



Annual Report 2024

INSPIRE



Preface	3
INSPIRE Overview	4
Vision	4
Mission	4
Core Values	4
Current Network Snapshot	5
Members by country	5
Organization	5
Organizational Structure of INSPIRE	6
Executive Committee	6
Updates on Strategic Planning from 2024	6
Connect.	8
INSPIRE Funding and Partners	8
Incubate.	9
IPSS-INSPIRE Fellowship: Developing simulation leaders	9
ALERTs: Incubating Research Ideas	11
Accelerate.	12
2024 INSPIRE Highlights: Ongoing and Completed Projects and Initiatives	12
PROJECTS	12
INSPIRE-related Research Initiatives	13
2024 Research Awards: Investing in our community.	13
2024 INSPIRE Scholarly Impact	16
3 Million US Dollars in Funding and Support for INSPIRE Collaborators	16
Productive Scholarship	18
Abstracts: Oral Presentations, Posters, Invited workshop and lectures	18
Other Publications	29
Optimize.	31
Current Executive Committee Members	31
INSPIRE Advisory Committee	32
Committees, Roles, and Positions	33
Executive Committee	33
Committees	37

Preface

Dear INSPIRE community,

This annual report highlights the network's productivity from **August 2023 to August 2024**, along with key achievements through the end of 2024. As we look back on the past year, we remain at the forefront of pediatric simulation in healthcare, thanks to the dedication and efforts of all who utilize simulation to educate, innovate, deliver patient care, and support our community. Together, we have achieved remarkable successes across the organization. Below are some key highlights, with additional details provided throughout this report.

This year, we achieved remarkable milestones and overcame challenges, showcasing the strength and impact of our community. Here are some highlights:

Changed lives by...

- Mentoring two cohorts of fellows (2023-2025 and 2024-2026) who are on the path to become leaders in simulation and are now promoting excellence in simulation-based education and research in their home countries.

Advanced simulation scholarship by...

- Publishing *SQUIRE-Sim*, a network-wide initiative to create simulation-based extensions to the SQUIRE 2.0 quality improvement reporting guidelines. The manuscript was published in the Journal of Simulation in Healthcare, August 2024.

Supported each other by...

- Hosting impactful meetings, including:
 - *IMSH 2024*: 14 ALERTs -8 initial, 2 developing, 1 joint and 3 scale-up
 - *Fall Virtual 2024 Meeting*: 28 ALERTs - 21 initial, 2 joint and 5 developing, with 19 international participants (India, Pakistan, Brazil, New Zealand, and Germany)
- Presenting two virtual grand rounds to spotlight member research achievements:
 - November 2023: The CALM Tool with Amy Florez
 - April 2024: Cognitive Load Measurement in Simulation, Sarah Greer
- Presenting one Novice Simulation Research Committee webinar
 - May 2024: Preparing and Publishing Simulation Scholarship, Aaron Calhoun
- Investing in our community through award funding (details on page 16).
- We actively support the efforts of the Pediatric Emergency Care Applied Research Network (PECARN) and the Association of Child Life Professionals (ACLP) to amplify the impact of their discoveries. By aligning with their initiatives, we contribute to advancing evidence-based pediatric emergency care and enhancing child life services, ultimately improving outcomes for children and families.

Planned for the future by...

- Leveraging our strengths and opportunities through brainstorming activities at INSPIRE @IMSH and IPSS meetings, using the outcomes to shape our three-year strategic plan (details on page 7).

These accomplishments underscore the resilience, collaboration, and innovation of our community. Together, we continue to make a difference in pediatric simulation worldwide.

New Website

INSPIRE is proud to introduce [its new website](#), designed to enhance member engagement and streamline community interaction. This dynamic platform offers a host of features tailored to meet the needs of our vibrant

community. With **memberships and locked member-only pages**, users gain exclusive access to valuable resources and tailored content. The **member communities** feature fosters collaboration and networking among like-minded individuals. Additionally, the website supports **donation-level memberships**, allowing supporters to contribute at varying levels and enjoy corresponding benefits. Finally, event management is simplified with robust **event registration capabilities**, making it easy to organize and participate in INSPIRE-hosted gatherings. The new website is a comprehensive hub for connection, growth, and giving back.

As we look back on the past year, we are profoundly appreciative of your unwavering support. Your passion for advancing INSPIRE's mission— **to catalyze global simulation-based collaborative scholarship to improve pediatric health.** —has been instrumental. As we step into 2024, we encourage you to stay involved, contribute, take on leadership roles, and bring others along on this journey. We eagerly anticipate the remarkable achievements the coming year will bring!

Sincerely, Jon Duff, Isabel Gross and Tensing Maa

INSPIRE Co-Chairs, on behalf of the INSPIRE Executive Board

INSPIRE Overview

Vision

To improve the lives of children through healthcare simulation science.

Mission

To catalyze global simulation-based collaborative scholarship to improve pediatric health.

Core Values

COMMUNITY

We strive to create a collaborative environment with open sharing of ideas and accessibility between members while breaking down silos.

DISCOVERY

We encourage innovation through healthy risk-taking and challenging the status quo.

INTEGRITY

We believe in transparency, trust, respect, and high standards for quality in all of our endeavors.

Current Network Snapshot

612

community members

124

sites

36

countries

Members by country



History

INSPIRE stands for the International Network for Simulation-based Pediatric Innovation, Research, and Education. Looking to improve collaboration, mentorship, and productivity, two large-scale, existing, multidisciplinary, pediatric simulation research networks, EXPRESS and POISE, merged to become INSPIRE in 2011.

Organization

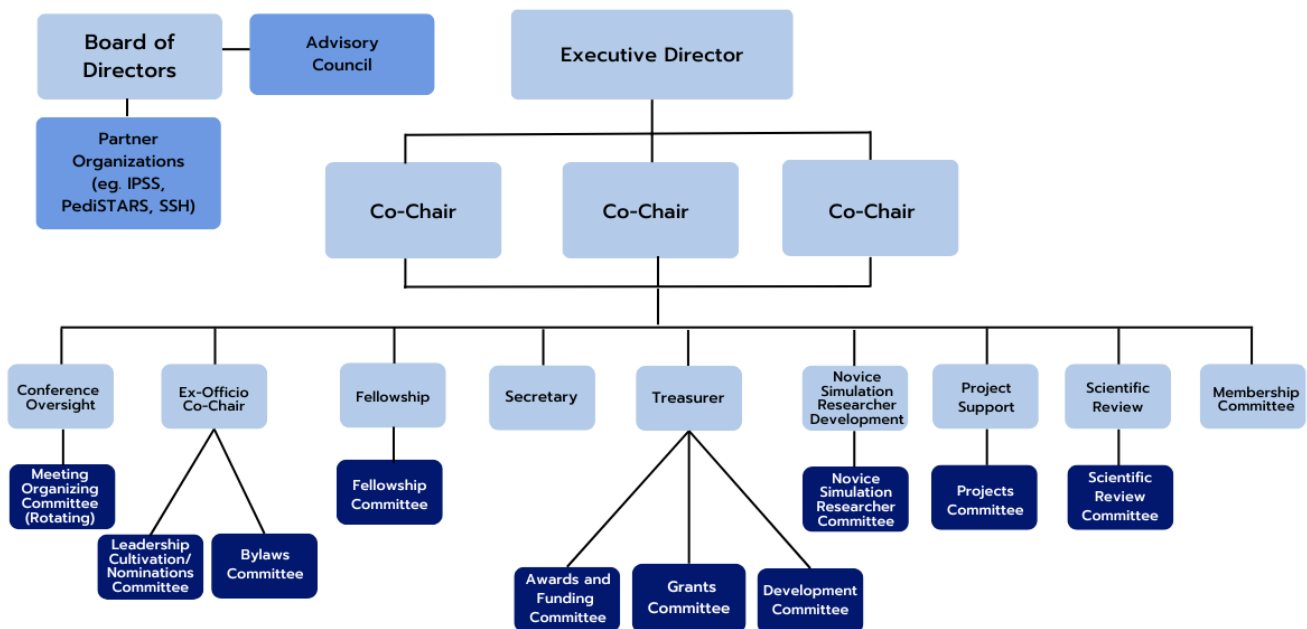
The centralization of pediatric simulation research through INSPIRE has broken down institutional barriers, fostering collaboration and resource-sharing to achieve a shared vision. This collective effort has streamlined and synergized overlapping projects, driving progress in key domains. Unlike a traditional academic society, INSPIRE is a grassroots organization born out of the evolving needs of pediatric simulation research.

Our network thrives as an incubator for groundbreaking innovation, consistently advancing and shaping the field of simulation-based research. We are proud to provide mentorship and support for junior investigators, offering a structured pathway to nurture the next generation of leaders. In 2020, INSPIRE achieved 501(c)(3) non-profit status, reinforcing our commitment to promoting and sustaining this vital work.

Organizational Structure of INSPIRE

Executive Committee

INSPIRE is driven by the dedication of volunteers on our executive committee, representing institutions from around the world. The network's success is a direct result of the time, effort, and passion these individuals contribute. We extend our heartfelt thanks to everyone who volunteered or participated as candidates in this year's election. Below is the structure of INSPIRE's executive committee.



