

IPEPulse

Volume 1, Edition 7

October 2023



In this Edition



Come paint a pumpkin and meet new interprofessional friends at this year's FALL FEST from 5 - 7 p.m. on Friday, Oct. 27th! (page 2)



Learn more about Relational Leadership @ Carolina! (pages 7 - 22)

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OFFICE OF THE PROVOST
Interprofessional Education and Practice

IPEP Opportunities for Students



*These opportunities count for IPEP Distinguished Scholars credit!**

Upcoming

Come Meet Your Neighbors at the IPE Fall Fest!

Friday, October 27th, 5:00 - 7:00 p.m. | Adams School of Dentistry - Atrium

Come make new interprofessional friends at the IPE Fall Fest* on Friday, Oct 27th from 5:00-7:00 p.m. Come for food, stay for games! Students from across the health professions are invited to attend the IPE Fall Fest social. There will be free food, music, games and more. Connect back with your MYN team members or meet new interprofessional friends and enter the team pumpkin painting contest! Prizes will be awarded for the best team effort, most creative, and "spookiest" pumpkins!

Let the Office of IPEP know you are coming here:

https://unc.az1.qualtrics.com/jfe/form/SV_6hClGjx8mevIBU

This event counts for IPEP DS credit

Mental Health in Healthcare Providers

Monday, October 30th from 5:15-6:15 PM | Adams School of Dentistry - Koury G40

Please join ASOD IPE for a viewing of Brian Goldman's 2011 Ted Talk "Doctors make mistakes. Can we talk about that?" and a group discussion on the shared mental stress and the importance of mental health across various providers in healthcare. There will be free food available!

Register here: <https://docs.google.com/forms/d/e/1FAIpQLSfk1O-42PIHAd65llnYXcywMEERUDiYFOdruYYyJdaRBwwwAA/viewform>

This event counts for IPEP DS credit

Questions can be directed to event coordinator Madison Rose at mrose@unc.edu

Interprofessional Neuro Case-Based Event for students in the School of Medicine and Department of Health Sciences

Wednesday, November 1st from 12-1pm | Bondurant 2035

Students will work through the case and try to identify the issue the patient is experiencing, risk factors for their continued healthcare, and develop an interprofessional plan for care. Students will use their knowledge from their respective schools to work together to develop a care plan for the patient. They will work collaboratively and learn from one another on how to interact with other professions when approaching similar cases in the future

Register here: https://unc.az1.qualtrics.com/jfe/form/SV_d6VWZdwBV1MQcxEQ_CHL=qr

This event counts for IPEP DS credit

One Health Day Celebration

Wednesday, November 1st from 1:30-2:30pm | GSGPH Rosenau Hall Room 235

Join us to celebrate world One Health Day (which is Nov 3). We will have an introduction from Jill Stewart from the Department of Environmental Sciences and Engineering at Gillings and one of the professors in the One Health course. We will then show a short 30 minutes One Health Film and have a trivia challenge covering interprofessional one health questions! Snacks and drinks will be provided!

Register here: <https://heellife.unc.edu/event/9554308>

This event counts for IPEP DS credit

Questions can be directed to event coordinator Helen Lindsay at hlinds24@unc.edu

2023 UNC Business of Healthcare Conference - What's Driving Healthcare Prices?

Friday, November 3 | In-person at the Kenan-Flagler Business School and Virtual

Healthcare prices in the United States are garnering attention as the country continues to outspend other Organization for Economic Cooperation and Development (OECD) countries by a significant margin, without better outcomes.

This year's event, hosted on Friday, November 3rd by the UNC Center for the Business of Health, the Kenan Institute of Private Enterprise and the UNC Kenan-Flagler MBA Healthcare Club, will explore how healthcare goods, labor and services are priced and why the cost of care continues to rise. We will learn from leaders and organizations taking steps to address this core financial challenge.

Join hundreds of alumni, students, policy makers and industry leaders to address some of the most pressing topics in healthcare. Meals and networking time included for those attending in-person. Virtual streaming will be available for select presentations and panels.

Registration is now open! UNC faculty, staff and students are offered free admission (must use UNC email address during registration).

Register and learn more here: <https://cboh.events.kenan-flagler.unc.edu/website/57298/home/>

This event counts for IPEP DS credit

Questions? Contact Erin Leach, CBOH Program Manager.

