

THE UNIVERSITY OF TEXAS
STEVE HICKS SCHOOL OF SOCIAL WORK

Course Number:	SW 360K/SW 387T	Instructor:	Sarah K. Sloan, LCSW-S
Unique Number:	61405/61585	Email:	ssloan@austin.utexas.edu
Semester:	Fall 2022 & Spring 2023	Office:	3.124 H
Meeting Time/Place:	Fridays, 2:00-5:00pm SSW 2.106	Office Phone:	512-471-9107
Course TA:	TBD	Office Hours:	By appointment and through Zoom

Transformative Teams in Healthcare

I. STANDARDIZED COURSE DESCRIPTION

This course brings together students in medicine, social work, pharmacy and nursing to learn about and actively practice interprofessional, team-based health care. Experiential learning is emphasized and interwoven with team reflective sessions and activities. Course content will be focused on the core competencies of values and ethics for interprofessional practice, roles and responsibilities, interprofessional communication, and teams and teamwork (IECEP, 2011). The course will be taught in a flipped classroom where students will complete pre-work for each class and come prepared to engage in team discussion and activity. The goals of the course are to explore interprofessional teamwork; to introduce students to the backgrounds and contributions of different professions and teams; to provide examples of highly functional vs. dysfunctional team interactions; and to understand integrated behavioral health for patient care. UT Austin social work, pharmacy, nursing, and medical students will work together to discover the knowledge, skills, and attitudes for successful interprofessional work. Prior to class sessions, students will have assigned readings and written assignments to complete. Course activities will call upon interprofessional student teams to jointly complete exercises and experiences.

II. STANDARDIZED COURSE OBJECTIVES

Upon completion of this course, students will be able to:

1. Demonstrate mutual respect, trust, and integrity while valuing differences when working with members of other professions, based on the common goal of providing high quality, patient-centered health care.
2. Discuss essential elements of effective interprofessional communication and interprofessionality.
3. Understand models of integrated behavioral health in current health care settings
4. Develop competencies in culturally and linguistically competent health care service delivery.
5. Explore the importance of values and ethics in interprofessional practice
6. Evaluate interprofessional successes and challenges in existing healthcare practices
7. Clarify the knowledge base, skills and resources different professions contribute to a health care problem and develop understanding and respect for those contributions.
8. Explore teamwork and overlapping roles and responsibilities of HC team members.
9. Clarify boundaries and responsibilities unique to individual professions.

10. Demonstrate knowledge of integrated behavioral health interventions such as brief motivational interviewing.
11. Design and implement a community-based project on interprofessional skills.
12. Demonstrate an understanding of contemporary health care issues related to societal, political and organizational changes in health care.
13. Demonstrate an understanding of the nature of illness, its multidimensional aspects and the interrelationship between environmental, social, psychological, and biological factors in its cause, course and outcome.
14. Demonstrate an understanding of the dimensions of practice in the context of health care and multidisciplinary practice.

III. TEACHING METHODS

This course will be in person for AY 22-23 and is designed to include a variety of teaching/learning methodologies to achieve the course objectives. These activities will include readings, writings, discussions, lectures, speakers, videos, in-class group activities, student presentations, self-reflection and community experience. As this is a seminar course, most of the learning will take place in class discussions. The course will be co-taught by faculty from nursing, social work, pharmacy, and medicine. Please be prepared to engage with the readings, professor, team facilitators and your classmates in intellectual discussion of the topics covered in this course.

Toward the end of the first semester student teams will apply the course material to develop, implement, and study a community-based interprofessional healthcare issues of their choice. Course faculty members will provide mentorship on the community projects. The capstone event for the first semester will be creating public service announcements as the community projects. In the second semester, the capstone event will be an interprofessional team simulation with patient/client actors.

IV. REQUIRED TEXT AND MATERIALS

There will be assigned readings to be completed in advance of each session. Assigned reading hyperlinks will be accessible via CANVAS. There is no required course textbook.

PLEASE NOTE: There are two CANVAS sites for this class – one for SW students specifically in the Transformative Teams in Healthcare Course (TTHC) and one for ALL students in the larger Foundations of Interprofessional Collaborative Practice Course (FICP). Students are responsible for checking both CANVAS sites regularly.

V. COURSE REQUIREMENTS

Your grade for the course will be evaluated based upon the following:

Video Series of Core Competencies for Interprofessional Collaborative Practice

In the fall semester, as an important opportunity to reinforce the experiences introduced in the sessions, students will be assigned to view the four videos corresponding to the four core competencies. The videos will be available for viewing at any time throughout the course via the UT Austin School of Nursing continuing education website: www.tinyurl.com/hwzy3n9. Please register through that website and view the videos. There will be questions at the end of each video which you will answer in

order to receive credit. At the completion of the four videos, please upload the certificate of completion issued from the website.