Updates on Strategic Planning from 2024

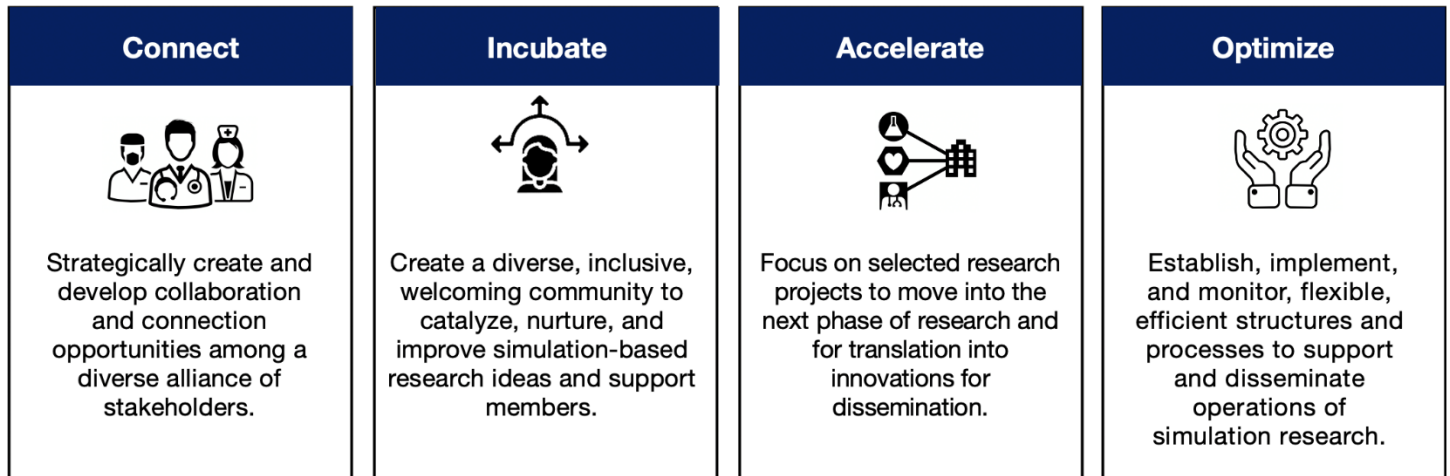
Over the past year, INSPIRE has made significant strides in advancing its mission and expanding opportunities for our community. We redesigned our website, enhancing accessibility and user experience for our members. We successfully launched the Shark Tank event and awards program, providing a platform to showcase groundbreaking ideas and recognize excellence in simulation-based research.

We also developed and piloted the Accelerate program, supporting emerging leaders in pediatric simulation. To strengthen our organizational structure, we added a Secretary position, improving communication and operational efficiency. Additionally, we introduced donation-based

memberships, allowing supporters to contribute to our mission while continuing to offer free membership, thanks to our generous donors.

These accomplishments have strengthened INSPIRE's role as a leader in pediatric simulation research, fostering innovation, collaboration, and meaningful impact in healthcare education and patient outcomes.

The four pillars of INSPIRE's 2024-2027 Strategic Plan:



Connect

To create more opportunities for engagement and leverage the power of our community, we will focus on four key strategies: (1) **strategic partnerships** and allied organization outreach; (2) a **research hub** to provide continual access and unite investigators across the globe; (3) **mentor development** program to support junior mentor development and coaching; and (4) **communication** with both internal members and external entities.

Over the past year, the connect pillar has successfully created a Junior Mentor Development program, assembling tools and structures to enhance mentorship practices. They have also established a framework of mentors to support researchers at various stages, offering both individual guidance and longitudinal coaching.

Incubate

We intentionally will continue to attract, develop, value, and retain our membership because we know diversity promotes innovation and discovery. We will focus on four strategic areas: (1) **early proposals** and **access** to create low-barrier pitch opportunities; (2) **revision of ALERT process** to streamline the ALERT system for better efficiency and quality; (3) **research topic curation** based on understanding of high priority needs and gaps; and (4) a **resource hub** to provide research support services.

The incubate pillar has made progress in 2024 in developing new mechanisms to support the growth of diverse investigators and early-stage projects. This includes initiatives such as the "Shark Tank" and ALERTs sessions introduced during this meeting to foster innovation and collaboration.

Accelerate

We will leverage the rich expertise of our members to aid in quickly elevating select transformative project discoveries to be prototyped and implemented at the bedside. Three strategies to support this are: (1)

development of an **accelerate program** for a comprehensive process for identifying and vetting research projects to be invited to this phase of support; (2) a **resource hub** to galvanize multicenter research; and (3) creating a **dissemination pathway** for sharing this research with the broader community.

Over the past year, this pillar has focused on developing supports and a structured pathway to assist programs in their growth. Programs have been paired with a mentor and a scholarship oversight committee to ensure support. Additionally, potential resources such as grant writing support and initial funding have been identified to further support program development.

Optimize

A strong foundation and efficient infrastructure are vital for us to achieve our shared goals. The strategies supporting this pillar include: (1) **governance**; (2) **finances**; (3) **infrastructure**; and (4) **communication**. The optimize pillar has made significant strides in 2024 in improving its governance structure and leadership framework to align with the strategic plan. Accountability and responsibilities were assigned to Board members, with onboarding processes introduced in July 2024. Key governance milestones included electing a Secretary and Treasurer and acquiring association management software (Glue Up) in March. Website redesign efforts are ongoing, and awards automation is in progress, supported by the purchase of Oxford Abstracts services. Efforts to diversify revenue streams have included submitting a \$50K grant to the Spencer Foundation (Isabel Gross and Travis Whitfill), targeted outreach for private donor funding (\$150K), introducing membership donor tiers, and expanding consultation services, such as the Laerdal contract (\$8K for fellow travel and \$8K for a visiting researcher/professor). The group also established collaborations, including a \$5K award from Rbaby and a partnership with ImPACTS.

We are thrilled to not only embark on the implementation of our three-year strategic plan but also to share that we have already made meaningful progress. There is still much to accomplish, and your support will be crucial in sharing responsibilities and advancing these collaborative initiatives. We will continue to keep you updated as we move forward on this exciting journey!

Connect.

INSPIRE Funding and Partners

INSPIRE would like to acknowledge **two anonymous individuals** whose generous philanthropic investments will support network activities and awards over the next year. We are enormously grateful to our donors!

INSPIRE would also like to acknowledge the support of partners who have provided infrastructure funding, in-kind support, and/or loaner equipment for INSPIRE studies.



Finally, INSPIRE would like to thank the Society for Simulation in Healthcare and the International Pediatric Simulation Society for providing meeting space and food to support INSPIRE meetings at their respective annual conferences.



Thanks to generous donations, INSPIRE can provide funding for investigators to pursue innovative and impactful research. These contributions are also vital in maintaining the infrastructure that keeps our network thriving.

We kindly invite our community to consider making an annual donation to INSPIRE, supporting both our mission and one another. To contribute, please visit our website at [Support the mission of INSPIRE](#) or reach out to us via email at info@inspiresim.com. Your support makes a difference!

Through our new website, we will be to show our growing strategic partnerships with organizations like PECARN. We are working actively to improve our social media presence with a goal of “building the INSPIRE community”.

We have also for the mentorship goal started asynchronous mentoring using a “Whatsapp INSPIRE Speed Mentoring Community” that will be launched at IMSH 2025. The link to join the community is here.

Incubate.

IPSS-INSPIRE Fellowship: Developing simulation leaders

The IPSS-INSPIRE Pediatric Simulation Fellowship was created to sponsor and train early career investigators worldwide in simulation, exposing them to simulation related experiences and mentorship to broaden horizons, and promote excellence in education and investigative research. The goal is to build future leaders in simulation who will go on to produce a lasting impact on patient care in diverse communities.

An IPSS-INSPIRE Pediatric Simulation Fellow is based at a home institution where most of their simulation activities are conducted. Each fellow will be assigned two simulation mentors (one local mentor + one international mentor OR two international mentors, depending on the availability of local simulation

expertise) to expand and enrich their learning experience. Both mentors will work together during the fellowship. Fellows will meet every two months using an online meeting platform for networking and to exchange experiences. This is now a 2-year program and involves completion of a research project. Through generous donations, the IPSS-INSPIRE fellowship is now able to provide funding for each fellow to support their project and career development through visits to international host simulation centers and sites.

Congratulations to our fellows:

2023-2025 Fellows		
Fellow	Institution and Country	Research project
Sidra Ishaque MD Assistant Professor	The Aga Khan University Hospital Pakistan	Simulation in Pediatric Critical Care Pakistan: Exploring Latent Safety Threats and Human Factors
Jaun Pablo Jaldin Vasquez MD Pediatric Simulation Fellow	Children's Hospital of Philadelphia United States (from Bolivia)	Developing an Individualized Strategy to Improve Tracheal Intubation Skills Gap Among First-Year PCCM Fellows
Adeel Khatri MD Residency Program Director	Indus Hospital and Health Network Pakistan	Low-cost Simulation-based Central Line Placement Training Module
Susan Zakariah MD Pediatric Emergency and Critical Care Fellow	Korle Bu Teaching Hospital Ghana	The utility of 'Virtual Resuscitation Room' (VRR) in improving confidence, clinical knowledge and communication among residents involved in the emergency care of children in Ghana

2024-2026 Fellows		
Fellow	Institution and Country	Research project
Rafia Durrani, MBBS Simulation Education	Centre for Innovation in Medical Education (CIME)	Integrating Equity, Diversity, and Inclusion (EDI) into Pediatric Training In A Developing Country – Can Simulation Take Us There?

Analyst	Pakistan	
Podhini Jegadeesan, MD Associate Professor	Mahatma Gandhi Medical College and Research Institute India	Effectiveness Of Peer Teaching And Learning Process In Simulation Based Procedural Skills Training For Pediatric Residents
Nihar Ranjan Mishra, MD Associate Professor, Department of Pediatrics	All India Institute of Medical Science India	Impact of Interprofessional Simulation Curriculum in Introduction, Situation, Background, Assessment, Recommendation (ISBAR) on Quality of Handover at Bedside: A Mixed Method Study

ALERTs: Incubating Research Ideas

Investigators are encouraged to submit an ALERT (Advanced Look Exploratory Research Template) presentation, which is a 5-minute report out given at one of our network meetings, that encapsulates either a new simulation-based research idea, or progress in implementing an INSPIRE-based research project. Our goal is to give project feedback and provide the networking and resources needed to launch a successful single or multi-site study.

We recently expanded our ALERT types: Initial, Joint Initial, Developing, and Scale-up.



Diverse representation in our ALERT presentations and presenters is a key step towards supporting our mission: To catalyze global simulation-based collaborative scholarship to improve pediatric health.

For INSPIRE @ IMSH 2024, we had 14 ALERTs presentations (8 Initial, 2 Developing, 1 joint and 3 scale-up), 3 from investigators outside of the U.S. (Pakistan and Canada).

For the Fall Virtual 2024 meeting, we had 28 ALERTS - 21 initial, 2 joint and 5 developing, with 19 international participants (India, Pakistan, Brazil, New Zealand, and Germany)

Accelerate.