Advocacy and Action in Autism: An Interprofessional Panel

Monday, November 6th, 5:00-6:30 PM | Peabody Hall Room 2040

Advocacy and Action In Autism is an interprofessional panel in which a provider from medical practice, social work, psychology, education, and speech language pathology will speak about their work or experiences with autism and why it is important. Discussion surrounding careers within the field, how these disciplines work together effectively to foster health and wellness, and each individual's role in promoting a neurodiverse society will take place.

Register here:

<https://docs.google.com/forms/d/e/1FAIpQLSdXjOFrvcrC67pRSaEqnE4lEqaYzDI0tLkmq2OBIfe5oPEHBw/viewform>

This event counts for IPEP DS credit

Questions? Contact Dr. Helyne Frederick at helyne@email.unc.edu

Opportunities from Friends of the Network

*These opportunities **DO NOT** count for IPEP Distinguished Scholars credit!**

Upcoming

2023 IPEC Call for Poster Presentations

IPEC invites you and your interprofessional collaborators to submit a poster proposal for the third virtual IPEC Poster Fair! This free online event on Wednesday, November 29th seeks to stimulate conversations about experiences trying out and implementing interprofessional education for collaborative practice initiatives. Posters sharing interprofessional projects and practices across all disciplines and at various stages of development and implementation are welcome. Learn more here: <https://ipec.memberclicks.net/call-for-posters>

Donate Platelets to the UNC Blood Donation Center

The UNC Blood Donation Center is reaching out to the public to spread awareness about the need for platelet donation. Platelets are the cells in your blood that help form clots and stop bleeding. Platelets are most often needed by cancer patients. They are also needed by trauma patients and patients undergoing surgical procedures.

The platelet donation process is different from a whole blood donation. It takes about 2 hours to donate platelets. The apheresis machine draws small amounts of blood at a time, separates the platelets using a centrifuge and then returns the remaining blood through one needle.

Platelet donors must be 16 or older, 110+ pounds or more, aspirin-free for 48 hours before donation and feel well and healthy. Some restrictions may apply for international travel and medications. At our hospital, platelets are desperately needed! Patients at the UNC hospital receive the platelets that we collect at our center daily.

[Click here to learn more and to donate platelets](#)



IPEP Opportunities for Faculty/Staff

Upcoming

Faculty Development - BETTER TOGETHER: From Theory to Practice

Tuesday, November 7th, 4:30 p.m. - 7:30 p.m. in the Kenan Stadium Blue Zone

Join the Office of IPEP for a cocktail hour and faculty workshop! Expand your professional network, learn about Interprofessional Education and Practice, create a shared language and prepare for interprofessional innovation and collaboration.

Register here: https://unc.az1.qualtrics.com/jfe/form/SV_6YfJob1JUGhlfH8

Relational Leadership @ Carolina

Relational Leadership @ Carolina is an interprofessional, cross-generational program that teaches participants how to fully realize the breadth of their human interactions and achieve true connection, common vision and interdependent action.

Want to learn more? Join us for a Zoom information session, 12:00 p.m. - 1:00 p.m. on the dates below:

<https://unc.zoom.us/j/97349280940>

- **January 19th**
- **February 5th**
- **February 20th**



News

Can You Hear Me Now

October 2nd, 3rd and 6th

Over 800 students joined together to learn about confronting conflict in teams. Psychological safety is key when addressing team-based care. When conflict is not addressed, or a team member does not feel valued, healthcare error will result. Students who attended this session developed skills to address conflict and brainstormed strategies to have every person feel like a valued member of the team.

Relational Leadership Convening

October 11th - 13th

Seven participants from UNC and UNC Healthcare attended the [Relational Leadership Convening](#), put on by Intend Health Strategies, in Atlanta, GA on October 11th -13th. UNC was well-represented at the inaugural gathering for those who envision a human-centered healthcare ecosystem that is built on a foundation of connection and collaboration. Associate Provost for Interprofessional Health Professions, Meg Zomorodi, served on the Opening Day Keynote panel and spoke about the impact that Relational Leadership principles had during the pandemic. Faculty, staff and fellows from the UNC community led multiple "learning exchanges" and all participants left with new tools and techniques to cultivate leadership, increase engagement, improve collaboration, transform conflict, navigate change and strengthen community. *Sofia Aliaga*, Director of Interprofessional Education and Practice for the School of Medicine, and *Victoria Boggianno*, Assistant Professor for UNC SOM Family Medicine presented on [Bringing Relational Leadership to Trainees in Academic Medical Centers](#) and [5D 2.0: Speaking Energy Language for Individuals and Teams](#). *Josh Hinson*, Director of Relational Leadership at Carolina, presented on [Integrating Relational Leadership into Medical Student Education and Instruction](#). *Macrina Liguori*, Neonatal-Perinatal Medicine Fellow at the University of North Carolina-Chapel Hill, presented [Tuckman's in the NICU: Pilot Study of Caregiver Perceived Teaming](#).



