reminders (30, 21 and 14 days). Learn all facets of cloud process within SimCapture and deploy it.	December 2025-Spring 26	CIPES Asst. Director(s), Simulation and Training Coordinators	Laerdal/SimCapture platform; Example rubrics; Track Rubric Errors	Deployed SimCapture Cloud in December. Studied system thoroughly to full understanding. Develop a spreadsheet to track errors to produce base data for improvements.	4.4a

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10	Strengthen SP performance consistency and accuracy through rubric alignment and the formal SP Quality Assurance process.	Continue implementation of the SP QA process: mentor reviews of SP scoring, feedback/remediation, and follow-up tracking emphasizing rubric accuracy. Add a question(s) tor the annual survey to gauge SP grading confidence levels.	Ongoing	Nurse Educators and SP Coordinators	SimCapture video system; Mentor/Peer Review forms; Objective/Subjective Rubric Item reference materials; Interrater Reliability reports; Nurse Educator Grade Change reports.	All SPs reviewed via QA process at least once; improvement noted in scoring accuracy or consistency based on follow-up; increased SP grading accuracy.	CIPES
11	Provide professional development opportunities for CIPES staff and faculty partners (CIPES)	Staff and faculty identify and participate in professional development courses, conferences, certifications and other opportunities	AY2025-2026	Senior Associate Dean; CIPES Asst. Director(s); IPE Director	Professional organizations; memberships; certifications; newsletters	CIPES staff and faculty participated in professional development	CIPES
12	Recruit and hire additional Standardized Patients to support program needs across Harrogate and Knoxville campuses.	Post positions through MyLMU; obtain approval to distribute recruitment flyers in local area; engage personal contacts; host hiring event/auditions for selected candidates	AY2025-2026	Standardized Patient Coordinators	PeopleAdmin; LMU Human Resources; Personal contacts; Social Media Platforms	Hire/Train additional SPs for the SP program before Fall 2025/Spring 2026 events begin.	CIPES