

IMSH DAILY


DAY ONE | January 11, 2025



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 #IMSH2025

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SSH PRESIDENT HIGHLIGHTS PROGRESS

Looking back on the past year and his time as President of the Society for Simulation in Healthcare (SSH), Barry Issenberg, MD, FSSH is quick to offer that his heart is filled with gratitude and pride.

“Serving this extraordinary community has been one of the greatest honors of my professional journey,” he began. “Your passion, innovation and unwavering dedication to advancing healthcare simulation inspire tremendous hope for the future of our field and, ultimately, for the patients and communities we serve.

“Over the past year, I have witnessed firsthand the incredible progress we have made together – strengthening the role of simulation in healthcare education, fostering collaboration across disciplines and pushing the boundaries of what simulation can achieve,” Issenberg continued. “This progress has been driven by the remarkable individuals who make up the SSH community: our credentialing councils, committees, sections, special interest groups and, of course, our dedicated staff. It is through your efforts that SSH continues to thrive as a global leader in simulation-based healthcare improvement.”

Elaborating on the progress that he has seen, he reflected on the first year of the new



Barry Issenberg

SSH Strategic Plan that was announced at IMSH 2024.

“2024 has been pivotal, guided by our Strategic Plan anchored in five foundational pillars: Advocacy; Research & Innovation; Education and Learning; Credentialing; and Organizational Sustainability and Growth,” he said. “Thanks to the exceptional efforts of our SSH staff, the wise leadership of our Board and the dedication of our members involved in councils, sections, committees and SIGs, we have exceeded our objectives for the first year.”

Highlighting advancements in advocacy, he explained, “One of our major advocacy milestones this year was the release of the *Global Consensus Statement on Simulation-Based Practice in Healthcare*, a collaboration with the Society for Simulation in Europe (SESAM) and other international affiliates. This document, which involved contributions from 50 >

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IMSH 2025 PLANNING TEAM WELCOME

The IMSH 2025 Planning Team Co-chairs welcome you to Orlando, where IMSH celebrates its 25th anniversary!

Co-chairs Kati Maxkenzie, MBA, EMT-P, CHSESHS, CHSOS-A, CHSE, Kyle Johnson, PhD, RN, CHSE, ANEF and Shannon DiMarco, MSHS, CHSOS have been planning this year’s milestone event for more than a year and have created a meeting reflecting those efforts. The robust conference schedule is packed with over 700 sessions of industry-leading content, and the exhibit hall features more than 150 exhibitors spotlighting the latest technology and innovation in healthcare simulation. >

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TODAY AT IMSH



Saturday, January 11

SSH Corporate Roundtable Learning Labs
Rooms 414B, 414C, 414D – 8:00-9:00am;
9:00-10:30am

IMSH Connections Program (Sign up in Registration)
Room 314A – 9:30-10:30am

Opening Plenary Session – The Chad Epps Lecture featuring Kyle Scheele
Room 415 – 11:00am-12:15pm

Exhibit Hall Grand Opening
Exhibit Hall – 12:15-6:00pm

Lunch
Exhibit Hall – 12:30-2:00pm

Technology Experiential Area
Exhibit Hall – 12:30-6:00pm

Research Posters Displayed
Exhibit Hall – 12:30-6:00pm

What's New in Sim Showcase
Exhibit Hall Theatre – 1:00-3:00pm; 4:00-5:30pm

Cornhole Tournament (Registration closed; proceeds benefit SSH fund)
Exhibit Hall – 2:00-6:00pm

Research Poster Professor Rounds
Exhibit Hall – 2:30-3:30pm

Accreditation Celebration (Open to all SSH Accredited Programs)
Room 414A – 2:30-4:30pm

“Happy Hour” Exhibit Hall – 4:30-6:00pm



See the SSH Events App for schedule and topic updates



Incoming SSH Board of Directors.



Forum 2050 badges ready for distribution.




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HEALTHCARE SIMULATION 2050 FORUM

The Society for Simulation in Healthcare (SSH) held a new pre-conference forum ahead of the 25th International Meeting on Simulation in Healthcare (IMSH). The two-day event, titled *Healthcare Simulation 2050: Building a Better Future Together*, took place January 9-10 with the aim of bringing together simulation experts and healthcare leaders to discuss the current state of healthcare simulation and envision its future.

"This preconference forum isn't just an event; it's a movement towards safer, more effective healthcare," said SSH President Barry Issenberg, MD, FSSH. He urged IMSH attendees to "Be part of a collaborative environment that promises to enhance patient safety and quality improvement through the power of simulation."