IPEP Partner Feature: Relational Leadership @ Carolina



In the past year, RL@C has had...

925+

FACULTY, STAFF AND STUDENTS
participate in departmental RL@C training



19

SESSIONS

with departments from a
variety of professional
backgrounds

70+

HOURS
of RL training
delivered



data from RL@C departmental sessions, Oct 2022 - Oct 2023

What is Relational Leadership?

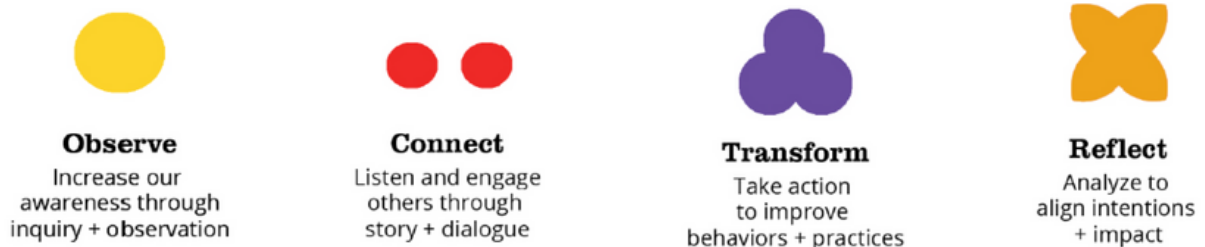
Relational Leadership (RL) is a human-centered approach to working with others that cultivates connection and awareness in order to increase belonging, collaboration, equity and impact across health systems. RL promotes psychological safety and making people feel seen, heard and valued for their perspectives and contributions.

RL PROMOTES A CULTURE THAT INCREASES:

- **Authenticity**, which sees people communicating with transparency and integrity. Authenticity can be fostered through inviting and amplifying diverse perspectives and calling others into dialogue to address challenges openly.
- **Growth**, which sees iteration and innovation built into how people work together and sees change actively encouraged. To increase growth, a person or a group of people should admit mistakes, ask questions, invite feedback and acknowledge gaps and/or areas of opportunity.
- **Belonging**, a sense that makes people more likely to bring out their authentic selves and value their team's well-being as much as their productivity. To increase a sense of belonging, a person or group of people should acknowledge and address power differentials in the room, listen to others and seek out different opinions and perspectives.
- **Integration**, which sees people work collaboratively and interdependently, relying on and valuing each other's strengths and differences. To increase integration, a person or group of people should be aware of other's strengths and create systems and processes to ensure everyone contributes equally.

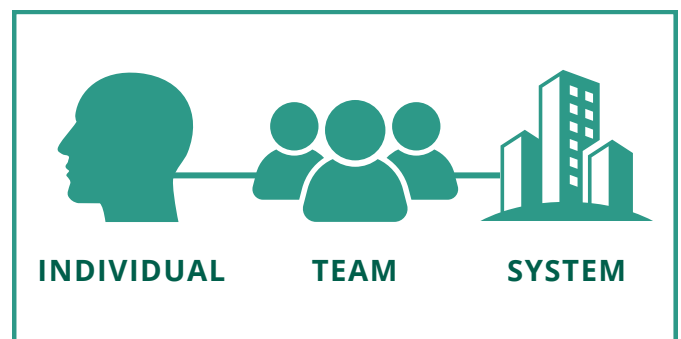
HOW DOES RL PROMOTE THIS CULTURE?

RL teaches skills that foster a continual learning process, challenging individuals to grow and improve as leaders and change-makers. RL also teaches people relational practices that allow them, whether they are addressing interpersonal challenges on a team or larger systematic issues, to move through a cycle that consists of the following steps: observe, connect, transform and reflect.