2024 INSPIRE Highlights: Ongoing and Completed Projects and Initiatives

PROJECTS

SQUIRE-SIM - In August 2024, the SQUIRE-SIM Reporting Guidelines were published online in *Simulation in Healthcare* (https://journals.lww.com/simulationinhealthcare/abstract/9900/squire_sim_standards_for_quality_improvement.142.aspx). This publication is the culmination of a multi-year international collaborative effort between simulation and quality improvement research to identify reporting guidelines for simulation-based quality improvement projects. SQUIRE-SIM builds on existing SQUIRE 2.0 guidelines to identify areas which need simulation-specific extensions to allow for better reproducibility and generalizability. These guidelines apply whether simulation is the intervention or the methodology for the improvement project. The 21 suggested extensions are heavily weighted towards the methods and discussion sections of a manuscript to understand in detail what was done and the simulation-specific implications. Although designed to assist with manuscript preparation, researchers are encouraged to review the [SQUIRE-SIM Reporting Guidelines](#) in the planning phase of a simulation-based quality improvement project as the detail included is very helpful when designing studies.

EMOTIONAL SAFETY- This year, INSPIRE collaborated with the Association of Child Life Professionals (ACLP) on their Emotional Safety Initiative. INSPIRE began this work in 2023 as invited participants at ACLP's Emotional Safety Summit II in Grapevine, Texas, USA. Emotional safety is defined by ACLP as “an intentional, interdisciplinary practice to promote resiliency, healing, and trust for pediatric patients and their families during medical experiences.” INSPIRE at IMSH 2024 was themed around emotional safety, with an introductory presentation and small group discussions of ways to incorporate emotional safety in simulation. INSPIRE was honored that ACLP President Alisha Saavedra, MA, CCLS participated in the meeting and that ACLP featured the meeting in their



blog: <https://www.childlife.org/resources-legacy/childlife-blog-podcast-of-aclp/blog/2024/03/28/championing-child-life-through-emotional-safety-with-inspire>. In Spring 2024, the work continued with an emotional safety panel discussion at INSPIRE at IPSSW and announcement of the INSPIRE Funding Awards in Emotional Safety. INSPIRE looks forward to supporting simulation scholarship in emotional safety and continuing to collaborate with ACLP.

INSPIRE-related Research Initiatives

PEAK II and PEAK II track – The **Prevention of Errors in Acute Conditions in Kids (PEAK II)** investigator group is dedicated to leveraging in situ simulation as a tool for systems testing to proactively enhance the safety and reliability of healthcare systems, ultimately improving patient outcomes. To support this mission, the group has established a multi-center **Latent Safety Threat (LST)** database designed to systematically and prospectively document LSTs while tracking the outcomes of mitigation strategies developed to address these threats.



This database is structured using the **Systems Engineering Initiative for Patient Safety (SEIPS) 2.0** conceptual framework.

ImPACTS – The network for Improving Pediatric Acute Care through Simulation (ImPACTS) has published its key findings in *Pediatrics* in 2023 in describing the quality of pediatric care in 175 emergency departments in North America. Additionally, ImPACTS was funded with a \$3.5 million grant from the Toyota Way Forward Fund. (impactscollaborative.com)



2024 Research Awards: Investing in our community.

Thanks to generous donations, INSPIRE was thrilled to award funding for three new projects in 2023. Congratulations to our winners!

Projects Funded in 2024		
R Baby INSPIRE Award	PEAK-II: Harnessing Simulation to Promote Airway Emergency Readiness Dr. Christina Yang	\$6,000

Micro-Award	Medical Escape Rooms (MER) Dr. Alyssa Stoner	\$124.50
Research	AI-Integrated Video Laryngoscopy To Improve Teaching And Training Of Neonatal Antubation: A Randomized Controlled Simulation-Based Trial Robyn Dvorsky	\$ 30,000
Opportunity	Simulation-based Training for Pediatric Acute and Intensive Care Alicia Floor	\$ 10,000
Travel	Transform Code Blue Naveed Ur Rehman Siddiqui	\$ 3,000

We also had a call for proposals for three award categories in 2023: “microawards” funding for discrete, well-defined needs to complete an ongoing project, travel awards, and research awards.

2024 INSPIRE Calls for Proposals

“Micro-awards” slush fund

- Ongoing funding for projects
- Up to \$2,000 USD each
- **No deadline; ongoing review**

Emotional safety awards

- **3** awards related to emotional safety in pediatrics with sim-based approaches
- \$15,000 USD each
- Deadline: August 31st, 2024

Research Award

- **1** large, unrestricted research award
- Budget: \$30,000 USD
- Deadline: August 31st, 2024

Award Outcomes in 2024: Catalyzing innovation

We are so proud of our members and what they have achieved. INSPIRE has funded exciting projects over the years, supporting topics from tools during the pandemic, simulation-based approaches to diversity, equity, and inclusion, telesimulation, and much more. Here are some of the impressive outcomes from these awards.

We are answering important research questions about how protect the emotional safety of our patients

Woodward, H., Doughty, C., & Davis, K. Simulation Facilitation Skills for Child Life Specialists: Case-Writing, Psychological Safety, and Debriefing with an Inclusive Lens. Full-day intensive workshop. Association of Child Life Professionals Annual Conference, San Antonio, TX, May 23, 2024.

Woodward, H., Maa, T., Doughty, C., & Patterson, S. Using Simulation to Improve Emotional Safety: Creating a Toolkit. Workshop presentation for International Pediatric Simulation Society Symposia and Workshops, Denver, CO, May 8, 2024.

We are using simulation to answer important practice questions during cardiopulmonary resuscitation:

Sugarman A, Fischman E, Kessler DO, Sen AI, Choudhury T. Pauses In Chest Compressions During ECPR: Using Simulation to Determine the Cause. Pediatric Resuscitation Quality Collaborative (pediRES-Q), February 2024

Sugarman A, Fischman E, Kessler DO, Sen AI, Choudhury T. Pauses In Chest Compressions During ECPR: Using Simulation to Determine the Cause. Critical Care Congress, Phoenix, Az January 2024

We are developing educational offerings that produce the most expert health care workforce:

Schoppel K, Keilman A, Fayyaz J, et al. Comparing Leadership Skills of Senior Emergency Medicine Residents in 3-Year Versus 4-Year Programs During Simulated Pediatric Resuscitation: A Pilot Study. *Pediatric Emergency Care*. 2024;40(8):591-597.

Schoppel K, Spector J, Okafor I, et al. Gaps in pediatric emergency medicine education of emergency medicine residents: A needs assessment of recent graduates. *AEM Education and Training*. 2023;7(6):e10918. doi:<https://doi.org/10.1002/aet2.10918>

We are using technology to innovate new research methods:

Alicia Floor. Comparison of Virtual Reality to High Fidelity Simulation in Critical and Acute Care Pediatric Units. IMSH 2025, Research in Progress.

2024 INSPIRE Scholarly Impact

3 Million US Dollars in Funding and Support for INSPIRE Collaborators

Project and Funding Agency

Title: The use of cognitive aids to improve performance during cardiac arrest

PIs: Jonathan Duff

Funded by: Women and Children's Health Research Institute

Amount: \$20,000 CAD

Title: Active Bleeding Control- Phase 4: Stop the bleed training global scaling up. Kenya Funded by Laerdal Global grant

PI: Dr Vinay Nadkarni, Kirstin Henley, Geethanjali Ramachandra

Funded by: Laerdal Global Grant

Amount: \$44,000 USD

Title: AR-Screen: Development of a Decision Support System for Cardiac Arrest

PI: Adam Cheng

Funded By: Alberta Children's Hospital Research Institute, Department of Pediatrics, and Alberta Children's Hospital Foundation

Funding Dates: July 1, 2023 – June 30, 2025

Amount: \$250,000 CAD

Title: Development and Multicentric Evaluation of an Augmented Reality and Screen-based Decision Support System for Cardiopulmonary Arrest: An International Project

PI: Adam Cheng

Funded By: HUG Foundation

Funding Dates: July 1, 2023 – June 30, 2025

Amount: \$292,000 CAD

Title: PEAK-II: Harnessing Simulation to Promote Airway Emergency Readiness

PI: Christina Yang

CO-I: Tensing Maa, Ilana Harwayne-Gidansky, Regine Fortunov

Funded By: RBaby INSPIRE

Amount: \$6,000 USD

Title: Impact of aerosol box use during cardiopulmonary arrest: A multicenter, randomized trial

PI: Adam Cheng

Funded By: Canadian Institutes of Health Research – Project Grant

Funding Dates: March 1, 2023 – Feb 28, 2026

Amount: \$478,126 CAD

Title: Design and Development of an Augmented Reality Decision Support System for Cardiopulmonary Arrest

Funded By: NSERC Alliance – Alberta Innovates Advance Program

Funding Dates: March 1, 2023 – Feb 28, 2025

Funding Amount: \$38,000

Title: Refinement and Large-Scale Simulation-Based Testing of a Novel Augmented Reality Point of Care Chest Compression Feedback System

Co-PI: Keith Kleinman & Justin Jeffers

Co-I: David Kessler

Funded by: Agency for Healthcare Research and Quality (AHRQ), R21-R33 1R21HS029372-01

Funding Dates: 2023-2028

Amount: \$750,000.00 USD

Title: Machine Learning for Infant Lumbar Puncture

PI: David Kessler

Funded by: Emerging Tech- Artificial Intelligence

Amount: \$20,000 USD

Title: Diabetes and Medical Simulation: Enhancing the Management of Diabetic Emergencies in an Acute Setting through Innovative Training

Investigator Team: Dr. Janice Shin-Kim (PI), David Kessler (CO-I)

Funded by: The Russell Berrie Foundation

Funding Dates: 2022-2024

Amount: \$, 400,000 USD

Title: High-risk, Low-frequency Pediatric Procedural Training: Simulation-based Pediatric Emergent Airway Curriculum for Emergency Medicine Residents

PI: Kei Wong, MD

Funding Agency: Society for Academic Emergency Medicine (SAEM)

Funding Amount: \$5,000

Funding Dates: June 2024 – June 2025

Title: Establishing Bi-Directional Communication Network to a Historically Marginalized Community.

PI: Kim I, Calhoun AW.

Funded by: Pediatric Pandemic Network.