Team Community Experience

The community experience will provide students with the opportunity to learn about our community—its members' health and health disparities. The course directors will issue focused areas of community health through which teams will begin to learn and compose public service announcement (PSA) videos to raise awareness of the issues. The course directors will provide more information in class. These PSA videos will be shared as the last course session in the fall semester and made available for public access.

Interprofessional Team Simulations

Throughout the course, teams will have opportunities to practice course contents and skills through simulations. These experiences will take place in small group settings with faculty members serving as patient/client actors and in clinical simulation centers where lay community members will serve as patient/client actors. Experiences that take place in clinical simulation centers will be video-recorded and made available for review and learning.

Reflection Assignment

Toward the end of the semester, you will complete a reflection on your team contributions, learnings, and leadership. The assignment will be uploaded to CANVAS for your course directors' review and comment.

Individual and Team Readiness Assurance Tests for Class

The advance preparation material provides important foundations for session experiences and learnings. Prior to each class session, you will complete a 10-minute, 5 multiple-choice question individual readiness assurance test (i-RAT) on CANVAS. The i-RAT will draft from session advance preparation material.

During each class session, you and your team members as a group will have 5 minutes to complete a one-question content application quiz for completion credit as a team readiness assurance test (t-RAT) on CANVAS.

Students will be expected to achieve a cumulative i-RAT passing score of $\geq 70\%$. Students who are at risk for not achieving the passing score by the end of the fourth session could be assigned remediation work. Students will be expected to take the i-RAT even if they miss the class session.

Learner Professional and Interprofessional Identities

Though the course experiences are team-centered, written reflections will provide you with individual opportunities to consider the relevance and sense of the course content and experiences to your ongoing studies and future practice. At the end of the semester, you will complete a reflection assignment.

Faculty Team Facilitator Learner Feedback

Toward the end of the semester, you will receive faculty team facilitator feedback on your team contributions and professional development. You can integrate the feedback into your end-of semester write-ups.

Course and Faculty Team Facilitator Evaluations

You will receive instructions for course and faculty team facilitator evaluations toward the end of the semester. Your candid responses will help course directors and faculty team facilitators improve the course experience and content.

VI. GRADES:

The course will be on a PASS/FAIL grade.

Students would receive a PASS grade in this course if ALL of the following criteria are satisfied:

- Punctual attendance of all assigned sessions and/or successful remediation as prescribed by the course directors
- Satisfactory completion of all assignments (including mastery of knowledge quiz) by due dates and/or successful remediation as prescribed by the course directors
- Timely completion of all assigned assessments by due dates
- Timely completion of course and facilitator evaluations by due dates
- Consistent adherence to student expectations as elaborated by the course syllabus

Presence of ANY of these elements places the student AT RISK for failing the course:

- Referral from course faculty member due to concerns of professionalism or performance in the course
- Referral from team peer members due to professionalism or performance in the team
- Unexcused absence from assigned session
- Tardy arrival or premature departure from assigned session without advance permission from course director
- Missed assignment due date

Presence of ANY of these elements places the student at GREATEST RISK for failing the course:

- Repeated concerns raised about professionalism or performance
- Repeatedly missed assignment due dates
- Repeatedly late or absent from assigned sessions without advance permission from the course director

Students at risk for failing the course will be required to meet with the course director to:

- Review the risk factors for course failure
- Draft and successfully implement a remediation plan

Grading Rubric: It's about your **TEAM** work!

Grade Elements	Assessment	Pass Grade Threshold
Fall Semester 2022		
Turnout (Attendance)	Attendance as gathered by individual tRAT submissions	Consistently identified as being on time and/or successful completion of assigned remediation work

Effort (Modeling team collaboration characteristics)	Team Self-Assessment to be completed collectively by team members and faculty team facilitators at the end of sessions	Consistently identified as meeting or exceeding expectations
Assignments	Fall Semester 1. Team Community PSA Video 2. Team Process Evaluation 3. Team Community PSA Progress Report 4. Individual One-Minute Papers 5. Individual End of Course Reflection 6. Individual Video Series on Core Competencies for Interprofessional Collaborative Practice	Satisfactory completion by assignment due dates and/or assigned remediation work
Mastery (of Knowledge)	5 i-RATs	Cumulative score of \geq 70%