WHERE DOES RL MAKE AN IMPACT?

RL can be used to influence transformative action at many different levels. On an **individual** level, relational practice can change how people view themselves and interact with others in their own immediate spheres of influence. On a **team** level, RL can change how people set up teams and processes within their organizations and institutions. On a **system** level, RL can change how people approach large-scale systematic problems in their societies and their communities.

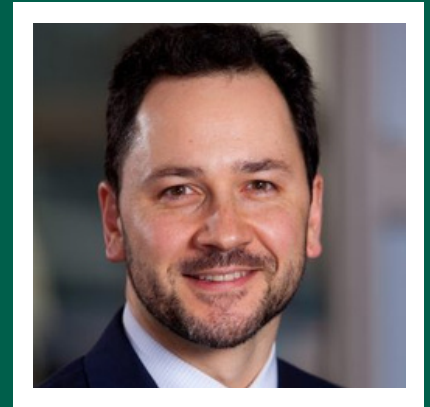


Through engaging in RL, individuals can make an impact from wherever they stand, regardless of their position. RL teaches key skills and concepts that can help foster change within teams, organizations and cultures.

Meet the Director!

Josh Hinson, MSW, LCSW

Director, Relational Leadership @ Carolina
University of North Carolina at Chapel Hill



Josh, like his wife, Emily, and his two children, Callum and Elsie, is a North Carolina native. Before coming to Relational Leadership @ Carolina, he was an Assistant Professor at the UNC School of Social Work and the program director for the UNC Refugee Mental Health and Wellness Initiative.

Q: How did you get started with Relational Leadership?

A: I was invited to participate in the pilot cohort of the Relational Leadership Institute at UNC in the spring of 2019. The program was amazing...Relational Leadership captures two of my core values: fostering authentic and meaningful relationships in our workplaces and bringing practices to leadership that encourages everyone to feel safe, welcome and valued. As a social worker, these values have been foundational to my educational, clinical, organizational and community practices; I am excited to have the opportunity to bring them to the work of strengthening our culture at UNC too!

Q: What do you see as the benefit of interprofessional collaboration?

A: Our educational and healthcare systems are in crisis. We face shortages of teachers and healthcare providers, and communities suffer as a result. Furthermore, professionals can't work in isolation...doctors, nurses, pharmacists, social workers and teachers...we all need each other to be successful. We know that interprofessional teams are more effective, but interprofessional collaboration doesn't just happen; it requires time, intention and skillful communication. Relational Leadership is the glue that holds interprofessional teams together. All our Relational Leadership Institute cohorts are interprofessional by design: we work to recruit participants from all the Interprofessional Education and Practice affiliated programs, and then we form small, interprofessional working groups within the cohort. These small groups are where the magic happens...people from different areas of practice who don't normally work together get to practice Relational Leadership skills like storytelling, inviting one-to-one conversations, teaming, giving and receiving feedback and communicating through conflict in a low-risk, psychologically safe setting. They can then use these skills immediately in the teams they are part of and invite more interprofessional collaboration in the future. Again, it's a snowball effect, and we're approaching a critical mass of people who are using Relational Leadership practices in interprofessional teams!

Q: What is one memory that sticks out to you as a time when you utilized relational leadership in an interprofessional setting?

A: I recently had the opportunity to facilitate a retreat for two groups of health professionals who were coming together for the first time. Their practices were going to merge, and yet many of them had never been in the same room together...our challenge was to help them build trust so that they could begin to form a collaborative, interprofessional team. Relational Leadership provided an opportunity for them to observe, connect, transform and reflect: the core values of RL. We started by inviting everyone to observe their own needs for psychological safety, and to come up with a list of group norms that would help foster a shared sense of psychological safety for their work together. Then we offered the Story of Self as a tool for connecting with each other by communicating the values that motivate their work through personal stories. The storytelling was powerful: despite their diverse personal experiences and professional roles, they were all experiencing isolation in their workplaces, and they longed to have a sense of community. Realizing this shared value highlighted the need to transform the culture of their healthcare practice by centering mutual respect and comradery. We closed by reflecting on how they intended to put these skills into practice as a means to achieve their shared goal. I look forward to continuing to work with this group over the months and years to come!

Q: How do you see RL@C developing in the next few years?