"SSH is in a unique position to help create the future of healthcare simulation, as well as guide the development and use of related technologies such as artificial intelligence, extended reality, and personalized learning," echoed SSH Past President Bob Armstrong, MS. "Creating our future starts with a deep understanding of both the met and unmet needs of the educational and clinical workforce. I look forward to learning about these needs during the Healthcare Simulation 2050 forum!"

Opening the forum on Thursday afternoon, Armstrong was joined at the podium by SSH Past President Paul Phrampus, MD, MBA, FSSH, CPE.

"We're having this forum because we believe that we have a responsibility as a Society and as a collection of societies to represent the needs of this community going forward in the future," Armstrong said. "We need to be advocates for our work, for ourselves, for our needs and for the changes that we believe need to occur. But you can't advocate for something until you understand really what it is you want to advocate for. And it needs to be specific. And it needs to be purposeful."

He continued, "Most of you probably saw the *Global Consensus Paper on Simulation in Healthcare* that came out last May. That was a collaborative effort, primarily led by SESAM [Society for Simulation in Europe] and SSH, that



Bob Armstrong and Paul Phrampus with Forum 2050 attendees assembling.

was dealing with issues on a global perspective around healthcare simulation and what some of those problems were. That was a very valuable exercise. And we see this as a follow-on activity to that global consensus paper exercise. But it has purposes beyond just that. Again, the idea here is the real need to understand what our issues are, what our needs are and be able to advocate for those things, both internal to our own organizations, and then maybe at our state levels, at the federal level, at other organizational levels with a codified understanding."

Armstrong explained that the overall introduction would be followed by three breakout sessions – two on Thursday afternoon and one on Friday morning – during which forum participants would separate into seven different tracks: Advanced Practice Providers; EMS Pre-Hospital; Health Sciences; Health Systems / Leadership; Nursing; Physicians; and Quality Improvement / Patient Safety.

He expressed his belief that the chosen track alignment was important, "because it's easy to talk about healthcare simulation as someone like a simulation center operator. It's very focused on education and training. But that's usually a fairly generic kind of application of healthcare sim. And we wanted to get the perspectives of these different groups, because they have different perspectives, not just when it comes to education and training but also in the use of healthcare simulation."

"The idea is that the breakout sessions are to have a rich discussion," Phrampus added, "and it's tiered in a way that the first breakout session is focusing on an inventory or steady state of what's going on now in those areas. During the second breakout session, we will bring in the idea of what we want the future to look like. And we want to unshackle our minds

in terms of responsibility, in terms of creativity and be able to just free think: in an ideal world, what would we want to be doing 25 years from now? And then the third session will be identifying some of the challenges but then also identifying the infrastructure and the enabling processes that will get us from point A to point B 25 years down the road."

Armstrong said that the result of the two-day forum would be encapsulated in some type of report, noting, "We don't know what form it's going to take yet, whether it's going to be a paper or just a presentation; we're not quite sure how we're going to do it. A lot of that decision process will be informed by the information that we get through the discussion here. But it will be available and published in some place, either hung on the web or posted to the journal. We haven't gotten that far down the road, which is fine. One of the most important things is that actionable issues from this forum are going to be things that are specific, that the Society can actually have some impact with. So we're going to, I want to say cherry pick, but we're going to stay in a swim lane as a Society, and we're going to say we should be addressing these particular issues, three issues, five issues, 10 issues, whatever it might be, and that these are the things that we're going to try to influence to get us to this 2050 point."

"Think of it as information that is brought forward through this discovery process that can be given to a regulator, accrediting body or possibly to industry to say, 'This is what we need to do,'" Phrampus continued. "Because if you think about it, really, for the first 25 years of simulation, we've kind of taken what the manufacturers have given us, as opposed to truly generating through collaboration. And if >

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Booth 1108



Continued from page 1

<> simulation societies across 67 countries, highlights the transformative role of simulation in healthcare education, training and practice globally. This consensus statement now acts as a guiding light for our organization and our partners worldwide.”

Issenberg continued, “Illustrating our efforts in education and learning, I am proud to announce the completion and printing of the Third Edition of the *Healthcare Simulation Dictionary*. This new edition includes many new patient safety terms and has been recently translated into French and Korean, joining 10 other language translations and expanding our global reach. I am grateful to Dr. Ellen Deutsch, Medical Officer in the Center for Quality Improvement and Patient Safety at the Agency for Healthcare Research and Quality (AHRQ), whose leadership led to the agency’s printing of 5,000 copies for distribution at IMSH 2025.