Amount: \$50,000 USD

3.67

Title: ANTEATER: Assessment of Neonatal Resuscitation Team Simulation Performance (comparison of the HoloBaby™ Extended Reality Simulator with Manikin Based Simulation)

Principal Investigator: Dr. Leah Mallory, Barbara Bush Children's, MaineHealth

Funding Agency: NIH/NIGMS Center of Biomedical Research Excellence in Acute Care Research and Rural Disparities – Team Science Supplement

Grant Number: 3 P20 GM139745-04W2

Amount: \$243,000

Period: 5/1/24 - 1/31/25

Title: Preventing Workplace Violence in Healthcare: Situational Awareness and De-escalation Virtual Reality Training

PI: Tensing Maa, Nationwide Children's Hospital

Funding Agency: Ohio Bureau of Workers' Compensation

Amount: \$1,020,126.00 USD

Period: 7/2024 - 6/2025

Productive Scholarship Abstracts: Oral Presentations, Posters, Invited workshop and lectures

1. Abulebda, K, Yuknis M, “Pediatric Community Outreach Mobile Education (PCOME); Right Care, Right Place, Every time” Grand Rounds, Riley Hospital for Children at IUH, Indianapolis, IN November 1, 2023.
2. Abulebda, K, “Right Care, Right Place, Every Time, Improving Pediatric Acute Care Through Simulation (ImPACTS)” Region V, Quarterly Meeting. Cleveland, OH, Aug 12, 2023.
3. Abulebda K, Improving Pediatric Acute Care Through Simulation (ImPACTS) Update. INSPIRE in person meeting at IMSH. Jan 20, 2024.
4. Alba Sandoval Monica, Orqueda Daniel, Mencía Santiago, Coronado Alvaro, Hales Roberta, Nadkarni Vinay. FIRST PEDIATRIC CRITICAL CARE BOOT CAMP TRAINING IN LATIN AMERICA, ARGENTINA: A TALE TO TELL. Comunicación Póster. 12th World Congress of the World Federation of Pediatric Intensive & Critical Care Societies (WFPICCS 2024), June 1-5, 2024 in Cancun, Mexico.
5. Bajwa M, Ahmed R, Lababidi H, Morris M, Morton A, Mosher C, Wawersik, Herx-Weaver A, Gross IT, Palaganas J. Workshop during the International Meeting on Simulation in Healthcare (IMSH) annual meeting, San Diego, January 2024. Get Ready Simulationists: Implementing Guidelines for Distance Simulation Educators.
6. Barbara M Walsh, MD, Manu Madlock, MD, Grace Ortega, MD, Marc Cicero, MD, and Maricar Diaz, MD. Developing and debriefing pediatric trauma simulation: A train the trainer course. Invited workshop to 2024 Pediatric Trauma Society Meeting. Charleston, SC November 2024.
7. Barbara M Walsh, MD, Manu Madlock, MD, Grace Ortega, MD, Marc Cicero, MD, and Maricar Diaz, MD. Are you Prepared for a Disaster? Use Simulation for Pediatric Disaster Triage. Invited workshop to 2024 Pediatric Trauma Society Meeting. Charlestown, SC, November 2024.
8. Barbara Walsh- 4th Annual Healthcare Distance Simulation Summit Co- Chair of the sub-committee for the “Agenda and Program Development” for the meeting. October 2023.
9. Bowe SN, Yang CJ, Jamal N, Su-Velez, BM. A Primer for Assessing Your Clinical Practice Using Quality Improvement. AAO-HNSF. Oct 2, 2023. Nashville, TN.
10. Breanna Reaport, Falisha Kanji, Tara Cohen, Pooja Nawathe. "Placing Equity in Cardiopulmonary Resuscitation Performance with Simulated Patients” SCCM Southern California Chapter Annual Symposium. September 15th, 2023. Top scoring abstract.
11. Camacho, C., Coles. M., Bibart, M. et al. Utilizing Simulation to Foster Inclusive Excellence and Empathy for our patients with Sickle Cell Disease. Poster presentation at the 16th International Pediatric Simulation Symposia and Workshops, May 7-9, 2024, Denver, CO.

12. Chi DH, Dahl JP, Walz PC, Yang CJ. We Know Your Pain: Strategies to Improve Pediatric Posttonsillectomy Recovery. AAO-HNSF. Oct 3, 2023. Nashville, TN.
13. Dadiz R, Jones R, Guillet R. Simulation for initiation of complex clinical trials. E-PAS 2024;1667510. PAS, Toronto, ON, 2024.
14. Fayyaz J, Jaeger M, Takundwa P, Iqbal AU, Whitfill T, Duff J, Gau I, Salman S, Saleem G, Khatri A, Ali S, Mukhtar S, Gross IT. Poster presentation during the International Meeting on Simulation in Healthcare (IMSH) annual meeting, San Diego, January 2024. Implementing Culturally Adapted Pediatric Emergency Medicine Curriculum Through Distance Simulation Using the Virtual Resuscitation Room in Pakistan.
15. Fristad, M. et al. Challenges and Opportunities in Workplace Violence Training for Healthcare Workers: A Qualitative Study of Staff Experiences. Poster presentation at AACAP 2024 Annual Meeting, October 14-19, in Seattle, WA.
16. Gilmore LE, Castera MR, Bartlett M, Yang KC, Wetzel E, Ali N. Simulation facilitators: Drumm D, Josephson J, Dadiz R, Gupta R, Hill M, Hoffman S, Khattab M, Mercado O, Nelin T, Sran S. Complex resuscitations in neonates and infants – managing high acuity, low occurrence (HALO) events. PAS, Toronto, ON (2024).
17. Gorham, T. et al. Prospective Performance and Clinical Burden Analysis of the Deterioration Risk Index. Podium presentation at AMIA 2024 Informatics Summit, March 18-21, 2024, Boston, MA.
18. Jennifer Cuzzolina, Jennifer Garland, Jonathan Grein, Pooja Nawathe. Simulation exercise with regional county public health for home evaluation of a person under investigation with special pathogens. Accepted for poster presentation at the 24th International Meeting on Simulation in Healthcare (IMSH 2024), San Diego.
19. Johnson RF, Yang CJ, Gantwerker EA, Ghosh A, Trott K. Simulating Tracheostomy Emergencies: Building Confidence and Competence. AAO-HNSF. Oct 3, 2023. Nashville, TN.
20. Kamal Abulebda MD, Ingrid M. Anderson MD, Ranna Rozenfeld MD, Erin Montgomery BSN RN CCRN, Daniel J Scherzer MD, Rachel A. Umoren MD, Stephen Gleich MD, Simaranjeet Kaur MBBS, Robyn Wing MD, Kellie Pearson MD, Patricia Carreiro MSN RN, Chris Kennedy MD, Arushi Manga MD, Lauren Maloney MD, Devin McKissic MD, Daniel Anger Paramedic, Erin Hulfish MD, "Standardized Practice Guideline Application in the Assessment of Multi-Center Pediatric Critical Care Transport Team Performance" AAP Annual Conference, Washington, DC, Oral presentation. September 29, 2023.
21. Keith Beaulieu, Pooja Nawathe, Mary Kay Smith, Tom LeMaster, Jarrod Young, Dawn Schocken, Jack Jaeger, Michele Kuszajewski. Research Abstract Oral Presentation on New Research Findings in Faculty Development- Perceived Return on Investment of Healthcare Simulation Accreditation by

Accredited Programs. International Meeting on Simulation in Healthcare (IMSH 2024), San Diego, January 23rd, 2024.

22. Kohanzadeh A, Hirt Z, Wajsberg B, Kravitz MB, Sutton NJ, Yang CJ. Risk Factors Associated with Pulmonary Hypertension in Pediatric Tonsillectomy Patients. AAO-HNSF. Oct 4, 2023. Nashville, TN.
23. Lagoo J, Patil K, Biradar V, Sen I, Ramachandra G. Impact of simulation-based training on anesthesiologist's non-technical skills among post-graduate trainees in management of emergency Caesarean section. ALERT presentation: INSPIRE @ Virtual, September 2024
24. Lauren Collins, Tessie Guerrero, Biva Narsing, Daniel Chiou, Ankona Ghosh, Abhita Reddy, Christina J. Yang, Pooja Nawathe on behalf of PEAK-II and INSPIRE investigators. Just in time Pediatric Tracheostomy Training: PEAK-II Trach, a process improvement initiative, was accepted for Oral Presentation at the International Pediatric Simulation Symposia and Workshops 2024, Denver May 7-9, 2024.
25. Lauren Collins, RN, Amanda Williams, APRN-CNS, Pooja Nawathe, MD, Juan Pelayo, MD, Eveline Shue, MD, Sara Dayanim, MD, Jane Arcadi, MD, Robert Wong, MD, Laquanda Knowlin, MD, Walter Ochoa NREMT, CHSOS, and Efren Esteves, NREMT, CHSOS, Cedars Sinai Medical Center, Los Angeles, CA. Integrating Neonatal ECMO in a Large Adult Medical Center: Strategic Implementation, Overcoming Challenges, and Measuring Success. NeoHeart July 30- August 2nd, 2024, Columbia University, NY.
26. M Diaz, B. Walsh, DJ Scherzer, Bram Welch. Debriefing for Narcissists. International Meeting of Simulation in Healthcare 2024. San Diego, CA.
27. M Diaz, B. Walsh, DJ Scherzer, Bram Welch. Debriefing for Narcissists. International Pediatric Simulation Society Workshop 2024. Denver, CO.
28. Maa, T., Jackson, DI, Luna, J. et al. VR for de-escalation and preventing workplace violence in healthcare. Oral presentation at: 2024 XR symposium. Oct 15, 2024, Columbus, OH.
29. Maa, T., Jackson, DI, Luna, J. et al. Preventing Workplace Violence in Healthcare: Gaps in Training Situational Awareness and De-escalation. Poster presentation at: 2024 Ohio Safety Congress and Expo. March 27-29, 2024. Columbus, OH.
30. Maa, T. "Simulation-based research and virtual reality for training and assessment". 2nd Global Symposium of Research Methodology Innovation in Trauma and Emergency Care. May 23, 2024, Nationwide Children's Hospital, Columbus, Ohio.
31. McKissic D, Anderson I, Maloney L, Montgomery E, Scherzer DJ, Kennedy C, Abulebda K, Umoren R. Perspectives on Pediatric Critical Care Transport Teams Simulation - Qualitative Analysis of Interviews with Transport Directors in the Multi-center Impacts Transport Simulation Study AAP Annual Conference, Washington, DC, Oral presentation. September 29, 2023.