Grade Elements	Assessment	Pass Grade Threshold
Spring Semester 2023		
Turnout (Attendance)	Attendance as gathered by individual tRAT submissions	Consistently identified as being on time and/or successful completion of assigned remediation work
Effort (Modeling team collaboration characteristics)	Team Self-Assessment to be completed collectively by team members and faculty team facilitators at the end of sessions	Consistently identified as meeting or exceeding expectations
Assignments	Spring Semester 1. Individual one-minute papers 2. Learner reflection 3. End of course reflection 4. Simulation participation 5. ICCAS completion	Satisfactory completion by assignment due dates and/or assigned remediation work
Mastery (of Knowledge)	5 i-RATs	Cumulative score of \geq 70%

Assignments and Due Dates

Unless otherwise indicated by the course directors, assignments and due dates will be posted in the FICP course CANVAS site for all students.

VII. CLASS POLICIES

1. The class experience is co-constructed and students are expected to attend class regularly and to participate in an interactive framework between collegiate students and professor. Students are expected to **complete the readings/videos prior to class** and should be well prepared to participate in discussions and experiential learning assignments. Failure to attend class and demonstrate through discussions that one has comprehended the readings will be considered in assigning the final grade.
2. Punctuality is an important professional practice. Please enter the classroom promptly at the assigned time and stay in the classroom until class is dismissed by the faculty facilitator. A student is considered absent if they arrive more than 10 minutes late to class, leave early, or are unable to come to class. Absences may result in reduction of grade.
3. The classroom is an opportunity to practice professional demeanor and mutual respect. We share the class as a time to learn in a safe and nonjudgmental environment. Consequently, disrespect toward others is not tolerated and will be handled directly and in the context in which it occurs. In order to facilitate classroom communication and learning, phone calls, pagers, and other communication devices are restricted from being on or should be placed in 'silent' mode while in class. Except in the case of extended emergencies, and then only with the permission of the professor, **late assignments will not be accepted without penalty**. Please practice professional etiquette for virtual and in-person meetings. These guidelines will be provided during orientation.
4. On those rare occasions that students are unable to attend their assigned session, students will be expected to complete remediation work. Students need to notify the Professor Sparks or the TA of their anticipated absence or emergency absence. Students will make up the missed session with assigned remediation work that will be posted on Canvas with the appropriate module.
5. If students are concerned about their class performance, the professor is more than willing to work with them to help improve their understanding of the class material of the assignments *prior to the end of the semester*. **Final grades assigned in the course are not negotiable.**
6. The ability to write in a professional manner is very important for health care professionals. Written work must be typed, edited for grammatical, spelling and typographical errors. Work will be grade based on the American Psychological Association (APA- 6th edition) guidelines for references and citations.
7. Student feedback is welcome. Students are also encouraged to provide feedback during office hours, by phone, or appointment. The professor will return phone calls and emails during scheduled office hours.
8. All students are expected to maintain confidentiality regarding all shared professional and personal information related to agencies, clients or the experiences of other students.
9. You will be expected to **present yourself in professional casual attire** for all course activities unless otherwise notified by the course director. For simulation events with patient actors, you will dress professionally as you would be expected in actual patient or client encounters in clinical settings or field placements.

CONSENT FOR PHOTOGRAPHY/ VIDEOGRAPHY. At the beginning of the course, you will be asked to provide consent for photography and videography in this course. These products could be used to promote the course, its contents, and your contributions to interprofessional learning and collaboration at the university.

VIII. UNIVERSITY POLICIES

COVID-19 RELATED INFORMATION. The University's policies and practices related to the pandemic may be accessed at: <https://protect.utexas.edu/>

THE UNIVERSITY OF TEXAS HONOR CODE. The core values of The University of Texas at Austin are learning, discovery, freedom, leadership, individual opportunity, and responsibility. Each member of the university is expected to uphold these values through integrity, honesty, trust, fairness, and respect toward peers and community.

DOCUMENTED DISABILITY STATEMENT. Any student who requires special accommodations must obtain a letter that documents the disability from the Services for Students with Disabilities area of the Division of Diversity and Community Engagement (471- 6259 voice or 471-4641 TTY for users who are deaf or hard of hearing). A student should present the letter to the professor at the beginning of the semester so that needed accommodations can be discussed and followed. The student should remind the professor of any testing accommodations no later than five business days before an exam. For more information, visit: <http://diversity.utexas.edu/disability/>.