“We have also fostered research and scholarship,” he continued. “An example of these efforts occurred in November, when I had the honor of joining 25 healthcare simulation experts in Copenhagen as part of an Utstein-style summit on the use of XR in healthcare simulation. We reviewed and prioritized areas of research on the adoption of XR, overcoming barriers and building faculty capacity. Together we crafted a series of research questions that will provide a roadmap of scholarly work in which XR becomes a key modality of healthcare training. The summit was supported by Laerdal Foundation and hosted by CAMES [Copenhagen Academy for Medical Education and Simulation] at Herlev Hospital.

“Our Technology Committee has been focused on technological innovations as they have actively worked towards the 2026 Technology Summit,” he added. “Under the leadership of Matthew Hackett, they are preparing white papers on a variety of topics that will inform the discussions and outcomes of the summit, helping to shape the future of technology in healthcare simulation.”

Issenberg continued, “I would also like to recognize our efforts in credentialing.

“Since its inception, over 295 programs worldwide have achieved the distinction of SSH Accreditation, establishing us as the world’s largest healthcare simulation accrediting body. This continued growth can be attributed in part to the members of the SSH Accreditation Council, who have remained steadfast in their commitment to developing and promoting standardization in the ever-evolving field of healthcare simulation. The Accreditation Council is excited to announce that our newest area of SSH Accreditation focuses on the human element of simulation in healthcare.

The Council strongly believes that our current standards do not adequately address human simulation (simulation-based education with human role players), which has been an integral part of the education and development of clinical practitioners for decades.

“The SSH Accreditation in Human Simulation Standards aims to guide programs in the recognized best practices of standardized/simulated patient (SP) education and training. We are thrilled to be piloting these standards with three of our currently accredited programs and are preparing to conduct a second round of pilots with additional accredited programs in the early spring of 2025.

“I am also very pleased to share that SSH leadership will meet with ASPE [Association of Standard Patient Educators] leaders at IMSH 2025 to discuss this new pilot program and how it relates to the ASPE Accreditation in Human Simulation,” he said. “Committed to fostering true collaboration, we will explore all opportunities that mutually benefit both organizations and enhance the contributions and expertise of the SP Education community, in accordance with the ASPE Standards of Best Practice in Human Simulation.”

Finally, we realize that the success of SSH and its future organizational strength depend on preparing and providing opportunities for the next generation of leaders. The SSH has launched the Advancing Simulation Careers & Empowering Next-Generation Development (ASCEND) Program. This initiative recognizes emerging leaders in healthcare simulation who demonstrate exceptional leadership potential, innovation and a commitment to advancing the field,” he explained. “The ASCEND program welcomes all healthcare simulationists from the global community, including students, residents, fellows, operations specialists, researchers, educators, innovators and industry professionals with less than six years of experience. The 2024 ASCEND cohort includes 20 individuals selected from a competitive global applicant pool. These participants will receive mentorship from established leaders in healthcare simulation, engage in tailored professional development opportunities and be recognized during IMSH 2025.”

Asked about his expectations and feelings surrounding the Healthcare Simulation 2050 Forum, he offered, “Over the past two days, that forum has brought together a remarkable assembly of visionaries, innovators and leaders from across the global healthcare simulation community. Reflecting on the forum’s impact, I am both inspired by what we accomplished and optimistic about the future we are

shaping together. This forum was not simply a gathering—it was a catalyst for change. We came together with the shared expectation of leveraging the power of simulation to address the pressing challenges of healthcare today while preparing for the needs of tomorrow. Through focused discussions, collaborative workshops and shared insights, we ignited meaningful dialogue and laid the groundwork for a more unified, impactful future for healthcare simulation.

“The outcomes of this forum exceeded our expectations,” he added. “Participants not only identified the successes and barriers of simulation within their respective disciplines but also worked collectively to develop actionable strategies to address these challenges. One of the most profound takeaways was the shared recognition that breaking down silos across healthcare disciplines is not just desirable—it is essential. The forum fostered a spirit of collaboration that transcended professional and organizational boundaries, reinforcing our collective commitment to improving the quality and safety of care through simulation.”