32. Mosavian R, Shen A, Bangar M, Yang CJ. Incorporating In-Situ Simulation for Enhancing Quality Improvement: Uncovering Latent Safety Threats Tracheostomy Care. International Tracheostomy Symposium. Oct 20, 2023. Baltimore, MD.
33. Mosavian R, Shen A, Campisi C, Dunne O, Bangar M, Schiff B, Yang CJ. Uncovering Real- World Latent Safety Threats in Pediatric and Adult Tracheostomy Care Using in situ Simulation. AAO-HNS. Miami, FL. Sept 28-Oct 1, 2023.
34. Nader M, Silver R, Phatak U, Jaeger M, Whitfill T, Canarie M, White L, Gross IT. Poster Presentation during the Africa Interdisciplinary Health Conference. Pediatric Critical Care Nursing Education and Distance Simulation in Accra, Ghana. Nairobi, Kenya, August 2023.
35. Nassar MN, Myer CM, IV, Johnson K, Yang CJ, Rickert SM, Propst EJ. Challenging Airway Bronchoscopy: Dos and Don'ts for a Successful Procedure. AAO-HNSF. Oct 1, 2023. Nashville, TN. Yang CJ, Maa T, Harwayne-Gidansky I, Fortunov R, PEAK-II Investigators, Nishisaki A. PEAK-II Trach (J-Alert). International Network for Simulation-based Pediatric Innovation, Research, & Education (INSPIRE) Virtual Fall Meeting. Sept 14, 2023.
36. OrquedaD, Alba Sandoval M, Mencia S, Coronado A, Hales R, Nadkarni V Pediatric Critical Care Boot Camp training, First experience in Latin America, Hospital Italiano de Buenos Aires University - Argentina: Faculties and Residents Perceptions. Póster: International simulation society symposia and workshop, Denver 2024.
37. OrquedaD, Alba Sandoval M, Mencia S, Coronado A, Hales R, Nadkarni V . FIRST PEDIATRIC CRITICAL CARE BOOT CAMP TRAINING IN LATIN AMERICA, ARGENTINA: A TALE TO TELL. Póster WFPICCS Cancún, 2024.
38. Pooja Nawathe, Falisha Kanji, Breanna Reaport, Tara Cohen. "Placing Equity in Cardiopulmonary Resuscitation Performance with Simulated Patients "Congress Society of Critical Care Medicine, 2024, January 21-24, Phoenix, Arizona.
39. Pooja Nawathe, Tara Cohen. Application of the "ERTS" Framework: Event Reporting Translated to Simulation, accepted for Oral Presentation at the International Pediatric Simulation Society Workshop, Denver May 7-9, 2024.
40. Russell Metcalfe-Smith, Ai Jin Lee, Brett Dodd, Tessie Guerrero, Amanda Williams, and Pooja Nawathe. Simulation-Based Collaborative Initiative as a first step towards "Emergency Department Accepting Pediatrics: EDAP" for neonatal and pediatric readiness in a community hospital. Accepted for poster presentation at the 24th International Meeting on Simulation in Healthcare (IMSH 2024), San Diego.
41. Santiago Mencia. SPEAKER at the Simulation Workshop of the 38th National Congress of SECIP Almeria, May 23-25, 2024.

42. Schafer KM, Earle, M. Evaluating simulation use in a prelicensure nursing program. Poster: RUSH Trainee Research Day, Chicago, Illinois, United States, March 2024.
43. Schafer KM, Earle M. Evaluating simulation use in a prelicensure nursing program. Poster: Midwest Nursing Research Society 48th Annual Research Conference, Minneapolis, Minnesota, United States, March 2024.
44. Schafer KM. Health care simulation: Ideas for practice, education, and research. Webinar: Gamma-O-Ramma, Gamma Phi Chapter of Sigma, Chicago, Illinois, United States, December 2023.
45. Schafer KM, Earle, M. Evaluating simulation use in a prelicensure nursing program [Abstract]. Western Journal of Nursing Research published 2024. doi: 10.1177/01939459241233357
46. Schiff E, Tawfik MN, Fortunov RM, Liu J, Nishisaki A, Maa T, Yang CJ. A Novel Mobile Application for Assessing Pediatric Tracheostomy Emergency Simulations. AAO-HNSF. Oct 2, 2023. Nashville, TN.
47. Shen, A. et al. Comparison of Baseline In Situ Simulations for Pediatric Airway Emergencies Within a Multicenter Quality Improvement Initiative. Oral Presentation at the 16th International Pediatric Simulation Symposia and Workshops, May 7-9, 2024, Denver, CO.
48. Shen A, Mosavian R, Schiff E, Tawfik MN, Fortunov R, Nishisaki A, Maa T, Je S, Harwayne-Gidansky I, PEAK-II for INSPIRE investigators, Yang CJ. Comparison of Baseline In Situ Simulations for Pediatric Airway Emergencies Within a Multicenter Quality Improvement Initiative. IPSSW. Denver, CO. May 7-9, 2024.
49. Shen A, Schiff E, Tawfik M, Mosavian R, Cheung T, Frascone M, Windsor A, Fazzari M, Bajaj K, Rinke M, Yang CJ. Simulation-based Trial of a Pediatric Tracheostomy Emergency Crisis-Checklist in a Tertiary Care Neonatal Intensive Care Unit. SENTAC. Charleston, SC. Dec 2, 2023.
50. Sinharay N, Sarkar M, Sindhu M, Impact of simulation-based training (SBT) on healthcare quality, safety and patient outcome in a subdistrict hospital presented in SIMULUS 9 at Bharti Hospital, Pune in September 2024.
51. Soghikian S, Chipman M, Holmes J, Calhoun A, Mallory L. Selecting a Team Performance Assessment Tool for a Longitudinal Neonatal Resuscitation Simulation Training Program. The Costas T. Lambrew Research Retreat at Maine Medical Center- Abstracts from 2024, Journal of Maine Medical Center and International Pediatric Simulation Society Workshop, May 7, 2024, Denver, CO.
52. SQUIRE-SIM (Standards for Quality Improvement Reporting Excellence for SIMulation): Publication Guidelines for Simulation-Based Quality Improvement Projects. 24th International Meeting on Simulation in Healthcare (IMSH 2024), San Diego, CA.

53. Sukumar P, Ananth S, Friberg R, Gopalakrishnan R, Kessler D, Maniker R, Schlager B, Feiner S. Visual Guidance for Infant Lumbar Puncture Training in XR. 2024 IEEE Conference on Virtual Reality and 3D User Interfaces Abstracts and Workshops (VRW). March 2024.
54. Tanaka LY, Dadiz R, Afonso NS, Ali N, Chiou DC, Dannaway D, Lehmann C, Lindley K, Mehta R, Olech-Smith M, Riccio JE, Weiner DL, Wolfe HA, Zargham SR, Sawyer T, White ML, Wolbrink T, Halamek LP, Stavroudis TA. Pilot project on clinical event debriefing: a multi-center trial in inpatient pediatrics. PAS, Toronto, ON, 2024.
54. Tara Cohen, Falisha Kanji, Yujie Cui, Efren Esteves, Pooja Nawathe. Rethinking CPR training: The Significance of “Man” in Manikin on CPR Effectiveness. 5th Annual Center for Research in Women’s Health Science (CREWHS) Symposium, Cedars Sinai Medical Center, April 9th, 2024.
56. Tawfik M, Cheung T, Friedman S, Lee A, Patel J, Corbalan A, Patel N, Levine J, Montgomery EE, Kou M, Sanseau E, Auerbach M, Athanasopoulou S, Yang CJ. Expanding the Reach of Simulation Education with SimBox. AAO-HNS Simulation Showcase. Miami, FL. Sept 29, 2024.
57. Training of Trainers workshop on Medical Simulation at HIMS, Dehradun, India, August 2024.
58. Using Simulation to Improve Emotional Safety: Creating a Toolkit”. 2024 International Pediatric Simulation Society Workshops, Denver, Colorado.
59. Woodward, H., Doughty, C., & Davis, K. Simulation Facilitation Skills for Child Life Specialists: Case-Writing, Psychological Safety, and Debriefing with an Inclusive Lens. Full-day intensive workshop. Association of Child Life Professionals Annual Conference, San Antonio, TX, May 23, 2024.
60. Woodward, H., Maa, T., Doughty, C., & Patterson, S. Using Simulation to Improve Emotional Safety: Creating a Toolkit. Workshop presentation for International Pediatric Simulation Society Symposia and Workshops, Denver, CO, May 8, 2024.
61. Yang CJ, Schiff B, Lee A, Cassel-Choudhury G, Muttalip-Mejia D. Incorporating In Situ Simulation as a Tracheostomy Patient Safety / Quality Improvement Tool. Global Tracheostomy Collaborative Webinar. May 2, 2024.
62. Yang CJ, Maa T, Harwayne-Gidansky I, Fortunov R, PEAK-II Investigators, Nishisaki A. PEAK-II Trach (D-Alert). International Network for Simulation-based Pediatric Innovation, Research, & Education (INSPIRE) at IMSH. Jan 20, 2024.
63. Yang CJ, Gorthey S. Navigating Pediatric Airway Emergencies. Jacobi Department of Pediatrics Grand Rounds. Bronx, NY. Nov 7, 2023.
64. Zanno A, Melendi M, Chipman M, Mallory L, Holmes J, Seften L, Cutler A, Ottolini M, on behalf of the MOOSE Research Team. A Novel Telesimulation Program, Maine Ongoing Outreach Simulation Education (MOOSE), Evaluates Reproducibility in NRP Adherence at Additional Rural Hospitals.

(Poster) Abstracts Presented at the 24th Annual International Meeting on Simulation in Healthcare, January 20–24, 2024, San Diego, CA, The Journal of the Society for Simulation in Healthcare 19(1):p e1-e51, February 2024. | DOI: 10.1097/SIH.0000000000000778.and Pediatric Academic Society Conference, May 2024, Toronto, Canada.

