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## Western States Simulation Alliance BRIDGES Conference

# Bridging Campuses, Building Excellence: Simulation Standardization Guided by the INACSL Standards and Endorsement

San Diego | November 7-8, 2025

# About Me

- Carrie Miller PhD, RN, CHSE-A, IBCLC, FAAN
- Associate Professor at the University of Alaska
  - University of Montana
- Simulation Service
  - INACSL Standards of Best Practice Committee 2017-2022 (Chair for O/O)
  - INACSL Simulation Education Program (ISEP)
  - INACSL Endorsement Committee 2025-present
  - INACSL/NLN HomeGrown Solutions 2021-2025
  - INACSL/ASPE/SSiH Regional Workshops 2017-2021



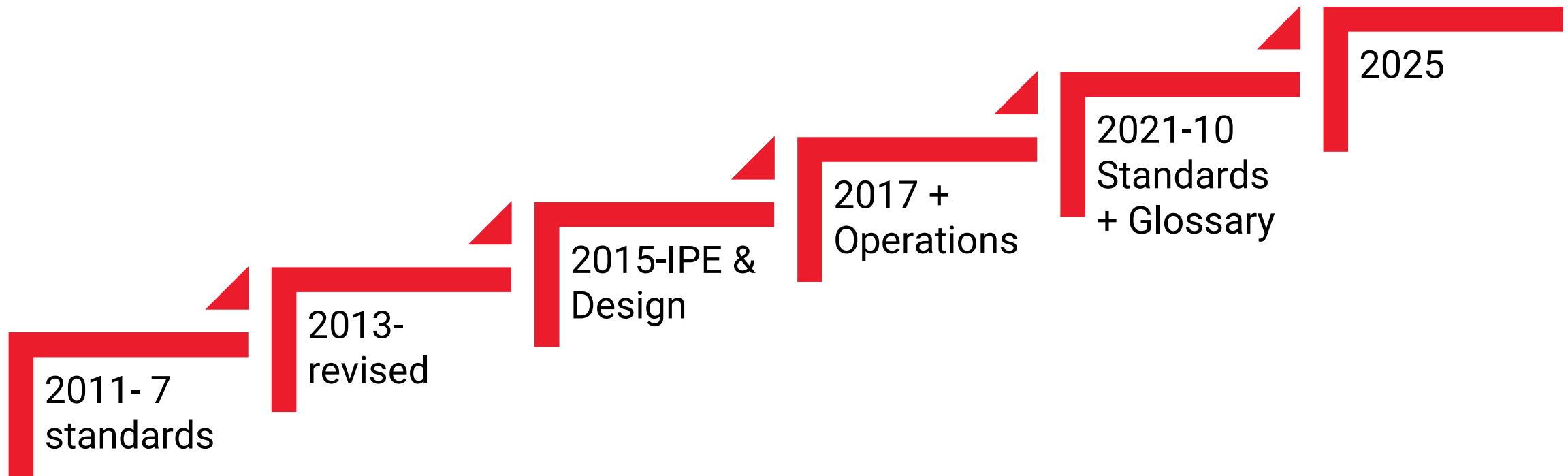
# Learning Objectives

- **By the end of the presentation, learners will be able to:**
  1. Identify the rationale for multi-campus standardization using INACSL Healthcare Simulation Standards of Best Practice
  2. Identify three priority gaps in current simulation practice
  3. Describe a cross-campus “minimum standard set”
  4. Develop an INACSL Endorsement readiness plan

# What are the INACSL Healthcare Simulation Standards of Best Practice?

- Evidence-based guidelines for healthcare simulation
- Developed by the International Nursing Association for Clinical Simulation and Learning (INACSL) to advance the science and quality of simulation.
- Framework for designing, integrating, and evaluating high-quality simulation experiences

# INACSL Standards timeline



# Quality of the Standards

- Advancing healthcare simulation science
- Rigorous
- JBI Methodology
- Support the practical application of SBE