Issenberg summarized, “Looking forward, the outcomes of the Healthcare Simulation 2050 Forum will inform not just our Society’s initiatives but also the broader global strategy for advancing healthcare simulation. The forum’s insights and strategies will guide the development of interdisciplinary programs, strengthen integration across healthcare systems and support the creation of simulation-driven solutions to enhance patient safety and care quality worldwide. The work we have begun here will continue to resonate across the global healthcare community, driving innovation, collaboration and excellence for years to come.”

He said, “As I prepare to pass the baton, I am filled with confidence and optimism about the future of SSH under the capable leadership of our incoming President, Jared Kutzin, and the 2025 SSH Board of Directors. With their guidance and the continued support of our vibrant community, I have no doubt that SSH will reach even greater heights in the years ahead.”

He concluded, “While my role as President concludes, my commitment to this Society and its mission remains steadfast. I look forward to staying engaged with SSH and witnessing the incredible achievements that are yet to come. Thank you for the opportunity to serve as your President. It has been a privilege to work alongside you, to learn from you and to be inspired by your dedication. Together, we have built a strong foundation for the future, and I am excited to see where this journey takes us next.” 🌍

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<> Maxkenzie elaborated on this year's theme, *Looking Back, Reaching Forward*. In developing the theme, and to shape the celebration of the 25th anniversary of IMSH, she said, "We really wanted to tip our hat to everything that has come before; the foundations we've established, the best practices we've set up, for example, because a lot of hard work has gone into that."

"But what we also want this to be is a celebration of where we're going," she continued. "We really want to take what has been worked on, and to look at how we are growing – regarding people, locations, technologies, best practices – and where we can go from here. How do we make it everything it could be, and what will the next 25 years bring?"

The theme's imaging, depicting two hands coming together, mirrors those ideas, Maxkenzie added. "We all liked the idea of the reaching forward of it, but also the reflection on what has been," she said.

Maxkenzie said an important aspect of their planning was "really taking our international audience into account throughout this process; how do we address their needs, and not just have a U.S.-centric conference? So that's something that we have challenged ourselves with."

The Co-chairs highlighted just some of the many noteworthy features of IMSH 2025.

"One thing that we're really excited about is the screening of *The Pitch: Patient Safety's Next Generation*," Johnson said, a new documentary discussing the evolving role of technology in improving patient safety. "It's really about making an impact in healthcare, and we thought it would be a great time to bring that forward, and to really speak to the healthcare community."

The SSH Fellows Main Stage Presentation film screening [Sunday, January 12, 2:00-3:30 pm, Room 415] will be followed by a Q & A session with the film director. An additional opportunity to view the film will occur in a screening-only session [Monday, January 13, 11:00 am-12:00 pm, Room 415].

Johnson also spoke about the myriad networking opportunities at IMSH, and DiMarco echoed that thought in describing one of those occasions, the IMSH Connections Event [Saturday, January 11, 9:30-10:30 am, Room 314A].

"This is an opportunity for individuals to connect with potential mentors during one of the first day morning sessions," said DiMarco. "It's designed for new attendees who are coming to the conference the first time, or even the second time, and looking for



(L to R) Kati Maxkenzie, Kyle Johnson, Shannon DiMarco.

a little bit of help to understand how they can navigate around the event."

She added that there is also a Connections Booth, "where people can rotate in and out. It's a very casual step in, step out area where people can collaborate and network. Going back to what Kyle was saying, there are a lot of networking opportunities, and especially for some of our newer attendees, what we're looking to do is help those individuals really feel like they're getting the most out of their IMSH experience," she said.

Focusing on another IMSH feature, Johnson said that he's excited about the plenary sessions. As Planning Team Co-chairs, he explained, "We get a chance to select the plenary presentations, and they're very much in line with the theme of *Looking Back, Reaching Forward*. I think the plenary speakers are going to provide us with very inspirational messages to go and be the change agents that we are."

DiMarco also conveyed her anticipation of the IMSH Expo in the Exhibit Hall. "I'm really excited that, yet again, the Exhibit Hall is sold out," she said. "It's the largest one we see in our field, and it's sometimes the only time during the year that our teams can check out what's new and happening, and actually connect in person with some of the vendors that we work with all year in different capacities to help us find solutions. So, I always like that piece of it." Acknowledging that the size and scope of the Exhibit Hall can be overwhelming, she added, "I do find that to be a great place to consolidate all of the ideas we've been trying to come up with for the last year and see what we can actually operationalize."

Also located in the Exhibit Hall, Maxkenzie highlighted this year's record number of Sim-Ventor entries, adding that indicates that "innovation is just growing and growing."