65. Zanno A, Melendi M, Chipman M, Mallory L, Holmes J, Seften L, Cutler A, Ottolini M, on behalf of the MOOSE Research Team. A Novel Telesimulation Program, Maine Ongoing Outreach Simulation Education (MOOSE), Evaluates Maintenance of Improvement in NRP Adherence with Quarterly Sessions at a Rural Hospital. (Oral Presentation) Abstracts Presented at the 24th Annual International Meeting on Simulation in Healthcare, January 20–24, 2024, San Diego, CA. Simulation in Healthcare: The Journal of the Society for Simulation in Healthcare 19(1):p e1-e51, February 2024. | DOI: 10.1097/SIH.0000000000000778

66. Sugarman A, Fischman E, Kessler DO, Sen AI, Choudhury T. Pauses In Chest Compressions During ECPR: Using Simulation to Determine the Cause. Pediatric Resuscitation Quality Collaborative (pediRES-Q), February 2024

67. Sugarman A, Fischman E, Kessler DO, Sen AI, Choudhury T. Pauses In Chest Compressions During ECPR: Using Simulation to Determine the Cause. Critical Care Congress, Pheonix, Az January 2024

Peer-Reviewed Publications

1. Abelairas-Gómez C, Cortegiani A, Sawyer T, et al. Rapid cycle deliberate practice approach on resuscitation training: A systematic review. *Resuscitation Plus*. 2024;18:100648.
2. Abu-Sultanah M, Lutfi R, Abu-Sultaneh S, et al. The Effect of a Collaborative Pediatric Emergency Readiness Improvement Intervention on Patients' Hospital Outcomes. *Academic Pediatrics*. 2024;
3. Agra-Tuñas C, Aranda-García S, Gómez-Silva G, Izquierdo V, Rodríguez-Núñez A. Home teleassistance using augmented reality glasses: A proof of concept. 2024:286-288.
4. Ahmedli NN, Ngo M, Yang Greenberg C, et al. Gender, hierarchy and implicit bias: An interdisciplinary pilot simulation study. *MedEdPublish*. 2023;13:128.
5. Aranda-García S, Martínez-Isasi S, Barcala-Furelos R, Darné M, Rodríguez-Núñez A. Augmented reality smart glasses: a new resuscitation training tool or a worthless gadget? *Internal and Emergency Medicine*. 2024;19(3):873-874.

6. Aranda-García S, Otero-Agra M, Berlanga-Macías C, et al. New communication tool for basic life support training: smart glasses. A quasi-experimental study. *Medicina Intensiva (English Edition)*. 2024;48(2):77-84.
7. Aranda-García S, San Román-Mata S, Otero-Agra M, et al. Is the Over-the-Head Technique an Alternative for Infant CPR Performed by a Single Rescuer? A Randomized Simulation Study with Lifeguards. *Pediatric Reports*. 2024;16(1):100-109.
8. Auerbach MA, Whitfill T, Montgomery E, et al. Factors associated with improved pediatric resuscitative care in general emergency departments. *Pediatrics*. 2023;152(2):e2022060790.
9. Furelos RB, Schmidt A, Urbón JM, et al. Aquatic Feasibility of Limbs Application of Tourniquets (AFLAT) during a Lifeguard Water Rescue: A Simulation Pilot Study. *Prehospital and Disaster Medicine*. 2024;39(1):52-58.
10. Birido N, Brown KM, Ferrer DO, et al. Health Care Simulation in Person and at a Distance: A Systematic Review. *Simulation in Healthcare*. 2024;19(1S):S65-S74.
11. Blumenberg A, Kessler D. Authoring and distributing simulation cases via the software innovation Med Sim Studio. 2023;
12. Calhoun AW, Cook DA, Genova G, et al. Educational and Patient Care Impacts of In Situ Simulation in Healthcare: A Systematic Review. *Simulation in Healthcare*. 2024;19(1S):S23-S31.
13. Carballo-Fazanes A, Izquierdo V, Mayordomo-Colunga J, Unzueta-Roch JL, Rodríguez-Núñez A. Knowledge and skills of pediatric residents in managing pediatric foreign body airway obstruction using novel airway clearance devices in Spain: A randomized simulation trial. *Resuscitation Plus*. 2024;19:100695.
14. Charnetski MD, Wawersik D, Palaganas JC, et al. Understanding the Effects of Health Care Distance Simulation: A Systematic Review. *Simulation in Healthcare*. 2024;19(1S):S57-S64.
15. Dadiz R, Jones R, Guillet R. Simulation as a potential tool for successful clinical trial initiation. *Journal of Clinical and Translational Science*. 2024;8(1):e109.
16. Duff JP, Morse KJ, Seelandt J, et al. Debriefing methods for simulation in healthcare: a systematic review. *Simulation in Healthcare*. 2024;19(1S):S112-S121.
17. Dutt R, Mishra NR, Singh R, et al. Feasibility of including hands-on microteaching in the medical faculty development program in India: A Mixed-Methods Study. *Cureus*. 2023;15(6)

18. Elkin R, Duff JP, LaForest ML, et al. Distance simulation in the health professions: a scoping review. *Advances in Simulation*. 2023;8(1):27.
19. Elkin RL, Beaubien JM, Damaghi N, Chang TP, Kessler DO. Dynamic Cognitive Load Assessment in Virtual Reality. *Simulation & Gaming*. 2024;10468781241248821.
20. Fayyaz J, Jaeger M, Takundwa P, et al. Exploring cultural sensitivity during distance simulations in pediatric emergency medicine. *AEM Education and Training*. 2023;7(6):e10908.
21. Fayyaz J, Leighton K, Bajwa M, Kumar A, Gross IT, Kardong-Edgren S. Exploring the content validity of Clinical Cultural Competence Questionnaire in diverse cultures. 2024;
22. Fernández-Méndez M, Barcala-Furelos R, Otero-Agra M, Bierens J. Increasing ventilation in drowning resuscitation– A cross-over randomized simulation study of ventilation during automated external defibrillator analysis pauses. *Resuscitation plus*. 2024;19:100674.
23. García-Martínez M, Espinosa-Pereiro C, Rodríguez-Núñez A. Bag and mask ventilation, an outstanding challenge that we should not leave behind. *Resuscitation*. 2024;199
24. Girin H, Armstrong M, Bjorklund KA, et al. Implementation of Virtual Reality Pain Alleviation Therapeutic into Routine Pediatric Clinical Care: Experiences and Perspectives of Stakeholders. *Journal of Medical Extended Reality*. 2024;1(1):179-185.
25. Hassan B, Tawfik M-M, Schiff E, et al. Harnessing In Situ Simulation to Identify Human Errors and Latent Safety Threats in Adult Tracheostomy Care. *The Joint Commission Journal on Quality and Patient Safety*. 2024;50(4):279-284.
26. Hazwani T, Hamam H, Caswell A, et al. Proactive patient safety: enhancing hospital readiness through simulation-based clinical systems testing and healthcare failure mode and effect analysis. *Advances in Simulation*. 2024;9(1):26.
27. Holmes J, Chipman M, Gray B, et al. Simulation-based clinical system testing of neonatal resuscitation readiness across a rural health system identifies common latent safety threats. *The Joint Commission Journal on Quality and Patient Safety*. 2024;
28. Joshi P, Viswambharan B, Kabiraj P, et al. Simulation: An Evolving Approach to Pediatric Airways Management Training. *Indian journal of pediatrics*. 2024;91(11):1215-1215.
29. Kanji F, Nawathe P, Cohen T. A Human Factors Approach for Event Analysis in a Pediatric Intensive Care Unit. *J Pediatr Child Care*. 2023;9(1):08.

30. LaPrad AS, Joseph B, Chokshi S, Aldrich K, Kessler D, Oppenheimer BW. A smartwatch-based CPR feedback device improves chest compression quality among health care professionals and lay rescuers. *Cardiovascular Digital Health Journal*. 2024;
31. López-Herce J, Aleo E, González R, Angeles Cristina Herranz Gloria UPCTGSMJACMMSBLASG-MABCRPMEMZCD. The use of the objective structured clinical examination to evaluate paediatric cardiopulmonary resuscitation skills in medical students and measures to improve training. *BMC Medical Education*. 2024;24(1):1123.
32. Slater D. Adding Resilience to Hospital Bed Allocation, using FRAM Ralph MacKinnon, Jacob Barnaby, Nomoto Hideki, Rees Hill and David Slater. *Medical Research Archives*. 2023;11(10)
33. Maniker R, Treat C, Feiner S, et al. Defibrillator Training in the Virtual Setting is Feasible and Improves Medical Student Self-Efficacy; A Pilot Study. *Simulation & Gaming*. 2024;55(5):791-811.
34. McCormick AE, Friess SH, Quayle KS, Lin JC, Manga A. Pediatric Resuscitation Skill of Bag-Tube Manual Ventilation: Developing and Using a Mobile Simulation Program to Assess Competency of a Multiprofessional PICU Team. *Pediatric Critical Care Medicine*. 2024;10.1097.
35. Melendi M, Zanno AE, Holmes J, et al. Development and Evaluation of a Rural Longitudinal NRP® Telesimulation Program (MOOSE: Maine Ongoing Outreach Simulation Education). *American journal of perinatology*. 2024;
36. Mishra NR, Peralam PY, Dongre AR, et al. Implementation of pediatric allergic rhinitis module as a part of AETCOM among first-year medical undergraduates: Mixed methods evaluation. *Indian Journal of Community Medicine*. 2023;48(2):297-303.
37. Mohr LD, Lawrence C, Schafer KM. Student Simulation Professional Development: Adding Value to the Pediatric/Neonatal Clinical Nurse Specialist Role. *Clinical Nurse Specialist*. 2024;38(2):110-112.
38. Montgomery EE, Anderson IM, Scherzer DJ, et al. A National Simulation-Based Study of Pediatric Critical Care Transport Teams Performance. *The Journal of pediatrics*. 2025;276:114303.
39. Nabecker S, Nation K, Gilfoyle E, et al. Cognitive aids used in simulated resuscitation: A systematic review. *Resuscitation plus*. 2024;19:100675.
40. Nader M, Silvers RL, Phatak UP, et al. Pediatric critical care nursing empowerment through distance education and simulation in Accra, Ghana. *Clinical Simulation In Nursing*. 2024;96:101616.

