Challenges associated with bringing high fidelity simulation to rural campuses

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Disclosure slide
- Ann Scott – University of South Carolina
- Amber Williams – University of South Carolina
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Objectives
- The learner will be able to name one challenge faced by rural campuses as they integrate simulation into their curriculum.
- The learner will be able to name at least one resource used as a strategy for integrating a simulation lab on a rural campus.
Benefits of Simulation

- Connects theory to practice
- Uses technology to mimic the workplace
- Improves clinical competency without risking patient safety
- High risk / low volume events
• Faculty can select and tailor the experience to specific learning needs
• Allows faculty to assess clinical reasoning and prioritization
• Students can make mistakes and learn from them
• Experiential learning in a safe environment
Why do we need simulation at USC Lancaster?

- Didactic content and clinical experiences were not in alignment
- Required in each clinical course
- Rural areas
  - Limited patient care experiences
  - Limited specialty units
  - Limited high level acuity experiences
  - Limited access to a simulation lab
Rural areas

- 44% of US hospitals in rural areas
- Fewer nurses
- Fewer nurses with higher degrees
- Lower salaries
- Generalists
- Less access to resources
- Technology
Challenges
Kotter’s change model

1. raise urgency
2. build the guiding team
3. create a vision
4. communicate the vision
5. empower action
6. celebrate short-term wins
7. leverage wins to stimulate more
8. make it part of the culture
Transformational Leadership

- Charismatic
- Trustworthy
- Inspires others
- Empowers team
- Creates vision
Effective leadership could establish direction, align, and energize people to overcome major political, bureaucratic, and resource barriers to produce change

(Kotter, 1996)
1, 2, 3, 4...

- Need it now!
- Leadership support
- Build a team
- Create a vision of ‘what can be’
- Champion the vision
Building a guiding team

- Champion
- Deans
- Development
- Experts
- Faculty
- Students
Without a good vision, a clever strategy or a logical plan can rarely inspire the kind of action needed to produce major change
(Kotter, 1996, p71)
A more detailed plan...

- Where can we get funding?
- Who will we ask?
- Who will apply?
- When can we apply?
- What will we ask for?
- What is the total cost?
And more details...

- Consultations
- Design / specs
- Travel and visits to simulation labs
- Cost estimates
- Engineers
- Vendors
Basic Logic model
Logic Model: Simulation Plan

**Inputs**

**Regional:**
- Physical space
- Money for renovation or building
- Money for equipment
- IT support

**Main:**
- Money for simulators & equipment
- Simulation experience
- Simulation scenarios
- IT support
- Consortium

**Activities**
- Seek funding options
- Assess partner involvement & new partnerships
- Determine optimal simulation space
- Determine timeline
- Acquire simulators & equipment
- Lab coordinator
- Stakeholders: Administration
- Simulation lab director
- Development officers
- Community partners
- Program director
- Architect / Engineer

**Outputs**

**Participation**

**Short**
- More frequent & convenient access to simulation for distance students

**Medium**
- More research data from simulation
- Opportunities for simulation partnerships with other disciplines and community
- Strengthened partnerships with community
- Nurses capable of working with complex technology in complex situations
- More nurses comfortable with simulated learning and technology

**Long**
- Strengthened communities b/c of:
  - More competent nurses
  - Improved health care
  - Improved health outcomes
  - A better educated workforce
  - Strengthened position within the state

**Assumptions**
- Simulation will enhance learning

**External Factors**
Simulation Lab Timeline

- BSN program started in rural area
- Vision for simulation lab on rural campus
- Space, consultation, estimates presented to stakeholders
- Stakeholders changed on both campuses
- Consultations with potential partners, supporters, funders
- Built team & timeline
- More detailed plan
- Received grant funding
- Hired Architects to design lab
- Ordered simulators
- Ongoing support approved
- University approval, bid process, construction begins
- Completion August 2015

5, 6, 7, 8

- Team executes plan
- Celebrate wins!!
- Wins generate more wins
- Follow through / anchor change into the culture
Before....
References