Johnson spotlighted a new feature taking place in the Exhibit Hall – the IMSH 25th An-


niversary Cornhole Tournament [Saturday, January 11, 2:00-6:00 pm]. Sure to be a fun event, all proceeds from the tournament benefit the SSH Fund.

All three Co-chairs expressed enormous gratitude to the SSH staff for their support and guidance in planning IMSH 2025. "We knew the SSH staff was amazing," said DiMarco, "but they are like a well-oiled machine. Everybody has that really specific lane that they are very well versed in and so educated. We have so much support from the team at SSH to make sure that we're staying on track."

Maxkenzie added, "The SSH staff really go above and beyond when it comes to this, and I don't think they get the accolades that they deserve."

Asked about their key messages to attendees at IMSH 2025, DiMarco said, "I think for me, it's to take chances and try new things, because that's really what simulation is – to try out new things. And don't hesitate to connect with those who have come before or will come after."

Building on that concept, Johnson said, "The people who wrote the books are here; the people who are the mentors, who have changed things. And I think there might be a tendency to think the conference is too big; that there's no way they could start a conversation with that person whose chapters they've read."

"This is the place to do that," Johnson emphasized. "It is the place to reach forward and connect. The simulation community is super willing to share how they've broken through barriers, how they've made impacts, and this is the place to have coffee with that person or play cornhole with that person. I think that's pretty unique about IMSH, considering how big it is, that you can still find that community." 

20 YEARS OF SSH



As the Society for Simulation in Healthcare (SSH) enters its third decade, Society leaders reflect on their personal backgrounds with SSH as well as the key milestones and accomplishments that its members have achieved over the past 20 years.

SSH Executive Director Jennifer Manos, MBA, MSN, RN, remembers her early involvement with both SSH and IMSH.

Manos said that the first time she heard about SSH was shortly after she started in the simulation center at Cincinnati Children's Hospital around 2006.

She offered, "It wasn't even a couple of weeks after I started working in the simulation center there. Our medical director was Mary Patterson, and she was very involved with SSH and IMSH. She was one of the first people to talk to me about SSH. Along with other members of the team she pushed me out of my comfort zone to get involved. And I got involved. That was my way in. I started doing presentations and the rest is kind of history. I was fortunate to have mentors who were very involved when I got there, so I basically heard about SSH shortly after I walked in the door."

She said that she attended her first IMSH around 2008, starting as a volunteer on the Accreditation Committee and subsequently becoming a full-time SSH employee in 2010.

Looking at the Society's 20-year milestone, Manos said, "I think that some of the key milestones really are the result of a culmination of things, beginning with the forethought that a lot of the early leadership had in the organization and profession to turn healthcare simulation education and educators and researchers and all of what we do into a profession, and not something you just do on the side. Because very early on, healthcare simulation was something where you had your full-time job and then you just did this part-time, when you got some release time to do it."

She continued, "Having the forethought to create certification, create the accreditation program and really driving standards for healthcare simulation, I think was huge in the development of where we are today. I mean, those programs were launched in 2010 and 2011, but they started long before that, around 2006 and

2007. Looking back, that thinking was critical in establishing the foundation for where we are today, at over 5,000 certified individuals and almost 300 accredited programs worldwide. So getting where we are today from where they started, with just a thought of whether we could do this, reflects so many huge milestones. Taken together, those milestones, along with everything else we do, have created an environment where every person in healthcare simulation feels welcomed as part of the broader community."

SSH Associate Executive Director Andrew Spain, PhD, MA, EMT-P, joined the Society in November 2010, and highlights the milestones and their relationship to the evolution of healthcare simulation.

"Just a few years before I started, healthcare simulation was widespread conceptually, but really not well engaged or well understood," he said. "Here we are, 20 years later, and it is, frankly, mainstream and in many ways leading as an educational methodology in healthcare. So when you think about the timeframe of zero-to-20 years, it feels like zero-to-1,000 miles an hour in terms of how we have developed. The organization has gone from humble, challenging beginnings to now being in a position that's quite extraordinary. It's even more extraordinary when you think about it in terms of where we are planning to go in our 'next phase' of things: becoming more future-oriented and working with the individuals, organizations, partners, corporate roundtable, take your pick, to chart where things might be going, and being proactive about trying to help drive that as well."

Spain highlighted several aspects of the Society's growth as "notable successes," offering representative examples of accreditation and certification.