41. Nawathe PA, Kessler DO, Yurasek G, et al. The Need for Simulation-Based Procedural Skills Training to Address Proposed Changes in Accreditation Council for Graduate Medical Education Requirements for Pediatric Residency Programs. *LWW*; 2023. p. 10.1097.
42. Nawathe PA, Herrington A. Enhancing healthcare communication education: Standardised patient programmes. *Indian Journal of Anaesthesia*. 2024;68(1):65-70.
43. Nawathe P, Garland J, Cuzzolina J, Salinas N, Dodd B, Grein J. Simulation as Proof of Concept to Assess the Feasibility and Address Uncertainties Regarding Cardiopulmonary Resuscitation in an Adolescent Patient With Viral Hemorrhagic Fever. *Simulation in Healthcare*. 2024:10.1097.
44. Park-Ross JF, Rowan Duys BE, Gray R, Jansen M. The Simulation Launchpad course: building simulation capacity in Africa. 2024;
45. Rutledge C, Waddell K, Gaither S, Whitfill T, Auerbach M, Tofil N. Evaluation of Pediatric Readiness Using Simulation in General Emergency Departments in a Medically Underserved Region. *Pediatric Emergency Care*. 2023:10.1097.
46. Sagalowsky ST, Woodward H, Agnant J, et al. Structural competency in simulation-based health professions education: a call to action and pragmatic guide. *Simulation in Healthcare*. 2024:10.1097.
47. Santos-Folgar M, Fernández-Méndez F, Otero-Agra M, Barcala-Furelos R, Rodríguez-Núñez A. Is It Feasible to Perform Infant CPR during Transfer on a Stretcher until Cannulation for Extracorporeal CPR? A Randomization Simulation Study. *Children*. 2024;11(7):865.
48. Schiff E, Ma A, Cheung T, et al. Teaching Tracheostomy Tube Changes: Comparison of Operant Learning Versus Traditional Demonstration. *OTO open*. 2023;7(4):e93.
49. Schoppel K, Keilman A, Fayyaz J, et al. Comparing Leadership Skills of Senior Emergency Medicine Residents in 3-Year Versus 4-Year Programs During Simulated Pediatric Resuscitation: A Pilot Study. *Pediatric Emergency Care*. 2024;40(8):591-597.
50. Shen J, Clinton AJ, Penka J, et al. Smartphone-based virtual and augmented reality implicit association training (VARIAT) for reducing implicit biases toward patients among health care providers: App development and pilot testing. *JMIR Serious Games*. 2024;12:e51310.
51. Harel DS, Lin Y, Lo CY, et al. Aerosol Box Use in Reducing Health Care Worker Contamination During Airway Procedures (AIRWAY) Study: Secondary Workload and Provider Outcomes in a Simulation-Based Trial. *Pediatric Critical Care Medicine*. 10.1097.

52. Smith MK, Beaulieu K, Kuszajewski M, et al. Perceived Return on Investment of Accreditation by Accredited Programs. *Simulation in Healthcare*. 2024;10.1097.
53. Sobana R, Pai DR, Nalini Y. In-house designed low-cost trainer for teaching cardiovascular examination. 2024;
54. Soghikian S, Chipman M, Holmes J, Calhoun AW, Mallory LA. Assessing Team Performance in a Longitudinal Neonatal Resuscitation Simulation Training Program: Comparing Validity Evidence to Select the Best Tool. *Cureus*. 2024;16(9):e68810.
55. Stefanidis D, Cook D, Kalantar-Motamedi S-M, et al. Society for simulation in healthcare guidelines for simulation training. *Simulation in Healthcare*. 2024;19(1S):S4-S22.
56. Stone KP, Rutman L, Calhoun AW, et al. SQUIRE-SIM (Standards for Quality Improvement Reporting Excellence for SIMulation): Publication Guidelines for Simulation-Based Quality Improvement Projects. *Simulation in Healthcare*. 2024:10.1097.
57. Tawfik MM, Schiff E, Mosavian R, et al. Validation of a Novel Mobile Application for Assessing Pediatric Tracheostomy Emergency Simulations. *OTO open*. 2024;8(3):e145.
58. Yang CJ, Campisi C, Li D, et al. Tracheostomy Care Curricula for Pediatric Residents: A Pilot Randomized Trial. *Tracheostomy: Official Journal of the Global Tracheostomy Collaborative*. 2024;1(2):7-15.
59. Schoppel K, Spector J, Okafor I, et al. Gaps in pediatric emergency medicine education of emergency medicine residents: A needs assessment of recent graduates. *AEM Education and Training*. 2023;7(6):e10918. doi:<https://doi.org/10.1002/aet2.10918>

Other Publications

1. Bhatt GC, Patel B, Das RR, Malik S, Bitzan M, Mishra NR. Efficacy and safety of levamisole in childhood nephrotic syndrome: A meta-analysis. *Indian Journal of Pharmacology*. 2023;55(1):43-52.
2. Dutta AK, Bhunia NS, Bhowmik R, et al. Exome re-analysis increases the diagnostic yield of monogenic diseases in children. *Pediatrics & Neonatology*. 2024;
3. Slater D. Adding Resilience to Hospital Bed Allocation, using FRAM Ralph MacKinnon, Jacob Barnaby, Nomoto Hideki, Rees Hill and David Slater. *Medical Research Archives*. 2023;11(10)
4. Mandal S, Spoorthy MS, Godi SM, Nanda R, Mukherjee B, Mishra NR. Inflammatory Markers in Patients With Major Depressive Disorder: A Prospective, Clinic-Based, Cohort Study From India. *Cureus*. 2023;15(8)

5. Mishra NR, Agrawal A, Das RR. Hypertonic Saline vs. Mannitol in Management of Elevated Intracranial Pressure in Children: A Meta-Analysis. *Indian J Pediatr.* Sep 2023;90(9):899-906. doi:10.1007/s12098-023-04532-w
6. Moran S, Anderson C, Sheni R, et al. Factors associated with eosinophilic esophagitis in an urban, tertiary care pediatric aerodigestive population undergoing triple endoscopy. *American Journal of Otolaryngology.* 2024;45(1):104096.
7. Ponduri A, Azmy MC, Axler E, et al. The efficacy of human papillomavirus vaccination as an adjuvant therapy in recurrent respiratory papillomatosis. *The Laryngoscope.* 2023;133(9):2046-2054.
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Current Executive Committee Members

2024-2025 Executive Board



Jon Duff, MD
Co-Chair



Tensing Maa, MD
Past Co-Chair



Isabel Gross, MD
Incoming Co-Chair



Ryan Fredericks, MD
Treasurer



Pooja Nawathe, MD
Secretary



Kasey Davis, MD



Rachel Elkin, MD, MS



Jabeen Fayyaz, MD



Amy Hanson, MD



Priti Jani, MD



Normaliz Rodriguez, MD



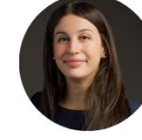
Barbara Walsh, MD



Bram Welch-Horan, MD



Hilary Woodward, MS,
CCLS



Sofia Athanasopoulou
Junior Director

INSPIRE Advisory Committee

Special thanks to our members serving in the senior role as advisors to the executive committee. The advisory committee is available in an ad hoc fashion to consult for and support the network on important matters.

- Mark Adler MD, Feinberg School of Medicine, USA
- Jennifer Arnold MD, Boston Children's Hospital, USA
- Marc Auerbach MD, MSci, Yale University, USA
- Aaron Calhoun MD, University of Louisville, USA
- Todd Chang MD, MAcM Children's Hospital of LA, USA
- Adam Cheng MD, Alberta Children's Hospital, Canada
- Cara Doughty MD, Texas Children's, USA
- David Grant MBChB, MRCPCH, FFICM, University of Bristol, UK
- Elizabeth Hunt MD, PhD, MPH, John Hopkins Children's Center, USA
- David Kessler, MD MSci, Columbia University, USA
- Ralph Mackinnon MD, Royal Manchester Children's Hospital, UK
- Vinay Nadkarni MD, MS, Children's Hospital of Philadelphia, USA
- Akira Nishisaki MD, MSCE, Children's Hospital of Philadelphia, USA
- Martin Pusic MD, PhD, New York University School of Medicine, US
- Kimberly Stone MD, Seattle Children's Hospital, USA

Committees, Roles, and Positions

Executive Committee

Role and suggested exec member	Description	Roles/activities	Selection process
Network Co-chairs Jon Duff Isabel Gross Tensing Maa	The Co-chairs of the INSPIRE network are charged with maintaining the overall mission and vision of INSPIRE by overseeing and guiding the activities of the Executive Board. Once elected, co-chairs will serve for 2 years, followed by an additional mandatory year on the Exec Board afterward in an ex-officio position. The specific role of this position is Leadership Development.	<ul style="list-style-type: none"> • Oversight of all current network activities with the goal of maintaining alignment with network mission, vision, and ethos/values. • Development/organization and leadership of core network research endeavors. • Decision-making, in collaboration with the Executive Committee, regarding new network initiatives and activities • Oversight of the financial status and health of INSPIRE • Carrying out (with the assistance of the Executive Committee) decisions made by the Executive Committee • Scheduling and chairing the monthly Executive Committee conference calls. • Establishing and maintaining collaborative relationships with other entities. • Identification and mentorship of potential new leaders within the network. • Overseeing and disseminating yearly network activity reports. 	Nominations for Network co-chair positions can be made by any executive board member. Self-nominations are acceptable. Minimum criteria for the position include 1 or more years of service on 1) the executive board, 2) within a committee, or 3) as the chair of an INSPIRE meeting. If a committee member/meeting chair self-nominates, the committee chair/executive member associated with that committee or meeting must approve. Nominations will be brought to the nominations committee, which reserves the right to nominate additional candidates and/or to veto any nomination. Elections will occur in June, with new terms beginning in July. Elections for the co-chair positions will be conducted in a staggered fashion, with only one director/co-director turning over per year. Only members will be eligible to vote in director/co-director elections.
Secretary Pooja Nawathe	The Secretary is the conduit of information and communication between the Board of Directors and the Membership.	<ul style="list-style-type: none"> • To attend all Business and Board of Directors meetings. • To be responsible for the minutes of the Board of Directors and Business meetings. • To chair the bylaws committee • Liaising with the executive director and co-chairs to ensure the communication to membership of the organization's annual activities (elections, award proposals, annual report, conferences, etc.) 	This position has a 3-year term
Treasurer Ryan Fredericks	The Treasurer oversees the Society's financial management to ensure the Board of Directors and staff understand	<ul style="list-style-type: none"> • Attend all Business and Board of Directors meetings. • Oversee the funds and financial matters of INSPIRE. 	This position has a 3-year term