PROFESSIONAL CONDUCT AND CIVILITY IN THE CLASSROOM. The professor expects students to act as professionals in class. This means students should arrive on time for class, be prepared to participate in the class discussion, and show respect for one another's opinions. A course brings together a group of diverse individuals with various backgrounds. Students are influenced and shaped by such factors as race, ethnicity, gender, sex, physical abilities, religious and political beliefs, national origins, and sexual orientations, among others. We expect to learn from each other in an atmosphere of positive engagement and mutual respect. This atmosphere includes working intentionally to recognize and dismantle racism, sexism, heterosexism, and ableism in the classroom. Social Work also deals with complex and controversial issues. These issues may be challenging and uncomfortable, and it would be impossible to offer a substantive classroom experience that did not include potentially difficult conversations relating to challenging issues. In this environment, we will be exposed to diverse ideas and opinions, and sometimes we will not agree with the ideas expressed by others. Nevertheless, the professor requires that students engage one another with civility, respect, and professionalism.

UNANTICIPATED DISTRESS. Students may experience unexpected and/or distressing reactions to course readings, videos, conversations, and assignments. If so, students are encouraged to inform the professor. The professor can be responsive and supportive regarding students' participation in course assignments and activities, but students are responsible for communicating clearly what kind of support is desired. If counseling is needed, students may contact a service provider of their choosing, including the UT Counseling Center at 512-471-3515 or online at <https://cmhc.utexas.edu/>.

POLICY ON SOCIAL MEDIA AND PROFESSIONAL COMMUNICATION. Public social networks are not private. Even when open only to approved or invited members, users cannot be certain that privacy will exist among the general membership of sites. If social work students choose to participate in such forums, please assume that anything posted can be seen, read, and critiqued. What is said, posted, linked to, commented on, uploaded, subscribed to, etc., can be accessed and archived, posing potential harm to professional reputations and prospective careers.

Social work students who use social media (e.g. Facebook, Twitter, Instagram) and other forms of electronic communication (e.g. blogs) must be mindful of how their communication may be perceived by clients, colleagues, faculty, and others. Social work students are expected to make every effort to

minimize material which could be considered inappropriate for a professional social worker in training. Because of this, social work students are advised to manage security settings at their most private levels and avoid posting information/photos or using any language that could jeopardize their professional image.

Students are asked to consider the amount of personal information posted on these sites and are obliged to block any client access to involvement in the students' social networks. Client material should not be referred to in any form of electronic media, including *any* information that might lead to the identification of a client or compromise client confidentiality in *any* way. Additionally, students must critically evaluate any material that is posted regarding community agencies and professional relationships, as certain material could violate the standards set by the School of Social Work, the Texas Code of Conduct for Social Workers, and/or the NASW Code of Ethics.

Social work students should consider that they will be representing professional social work practice as well as The University of Texas at Austin School of Social Work program while in the classroom, the university community, and the broader area communities.

POLICY ON ACADEMIC INTEGRITY. Students who violate University rules on academic dishonesty are subject to disciplinary penalties, including the possibility of failure in the course and / or dismissal from the University. Since such dishonesty harms the individual, all students, and the integrity of the University, policies on academic dishonesty will be strictly enforced. For further information, please visit the Student Conduct and Academic Integrity website at: <http://deanofstudents.utexas.edu/conduct>.

USE OF COURSE MATERIALS. The materials used in this course, including, but not limited to exams, quizzes, and homework assignments, are copyright protected works. Any unauthorized duplication of the course materials is a violation of federal law and may result in disciplinary action being taken against the student. Additionally, the sharing of course materials without the specific, express approval of the professor may be a violation of the University's Student Honor Code and an act of academic dishonesty, which could result in further disciplinary action. This sharing includes, among other things, uploading class materials to websites for the purpose of distributing those materials to other current or future students.

CLASSROOM CONFIDENTIALITY. Information shared in class about agencies, clients, and personal matters is considered confidential per the NASW Code of Ethics on educational supervision and is protected by regulations of the Family Educational Rights and Privacy Act (FERPA) as well. As such, sharing this information with individuals outside of the educational context is not permitted. Violations of confidentiality could result in actions taken according to the policies and procedure for review of academic performance located in sections 3.0, 3.1, and 3.2 of the Standards for Social Work Education.

UNIVERSITY ELECTRONIC MAIL STUDENT NOTIFICATION. Electronic mail (email), like postal mail, is a mechanism for official University communication to students. The University will exercise the right to send email communications to all students, and the University will expect that email communications will be received and read in a timely manner. Students can find UT Austin's policies and instructions for updating their e-mail address at <https://it.utexas.edu/policies/university-electronic-mail-student-notification-policy>.