"Both of those things are quite challenging endeavors and certainly risky, even from a perspective of financial investment," he said. "You know, it's very expensive to do these

things, and they're not automatic money makers. I mean, if people don't take them on, you're suddenly left with things that can drain the organization. And so I think you have to look at the creation of those two programs notably as big watershed-type moments or milestones, whatever you want to call them, because it's not only for the organization to show that it is diversifying and growing, but it's also indicative of what's important for the industry, because that work now establishes us in a place where we can be viewed as a profession."

Asked how he thought a similar milestone discussion might transpire at the 25 year anniversary of SSH, he replied, "I feel strongly that our advocacy efforts are going to go big quite quickly, including our engagement with the government, our engagement with big partners and I dare say our visibility in the technology landscape. Evidence of that is that we're already seeing some of the bigger companies like Microsoft, Sony and Meta, notably, already popping up on our Exhibit Hall floor and looking at becoming much more engaged with the technology of healthcare simulation."

Manos echoed, "I would love to be at the point five years from now where we have maybe 6,000 attendees at IMSH, that we are over 7,000 members, that our certification and accreditation levels all continue to grow and that we continue to foster this profession and continue to create the space we need for healthcare simulation. But even more than that, in five years I would like to be able to say that we have advocated for healthcare simulation to be a part of everybody's training, not only training during undergraduate education or graduate education, but continued training throughout your career, and that SSH has been part of advocating for it to be a mandate and a standard that healthcare providers participate in simulation education to not only better themselves with continued training and education but for the improvement overall of patient safety." 🌱

“Taken together, those milestones, along with everything else we do, have created an environment where every person in healthcare simulation feels welcomed as part of the broader community.”

LOOK BACK AND REACH FORWARD WITH THE SAFETY II AND RESILIENCE ENGINEERING AFFINITY GROUP

SUNDAY MORNING AT 7:00 AM IN ROOM 221B

Start your IMSH experience early on Sunday morning by joining the Safety II and Resilience Engineering Affinity Group (S2&RE AG) as they explore ideas like: Are workarounds in a complex environment mainly the problem or the symptom? Does safety come mainly from good ideas or also from a workforce who thinks? And should team simulations focus more on best decisions or on decision-making in uncertainty?

Standardization has improved safety. S2&RE AG adds further safety by targeting its focus on specific aspects of the questions noted above. In doing so, the S2&RE AG connects people who pursue resilience-focused safety and/or simulation to move both forward.

"Safety II augments traditional safety," asserted Dee H. Wu, MSSE, PhD, DABMP, DABMRS, FAAPM Chair of the SSH S2&RE AG (Oklahoma City, Oklahoma). "As complexity increases, healthcare workers and teams need greater human adaptability. Let's learn Safety II techniques and collaborate effectively across all our professions together on simulation."

Reflective of the first half of this year's IMSH theme, *Looking Back, Reaching Forward*, group members point to: over 900 members including educators, clinicians and researchers; masters including founders Mary Patterson and Ellen Deutsch; discussions on Slack that exchanged ideas and files; and the receipt


of ideas to help generate new momentum for this group.

"I volunteered because I need the AG much more than it needs me, so I can learn how to bring these ideas home," said Paul Leonard, MD, PhD, Vice-chair-elect, S2&RE AG (Des Moines, Iowa).

Group members are also focused on reaching forward into the future, with a strategy that expands global reach through a diversity of viewpoints that promote resilience and add fun; an output product that creates individual opportunities and makes S2&RE AG worthwhile; branding, by way of belonging to an increasingly visible group and fun; and the desire for new ideas to explore and expand in each of those arenas.

"I see good leaders as enablers," observed Emily Shaw, Member, S2&RE AG (Monkton, Maryland). "Leaders make it practical for people to do what they know needs to be done."

So come and explore ways to be a leader, a strong team player and learn resilience strategies in our healthcare systems while receiving guidance from some of the Masters of Safety II.

Network at 7:00 am Sunday in Room 221B, and exchange techniques that all attendees can bring home to their institutions. 



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25 YEARS OF IMSH

As IMSH 2025 marks the 25th year for this international gathering, the excitement and enthusiasm of attendees is intermixed with feelings of pride and deep respect from those who have planned, supported and attended many of those earlier events.

Looking Back

"When I started, there were just two of us," offered Judy Larson, Director of Meetings and Membership for SSH. "There was an Executive Director, and then meeting planner, membership and just about everything else fell to me."

Larson joined SSH in April 2008 and her first IMSH was in early 2009. Just three years earlier, the first IMSH exhibits appeared at the 2006 gathering at the Sheraton Hotel in San Diego, which included 26 exhibit booths and 493 attendees.