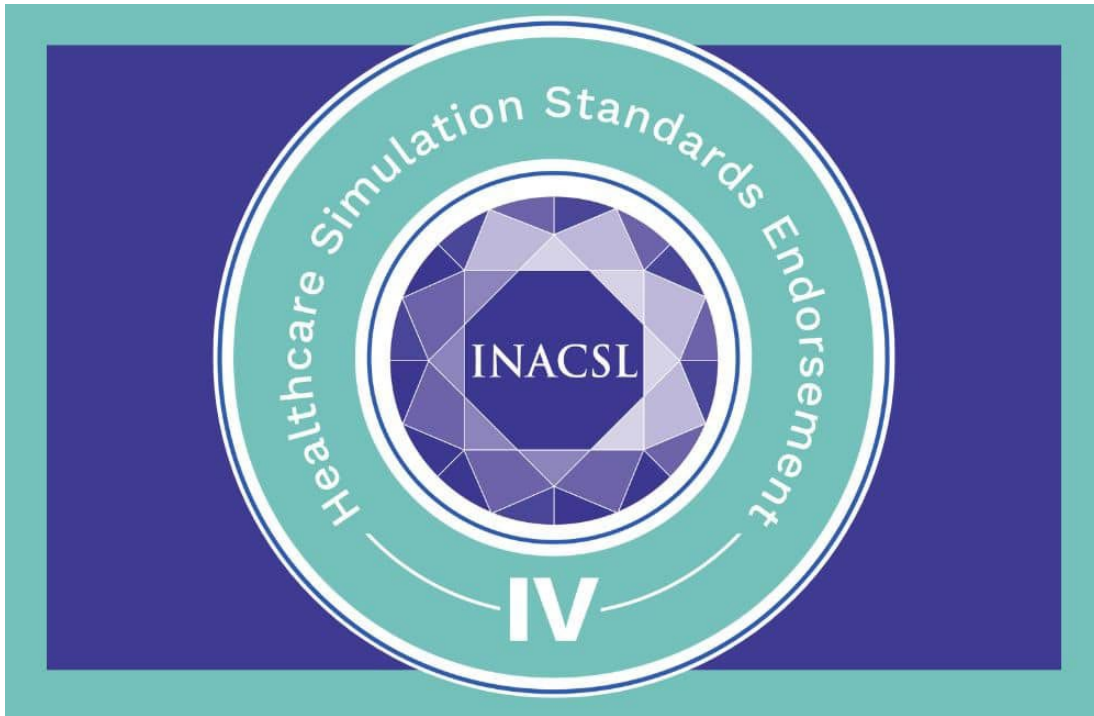


# INACSL Standards

- Healthcare Simulation Standards of Best Practice (2021/2025)
  - Professional Development
  - **Prebriefing (revised in 2025)**
  - Simulation Design
  - **Facilitation (Revised in 2025)**
  - **The Debriefing Process (revised in 2025)**
  - Simulation-Enhanced-IPE
  - Operations
  - Outcomes and Objectives
  - **Professional Integrity (Revised in 2025)**
  - Evaluation of Learning and Performance



# INACSL Endorsement



Healthy Simulation, 2022

- Launched in 2022
- Four Cornerstones of Best Practice
  - Prebriefing: Preparation and Briefing
  - Facilitation
  - The Debriefing Process
  - Professional Integrity

Persico, L., Wilson-Keates, B., DiGregorio, H., Decker, S., Xavier, N., & INACSL Standards Committee. (2025).

# INACSL Endorsement

- Application Process

- Two cycles

- Cycle 1 February/March

- Cycle 2 September/October

- Cost

- Letter of Intent \$150

- Application \$2500

- Evidence:

- Two years of data

- Curriculum mapping

- Cornerstone Standards

- Pre-briefing

- The Debriefing Process

- Facilitation

- Professional Integrity

# Evidence

## ■ Pre-briefing

- Pre-briefing script/checklist
- Evidence to demonstrate
  - Logistics/expectations
  - Objectives
  - Fictional contract
  - Psychological safety
  - Role assignment
  - Orientation to the learning space
  - Evaluation method

## ■ Facilitation

- Onboarding/training
- Scaffolding to learner
- Active engagement-Observers
- Annual Evaluation
- Participant feedback
- Policies and procedures
- CV's/Org chart
- Ability to demonstrate integration of cues-planned and unplanned

# Evidence

## ■ The Debriefing Process

- Framework
- Evaluation-from learners/participants and peers
- Roles & responsibility of facilitators
- Training
- Policy/Procedures

## ■ Professional Integrity

- Embed Code of Ethics
- Learner focused
- Professional Development
- Integration-addressing implicit bias, SDOH, sense of belonging,
- Maintain a psychologically safe learning space and address incivility

# Multi-campus-defined

- *A **multi-site college campus** is a single college or university institution that operates in two or more physical locations, often in different towns, cities, states, or even countries.*
- *Additional locations may be labeled as*
  - *Branch*
  - *Regional*
  - *Satellite campuses*
  - *Outreach sites*

# Challenges and Opportunities

## ■ Challenges

- Geographic distance
- Variance of space and simulationist experience
- Lack of a standardized mission/vision
- Separate Faculty governance bodies
- Leadership-centralized or autonomous