	<p>their fiduciary responsibility. The Treasurer's term is three years.</p>	<ul style="list-style-type: none"> • Present an annual financial report to the membership. • Signatory authority for tax and financial purposes. • Assume other responsibilities as directed by the Co-Chairs. 	
<p>Executive Director Leah Bozeman</p>	<p>The Executive Director serves as a long-term, paid position alongside the Network Co-directors, and is tasked with overseeing all administrative roles within the network. The executive director will also oversee and manage network finances and financial transactions.</p>	<ul style="list-style-type: none"> • Management of the INSPIRE webpage and other IT infrastructure • Direct oversight of financial status and associate accounts • Coordinates network official communications. • Oversees other administrative personnel • Tracking/updating project-related databases in concert with other administrators • Preparing/disseminating yearly reports. 	<p>This is a long term-position not subject to election. New Executive Directors will be selected by the Network Co-chairs and Executive Committee, and their activities will be overseen by the same. Yearly performance evaluations will be provided.</p>
<p>Executive Board Tensing Maa Jon Duff Travis Whitfill Kasey Davis Jabeen Fayyaz Isabel Gross Priti Jani Pooja Nawathe Normaliz Rodriguez Barbara Walsh Bram Welch-Horan Hilary Woodward Rachel Elkin</p>	<p>The executive board serves as the main governing body of INSPIRE. Each executive board member will have a specific role/area of oversight as outlined below. Together with the Network Director/Co-director and Executive Director, the Executive Board will oversee all activities of the network and function collectively to make needed decisions.</p>	<p>While roles are specified, this will not be construed to imply complete separation of function, and healthy crosstalk will be deliberately maintained. The Executive Board shall conduct monthly conference calls, during which each will report out regarding their specific role/function. Attendance at 80% of these calls is an expectation, and when calls must be missed, a brief electronic summary of their activities over the past month will be provided in advance of the monthly conference call. The period of service is 2 years for regular members, with an additional junior/trainee member with a 1-year term who must currently be in a training program. In addition to the named roles below, general at-large executive board slots may be created by the board as needed.</p>	<p>Nominations for the Executive board can be made by any member of the network. All members who have been part of INSPIRE for >2 years shall be eligible for nomination. Nominations will be brought to the nominations committee, which reserves the right to nominate or appoint additional candidates and/or to veto any nomination. Elections will occur in June, with new terms beginning in July. Elections will be conducted in a staggered fashion, so that no more than 50% of the Executive Board will turn over in any given year. Once elections have occurred, roles will be selected at the first executive meeting.</p>
<p>Scientific Review Chair Rachel Elkin Priti Jani</p>	<p>The Scientific Review Chair is responsible for overseeing and coordinating the consult and ALERT processes. These function as primary entrance points into the network. This individual shall convene a Scientific Review Committee for the purpose of conducting these activities, and for leadership development</p>	<ul style="list-style-type: none"> • Developing agenda, facilitating and taking/distributing minutes for SRC conference calls. These 1 hour calls occur at least every other month, with additional calls scheduled as committee activities require. • Overseeing the ALERT call for proposals, review, and notification process. This occurs twice a year (Sept-Jan for INSPIRE at IMSH, March-May for INSPIRE at IPSSW). • Overseeing the consultancy functions of the SRC. Each year, a number of external research consultancy/mentorship requests are forwarded to the SRC. The committee 	<p>Standard executive board nomination or appointment</p>



		<p>chair is responsible for initial triage of these requests and, with the help of the committee as a whole, locating an appropriate mentor within INSPIRE for the originator of the request.</p> <ul style="list-style-type: none"> Presenting SRC activities and status to the INSPIRE Executive Committee at monthly conference calls. 	
<p>Award and Funding Chair</p>	<p>The Finance and Award Chair is responsible for overseeing and coordinating study-related financial awards within the network as well as the acquisition of additional funding for the network itself. This individual shall convene a Finance and Award Committee for the purpose of conducting these activities, and for leadership development. The Finance and Award Chair will work closely with the Executive Director to accomplish these tasks.</p>	<ul style="list-style-type: none"> Developing agenda, facilitating and taking/distributing minutes for Finance and Award Committee conference calls. These 1-hour calls occur at least every other month, with additional calls scheduled as committee activities require. Overseeing the INSPIRE award selection process as well as the disbursement of funds and follow up regarding progress. Active monitoring for funding opportunities/grants that could be used to conduct network-related studies and/or enhance infrastructure. Presenting Finance and Award Committee activities and status to the INSPIRE Executive Committee at monthly conference calls. 	<p>Standard executive board nomination or appointment</p>
<p>Conference Oversight Chair Kasey Davis Amy Hanson</p>	<p>The Conference Oversight Chair is responsible for overseeing and coordinating all Network meetings. This includes INSPIRE@IMSH, INSPIRE@IPSSW, and any additional smaller meetings/retreats that may occur. This individual will be responsible for assuring that each of these meetings has co-chairs, and will fill in in the absence of an appropriate individual. Individual meeting chairs will then convene a planning committee, with the overall Conference Oversight Chair functioning as an Executive Board Liaison.</p>	<ul style="list-style-type: none"> Selection of individual meeting co-chairs Service as “backup” chair in the event that one of the above cannot be found or cannot serve. Development and planning of official INSPIRE social events at network meetings Functioning as a liaison to the Executive Board for the individual planning committees created by the specific meeting co-chairs Presenting meeting related activities and status to the INSPIRE Executive Committee at monthly conference calls. 	<p>Standard executive board nomination or appointment</p>
<p>Communications / Website Chair Bram Welch-Horan</p>	<p>The Communications Chair is responsible for overseeing and</p>	<ul style="list-style-type: none"> Developing agenda, facilitating and taking/distributing minutes for Communications Committee conference 	<p>Standard executive board nomination or appointment</p>



	<p>coordinating IT and social-media related activities. This also includes any advertising for the network. This individual shall convene a Communications Committee for the purpose of conducting these activities, and for leadership development. The Communications Chair will work closely with the Executive Director and designated administrative IT personnel to accomplish these tasks</p>	<p>calls. These 1-hour calls occur at least every other month, with additional calls scheduled as committee activities require.</p> <ul style="list-style-type: none"> • Overseeing social media communications and campaigns with the assistance of the Communications Committee. • Active monitoring for Social media opportunities that could benefit INSPIRE. • Presenting Communication Committee activities and status to the INSPIRE Executive Committee at monthly conference calls. 	
<p>Novice Simulation Researcher Development Director Sofia Athanasopoulou</p>	<p>This position is reserved for trainees with interest in the INSPIRE network. Novice development members serve for at least 1 year, with the potential for 2-years of service at their discretion provided they are still in a training program for the second year. The Novice Simulation Researcher Development Chair is tasked with forming a Novice Simulation Researcher Committee composed of trainees also interested in the network with the goal of obtaining ongoing feedback regarding current novice and trainee needs. Those within this role will receive intensive mentoring with the purpose of preparing them for future service once training complete.</p>	<ul style="list-style-type: none"> • Development and oversight of a Novice Simulation Researcher Committee composed of trainees interested in INSPIRE (note, this committee will serve a 1-year term) • Ongoing monitoring and assessment of current trainee needs • Presentation of these activities to the INSPIRE Executive Committee at monthly conference calls. 	<p>Standard executive board nomination or appointment</p>
<p>Fellowship Committee Chair Jabeen Fayyaz Normaliz Rodriguez Nancy Tofil</p>	<p>The fellowship committee chair is responsible for overseeing INSPIRE's contributions to the INSPIRE-IPSS fellowship program. This includes developing and maintaining processes for the selection of new fellows, oversight of their scholarly work, and assistance in professional growth.</p>	<ul style="list-style-type: none"> • Convening and overseeing activities of the Fellowship Committee • Developing and maintaining processes for fellow selection, • Developing and maintaining processes to monitor and assist with fellow progress • Working with the Finance and Award Committee to manage fellowship-directed donations and other relevant funds • Serve as a liaison with IPSS leadership in matters pertaining to the fellowship 	<p>Standard executive board nomination or appointment</p>

	This individual is also charged with the convening of a committee to assist in these activities, and serving as a liaison to those members of the IPSS leadership involved with the fellowship program	<ul style="list-style-type: none"> Assure, along with the IPSS fellowship committee chair, balanced representation of both INSPIRE and IPSS within the committee Assure that outgoing fellows are involved, if they so desire, in committee activities 	
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Committees

Committee	Description / terms of service	Chair
Standing Committees		
Scholarship Oversight Committee	2 years	Chair
Leadership Cultivation/Nominations Committee	Serves for a 3-month period prior to June elections	Outgoing Chair
Finance and Audit Committee	3-year term of service. The Finance & Audit committee shall provide financial reports, recommendations, and guidance to the Board of Directors. They are responsible for reviewing and authorizing internal and external financial audits as required by applicable laws or as otherwise deemed necessary to effectively provide oversight for INSPIRE's financial status and integrity.	Treasurer
Bylaws Committee	The Bylaws committee shall perform a review of the Society Bylaws every three years, or as needed, and provide recommended amendments (if applicable) of these Bylaws to the Board of Directors.	Secretary
Ad Hoc Committees		
Award and Funding Committee	2 years	Funding Chair
Communication / Website Committee	2 years	Communications Chair
Project Support Committee	2 years	Project Oversight Chair
Novice Simulation Researcher Committee	1 year, with the option of one additional year if desired.	Novice Simulation Researcher Development Chair
Conference Planning	Serves for a period of 6-12 months prior to the meeting in question. During this preparatory period the meeting co-chairs shall be invited to INSPIRE Executive calls and shall function as <i>de facto</i> executive members	Individual Meeting Chair and Social Events Chair
Membership Committee	As needed based on particular goals or events	Global Membership Development Chair
Advisory Council	The Advisory Committee will consist of previous Network chairs and/or founding members and exists for the purpose of advising current Network Directors and providing needed institutional memory. No standing meetings of this committee will be required.	