"Back then we did our own audio / visual and we did our own 8x10 booths," she said, "And we didn't have immersive courses. The first immersive courses, and there were two of them, were offered at the 2010 meeting in Phoenix. Robin Wootten [BSN, MBA, PhD, RN, SSH Fellow] joined the organization as Executive Director in 2009 and those immersive courses were her idea. But those meetings were small compared to recent years, and for 2025 we are on track for more than 150 companies and nearly 4,000 attendees."

Larson said that she encountered the occasional "far off look" when explaining healthcare simulation, adding, "That was several years ago. It was still new and a lot of people didn't know what it was. But I work with booking organizations at a lot of hotels and convention centers who are now saying, 'We have watched this grow and, in fact, we have a simulation center near here.' People have heard about it. People have read about it. They have seen it on the news. They understand that it saves lives and helps to keep patients safe. And I don't get those 'far off looks' anymore."

Asked about her early memories of working with SSH members, she quickly cited SSH Past President Dr. Bill Dunn.

"He was SSH President when I started," she said. "He was just down the road from me in Rochester, so we were both Minneso-

tans. And another person when I started who served as my 'lifeline' back then was Barry Issenberg. And now he's the SSH President. It's been an honor to have worked with him, because he helped us to understand things and we relied so much on his expertise."

As one of the many positive changes surrounding IMSH over the past 25 years, Larson pointed to supporting processes and procedures, along with growth in SSH. Reflecting on the growth she has witnessed over the past 17 years, she said, "In some member-driven organizations things have to go up through committees to a board. As a result, change doesn't always happen quickly. But to see the exponential growth we have had is amazing. We are recognized as the top provider of simulation education and our growth is almost like a force to be reckoned with. We continue to offer top-notch high-quality education and an exhibit hall that continues to grow as the hub of innovation, new products, new technologies and new equipment."

As the Former Director of Education for SSH, Kathy Adams, MA, CEC is marking her 15th IMSH this year in Orlando.

"I was hired in the fall of 2009 and at that point we really didn't have more than 50 or 60 courses," she began. "We've now grown to over 700 sessions. And I think it is the growth in the IMSH program that we have been able to realize that is the most amazing to me as I look back over the years. And a key part of that is how much the expertise has grown; how many people have come into their own in terms of presenting their work. That's also been amazing."

Sharing her enthusiasm, she added, "It's been really fun to be part of that growth. At any point in your career, you can only hope to be part of something that really takes off. And it was an honor to be a part of IMSH, because it really took off. If there was a surprise, it might have been how quickly our community retooled and revised simulations during COVID. Actually, I wasn't surprised. I was inspired."

Her succinct message for attendees at IMSH 2025? Prepare to be amazed!

"They will be amazed by all of the incredible people, the high caliber of content, the amazing findings and the discoveries that are being made. There's just so much content at the meeting that people can use to gather

inspiration for their work and then go home feeling inspired," she said.

Reaching Forward

With a strong foundation built over a quarter century, IMSH is well-positioned to continue its inspirational contributions into the future.

As Chair of the SSH Meetings Oversight Commission (MOC), Jill Sanko, PhD, ARNP, CHSE-A, FSSH, provided her perspective about IMSH moving forward from here.

Referring to the work of the MOC coupled with that of a visioning group, Sanko explained, "I think the sentiment is really, 'let's not fix what's not broken.' But we also recognize that we do need to look to the future and think about what's going to continue to make IMSH relevant, sustainable, fresh and constantly offering the kind of professional development education that's going to be important to the field – to individuals newly coming into the field and those that have been in the field for a long time."

Sanko said she believes the conference does a good job meeting the needs of novice and mid-career professionals, while acknowledging that "we still have some work to do with capturing good learning opportunities and growth for those more seasoned individuals."

Sanko said another IMSH element the MOC is looking at in an effort to "future-proof" the meeting is the content shared during the plenary sessions. After hearing recent feedback about the "more lofty" plenary session messaging, especially from international attendees, she said, "That can be really inspirational, and has been the intent of the plenary sessions for the last six or seven years," adding that formerly the sessions had been more focused on simulation-specific content. "There seems to be a want for some inspiration, but also some tangible content, so we're sending out a survey to ascertain whether it's a small group that is looking for this, or a wider situation."

Sanko noted that's just one tangible example of how the MOC is eliciting feedback about IMSH, evaluating the scope and "thinking outside the box" about solutions.