A: This is an exciting time for RL@C, as individuals, teams and units across the Carolina community are looking for new ways to work together. People who have participated in RLI have been overwhelmingly appreciative of the content, and one word keeps coming up in our evaluations time and time again: "Transformational." When people experience a personal transformation, they are excited to share it with their friends and co-workers. These personal testimonials have a snowball effect, encouraging more and more UNC Healthcare providers and UNC faculty, staff and students to engage in RLI. When multiple team members participate in RLI, they have a shared language for communicating about and envisioning change, and they share a skillset for implementing change strategies. I think we are approaching a critical mass of Relational Leaders at UNC, and that will mean moving from individual and team transformation to system-wide cultural transformation.



Offerings and Fees

RELATIONAL LEADERSHIP @ CAROLINA

UPCOMING RELATIONAL LEADERSHIP INSTITUTES

- Spring 2024 RLI: March 18-19, April 10-11; 8am-5pm, in person, location TBD
- Summer 2024 RLI: June 3-4, June 13-14 (dates tentative); 8am-5pm, Zoom

Each session builds on the next, making attendance at all 4 dates a requirement to participate. The program will be hosted on campus and will include a combination of large- and small-group interaction designed to move you through the four domains of Relational Leadership™: manage self; foster teamwork; coach & develop; accelerate change.

COST

Each seat in our program costs approximately \$2,750 to provide.

SLIDING-SCALE PHILOSOPHY

Relational Leadership @ Carolina is committed to maintaining a fee structure that balances access for all with financial sustainability for the program. Registration fees cover operational costs, including the 5 Dynamics assessment for each participant, curriculum development, program administration and program assessment. In addition, all RLI alumni become members of a growing RL@C community, which includes benefits like Booster Sessions on topics identified by RL alumni, community networking and Leadership Pathway professional development. We offer registration fees on a sliding scale to encourage participation from across the professional and generational spectrum.

If you have concerns or questions about the course cost or your ability to attend due to financial limitations, please reach out to us at relational_leadership@unc.edu.

UPCOMING INFORMATION SESSIONS

Free one-hour “What is Relational Leadership?” Zoom sessions for potential participants to learn more about RLI and RL@C. Check the RL@C website for updates, Zoom, and registration links!

1/19/24 from 12-1

2/5/24 from 12-1

2/20/24 from 12-1

 <https://ipep.unc.edu/rlc/>

 relational_leadership@unc.edu



Tips for IPE

Maintaining Neutrality & Sensitivity

[Adapted from 10 Tips for Interprofessional Facilitation](#)

When contributing your profession-specific perspective to the conversation during an IPE session, but be respectful of participants' different experiences and perspectives. Balance is vital when facilitating learner from multiple different professions. What is considered acceptable in your professional culture may be offensive to other professionals. Professional roles may sometimes blur and learners may view this as a threat to their own profession's identity. As a facilitator, you can turn this sensitive issue into an opportunity for learners to view professional role overlap as a positive component of interprofessional collaboration.

Remember to:

- Think before you speak.
- Become familiar with the professions represented in the room and think about dynamics that could potentially arise.
- Be aware of stereotypes. If stereotypes and/or labels come up, use that as an opportunity to discuss roles.
- Reflect on what experiences you have had the personally influenced your perception of other professions or particular stereotypes.
- Monitor the situation.
- Focus the conversation on interprofessional practice.

Prompts to ask your participants:

- *"What surprised you about the role of another profession? What are the challenges and opportunities regarding role overlap and how does this affect interprofessional care?"*
- *"Would a learner from a profession that has not contributed please share your thoughts with the group?"*

Meet The Newsletter Team:



Elizabeth Kwong
Health Informatics
Class of 2025



Taryn Vasquez
Pharmacy
Class of 2025



Kat Downing
Nursing (BSN)
Class of 2024



Sabrina Rousselot
Public Health
Class of 2024



Dani Anastasovites
Pharmacy
Class of 2025

OIPEP Support:

Sarah Liebkemann (Dental Hygiene)
Director of Communications for the OIPEP
Cassidy Englund, Class of 2024
Communications Assistant for the OIPEP

Share Feedback

We're always looking to grow and improve, so please share your feedback and preferences with us using the link below:

[Share Feedback](#)

Share Your Story !

If you would like to be considered for a feature in an upcoming issue of our newsletter, or know someone who you would like to be featured, please click the button below!

[Share Your Story!](#)

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BETTER
together

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