## ■ Opportunities

- Shared mission/vision/values
- Standardized metrics
- Honor the individualized needs of each campus
- Create an inclusive organizational culture
- Clear communication
- Student equity & satisfaction

## Mark & Robyn Jones College of Nursing Montana

- Five campuses
- 350 Students are enrolled annually
- Standardized Simulation curriculum
- Centralized focus in HSSBP
- Dedicated Simulation course in UG program



# MRJCON-NRSG400

- Two academic programs (BSN & ABSN)
- Planning for resources
  - Human, fiscal, technical, & material goods
- Tracking and focus on outcomes
  - Graduation rates
  - NCLEX Pass Rates
  - Employment Rates
  - Transition to Practice and use of simulation (CLECS 2.0)
    - Miller et al, 2025

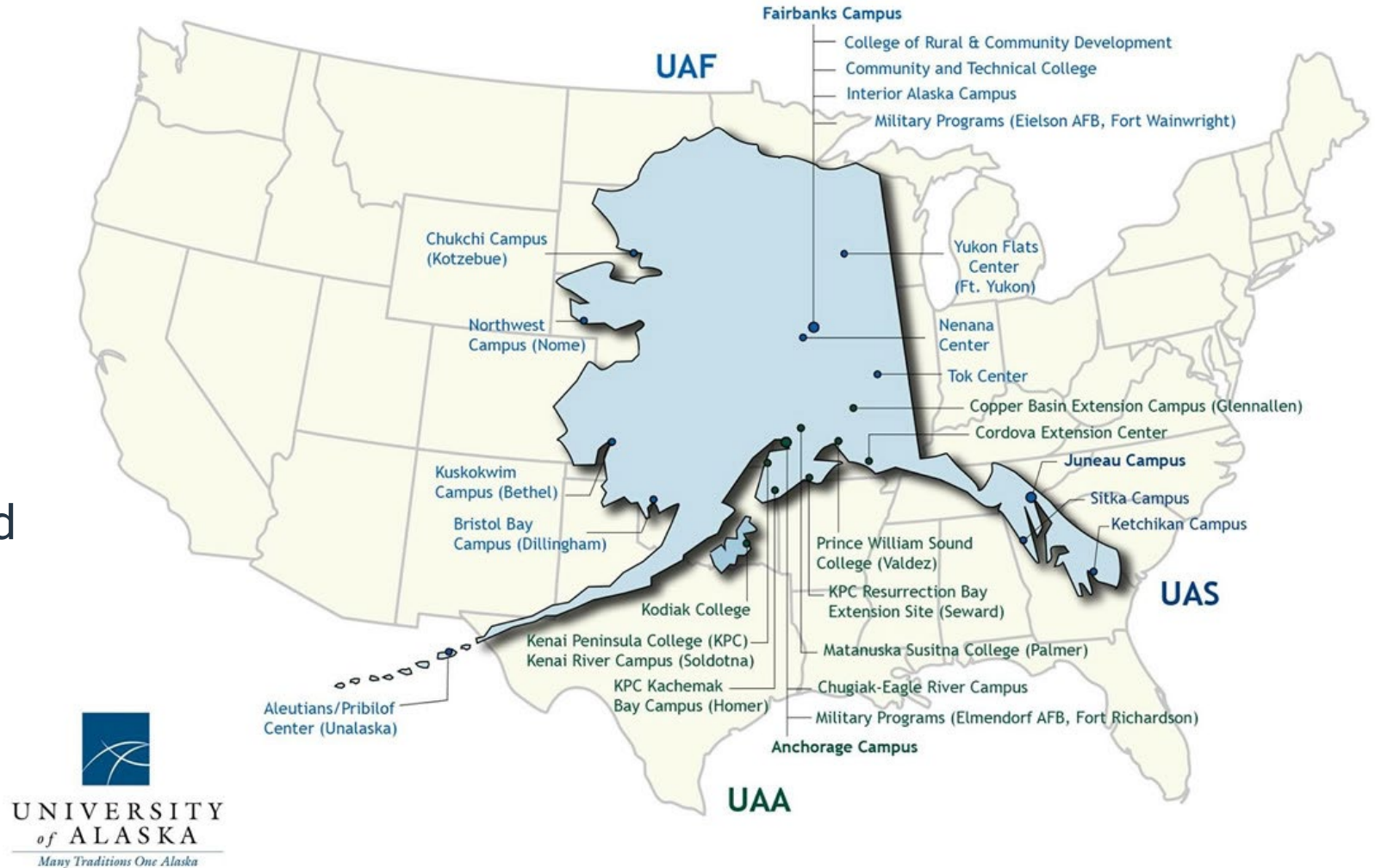


MSU photo by Colter Peterson, 2024

# University of Alaska system

## ■ School of Nursing

- 15 campuses
- 3 main campuses
- 12 outreach sites
- 450 students enrolled annually



# University of Alaska

- Three primary campuses/12 outreach
  - Inequity of resources
  - High level of Rurality
  - Campus sites variances
  - Question being asked-
    - How do we best meet the care needs of our most rural areas?