RELIGIOUS HOLY DAYS. A student who misses classes or other required activities, including examinations, for the observance of a religious holy day should inform the instructor as far in advance

of the absence as possible so that arrangements can be made to complete an assignment within a reasonable period after the absence. A reasonable accommodation does not include substantial modification to academic standards, or adjustments of requirements essential to any program of instruction. Students and instructors who have questions or concerns about academic accommodations for religious observance or religious beliefs may contact the [Office for Inclusion and Equity](#). The University does not maintain a list of religious holy days.

TITLE IX REPORTING. In accordance with Title IX of the Education Amendments of 1972, the University of Texas at Austin is committed to maintaining a learning environment that is free from discriminatory conduct on the basis of sex <https://titleix.utexas.edu/>. Faculty, field instructors, staff, and/or teaching assistants in their supervisory roles are mandated reporters of incidents of sex discrimination, sexual harassment, sexual violence, stalking, dating violence, or any other forms of sexual misconduct. Students who report such incidents will be informed of University resources. Incidents will be reported to the University's Title IX Coordinator. Further information, including student resources related to Title IX, may also be found at <https://titleix.utexas.edu/>.

CAMPUS CARRY POLICY. The University's policy on campus carry may be found here: <https://campuscarry.utexas.edu>.

SAFETY. As part of professional social work education, students may have assignments that involve working in agency settings and/or the community. As such, these assignments may present some risks. Sound choices and caution may lower risks inherent to the profession. It is the student's responsibility to be aware of and adhere to policies and practices related to agency and/or community safety. Students should notify the professor regarding any safety concerns.

BEHAVIOR CONCERNS and COVID-19 ADVICE LINE (BCCAL). If students have concerns about their behavioral health, or if they are concerned about the behavioral health of someone else, students may use the Behavior Concerns and COVID-19 Advice Line to discuss by phone their concerns. This service is provided through a partnership between the Office of the Dean of Students, the Counseling and Mental Health Center (CMHC), the Employee Assistance Program (EAP), and The University of Texas Police Department (UTPD). Call 512-232-5050 or visit <https://safety.utexas.edu/behavior-concerns-advice-line>. The Behavior Concerns and COVID-19 Advice Line has been expanded to support The University of Texas at Austin community during the COVID-19 pandemic. By calling 512-232-5050 - Option 2 for COVID-19, students, faculty and staff can be assisted in English and Spanish with COVID-19 support.

EMERGENCY EVACUATION POLICY. Occupants of buildings on the UT Austin campus are required to evacuate and assemble outside when a fire alarm is activated or an announcement is made. Please be aware of the following policies regarding evacuation:

- Familiarize yourself with all exit doors in the classroom and the building. Remember that the nearest exit door may not be the one you used when entering the building.
- If you require assistance to evacuate, inform the professor in writing during the first week of class.
- In the event of an evacuation, follow the professor's instructions.
- Do not re-enter a building unless you are given instructions by the Austin Fire Department, the UT Austin Police Department, or the Fire Prevention Services office.

GRADING SCALE

94.0 and Above	A
90.0 to 93.999	A-
87.0 to 89.999	B+
84.0 to 86.999	B
80.0 to 83.999	B-
77.0 to 79.999	C+
74.0 to 76.999	C
70.0 to 73.999	C-
67.0 to 69.999	D+
64.0 to 66.999	D
60.0 to 63.999	D-
Below 60.0	F

IX. COURSE SCHEDULE

Fall Sessions 2022

Class Cohorts

Students will be placed in interprofessional teams organized into three cohorts. You will attend the sessions scheduled for your team's assigned cohort.

	<u>Cohort 1</u>	<u>Cohort 2</u>	<u>Cohort 3</u>
Teams	1-12	13-24	25-36

Common Schedule

FICP class sessions will be offered by cohorts on Fridays through **in-person sessions (2pm-5pm)** and **virtual sessions (2:30pm-5pm)**. All sessions will take place in the Dell Medical School Health Learning Building (HLB) 1.111 unless otherwise noted.

Fall Semester Sessions		Cohort 1	Cohort 2	Cohort 3
		Teams 1-12	Teams 13-24	Teams 25-36
Course Kickoff (ALL COHORTS)	In Person	August 26		
Roles/Responsibilities	In Person	September 2	September 9	September 16
IPE Event Day: Interprofessional Communication and Teamwork		September 23		
Community PSA (ALL COHORTS)	In Person	September 30		

TeamSTEPPS Applications	In Person	October 7	October 14	October 21
No Class. Community PSA Progress Report		October 28		
Motivational Interviewing	In Person	November 4	November 11	November 18
No Class. Thanksgiving Holiday		November 25		

Social Work Students Only Event

Social work students will also be invited to a SW only zoom session at the beginning of each semester to discuss the role of social workers in the interprofessional team.

X. BIBLIOGRAPHY

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