Photography: Naomi Zurba

# Merging Standardization & Best Practices

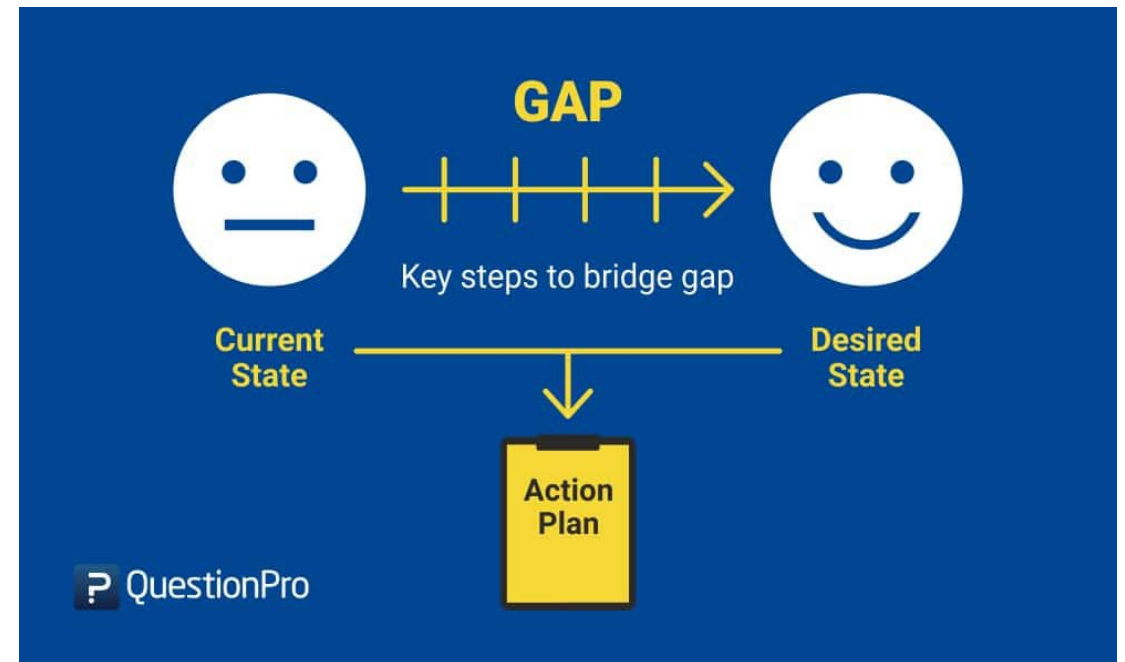
# Create a Team



- Simulation expertise
- Content experts
- Stakeholders
- Alumni
- Administrators
- Faculty

# Priority Gap Map

- ID mismatch between current practice and INACSL Standard
  - Assess resources, feasibility, risks vs benefits
- Priorities
  - Risk Impact of Inequity in Education
  - Endorsement relevance
  - Cross-Campus Reach
  - Feasibility
  - Evidence availability



# Cross-campus: Gap Map

- **Prebriefing** Pre-briefing script, checklist
- **Facilitation** Facilitator onboarding & professional development
- **Debriefing Process** Framework/Audit trail/Evaluation of debriefing
- **Professional Integrity** Code of conduct, psychological safety, just culture
- **Design** Scenario template-used for ALL scenarios
- **Operations** Set-up/turnover/resources/training
- **Outcomes & Objectives** Mapping
- **Evaluation** Rubrics/Checklists/Clinical Judgment Model



# Snap Audit

- Using your color cards (Green-Yes   Yellow–Working on it   Red-No)
  1. Have a scripted pre-briefing (purpose, roles, psychological safety, fictional contract)
  2. Facilitators have formal training are evaluated annually
  3. Debriefing framework is identified and audited
  4. Use a shared simulation scenario template
  5. Outcomes are mapped across the curriculum

# Campus Gap Map-Metrics



- Identification, integration, and compliance
  - Prebriefing (expectations, psychological safety, fictional contract, roles)
    - Target  $\geq 90\%$  compliance within 60 days
  - Facilitation ( onboarding, training, evaluation)
    - Target 100% compliance within 60 days

# Campus Gap Map-Metrics

- Identification, integration, and compliance
  - Debriefing Process (agreed on framework, sessions evaluated/audited)
    - Target  $\geq 90\%$  compliance within 60 days
  - Scenario template adoption
    - Target 100% new scenarios,  $\geq 80\%$  for existing within 90 days



# Professional Development

On-site and  
virtual training

Mentorship

Regular  
meetings (at  
least monthly)

Infuse HSSBP

Evaluation of Pre-  
briefing/Debriefing  
skills

Implementation  
of Basic  
Assumption

Learner/participant  
input/evaluation

# Benefits of Standardization

Establish clear learning outcomes & expectations

Learning equity across campuses

Support & Streamline professional development

Foster a collaborative team environment

Increase faculty and student satisfaction

# INACSL Endorsement Readiness Plan

## 90-120 Days Time-line

- Gather your evidence. Have you met the metrics?



## What do reviewers look for?

- Evidence on how the Cornerstones are implemented (2 years of data)
  - Policies
  - Video exemplars or scripts
  - Checklists
  - Trainings
  - Example scenarios
  - Evaluation data

# In summary



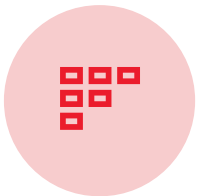
Standardized curriculum is possible



Collaborative dialogue



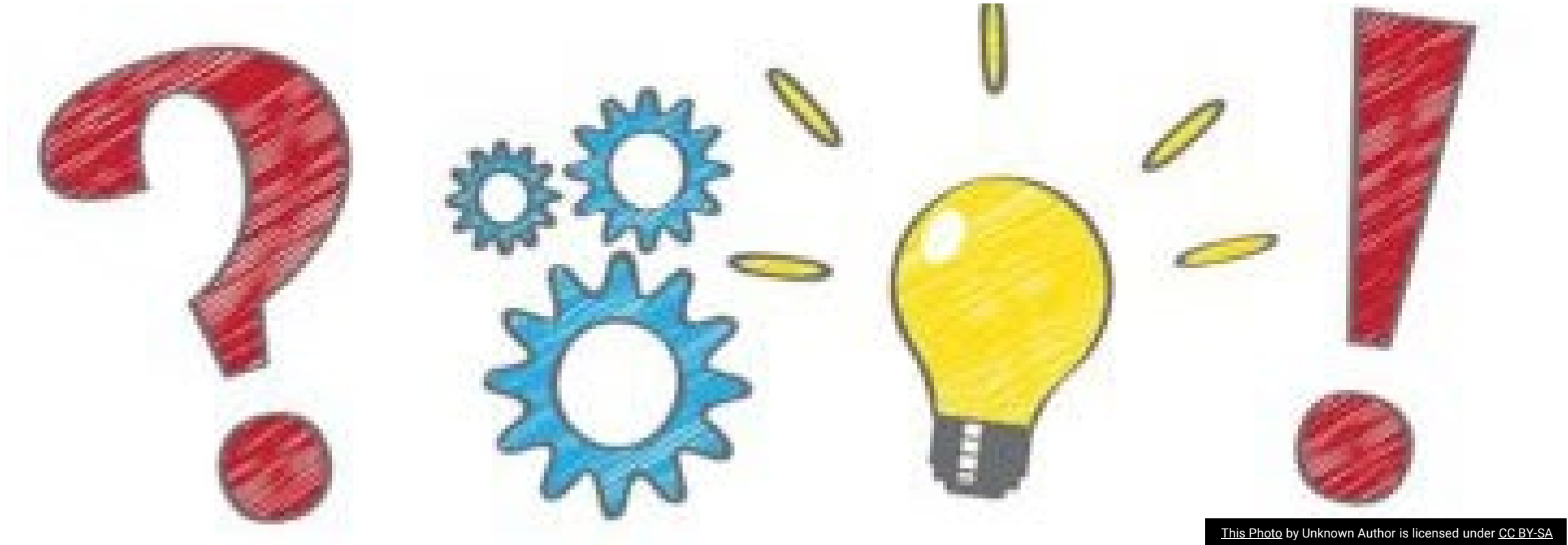
Agreed on metrics



Adherence to best practices



Alignment with accrediting and regulatory bodies



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# *Western States Simulation Alliance*

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Conference survey for BRN CEs will be e-mailed to participants.

For more information, please contact us at: [westernsim@healthimpact.org](mailto:westernsim@healthimpact.org)