She also noted some of "the morphology" of IMSH over its history, citing one example as the inclusion of immersive sessions to reinforce the idea of hands-on learning when they had not previously been part of the program.

The idea of SSH Central also grew out of attendee feedback, Sanko said, and now functions as an important location and resource for information about SSH and >

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< > we're going to plot out the 25-year future, maybe we need to think about that. And we're handing this information off to industry, handing it off to quality leaders and handing it off to educators around the world to say that this is the vision of where simulation needs to get to."

Armstrong added, "This isn't a thing where we're going to look back and say, 'Remember what we did on January 9, 2025? Well, we got it right back then.' That's not what this is about. This is about starting on a journey that is going to shift, take a couple of turns and flip upside down every once in a while. But sooner or later, we hope that what we did here starts getting us to a point where we are able to influence a future that we want to live in."

In starting that journey, the three Forum 2050 breakout sessions on Thursday and Friday each addressed broad foundational questions: Thinking about how we plan, coordinate, execute, and assess healthcare simulation today, identify / list current utilization of simulation in your practice domains; In 2050, 25 years from now, what should healthcare simulation look like; and What are the anticipated challenges to achieving our perception of the future of healthcare simulation, with no consideration of either money or time.

Welcoming participants back to the Forum on Friday morning, Phrampus reviewed, "The first session yesterday was trying to do an inventory, to identify current states, get to know each other in our working groups, and identify what we think of as simulation today. And then the second session was supposed to project out into the future."

He continued, "We heard some really good feedback and really good dialog. So today's session is going to be about – if we painted the new picture of simulation that's sometime into the future, what are the roadmaps to get there? We originally described it as challenges, but I think there are challenges; there are opportunities; there are relationships; there are pathways; there are lots of things that we need to look at. When we originally framed it as challenges, that sounded a little more ominous and doomish and gloomish, as opposed to thinking about what it's going to take. We're not building the highways to get there, but what highways need to be built to get there? Where are those lakes? Where are those mountains that need to be moved, tunneled through or worked around to get to the future state that we're envisioning in our simulation world of 2050?"

Forum 2050 concluded with a General Closing Session, which included the facilitators from each of the seven different tracks presenting a "first glimpse" at some of the bulletized results of their sessions.

A representative example was the Advanced Practice Providers group, with their initial results provided by facilitators Jeff Groom and Kellie Bryant.

"Our group represented nurse practitioners, physician's assistants and, within their scope, also had representation of other areas of practice," Groom said. "They were a small but a highly efficient group, because everybody wore multiple hats. So our track was actually getting input from multiple different levels: at the clinician level, at the educator level, at the simulationist level and at the administrative level."


Bryant reviewed the track results from the three breakout sessions, beginning with current status, where she noted, "The feedback that we got from our participants is that they wear multiple hats, as Jeffrey was saying, and also using and expanding the use of their sim centers in creative ways. People had different models, where they were renting out their space, potentially for production companies, as a way of creating new revenue opportunities for the simulation center. We also talked about some centers being an independent simulation center, not attached to an academic center or

a hospital, and using that as a way, again, of generating revenue and providing simulation opportunities in places where they might not have the resources."

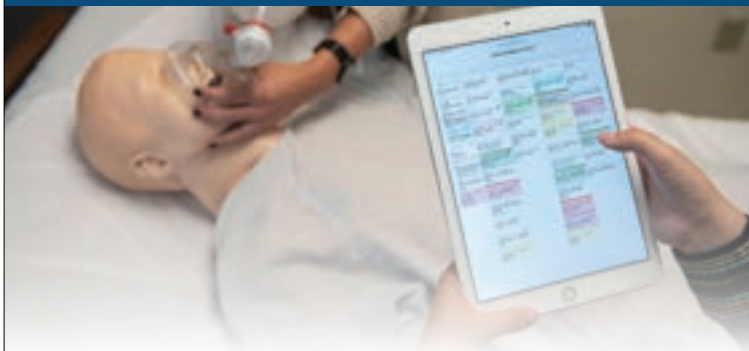
"Something I learned is that anesthesia assistance is a growing and popular field, and they use quite a bit of simulation," she said, noting the need for that field to expand.

Facilitators said that other discussions ranged from simulation consortiums and regionalization of sim centers to issues surrounding shared governance.

The brief summaries were followed by a number of lively audience questions that reflected an appreciation for the early findings, coupled with a desire to further explore issues like the expansion of the idea of regional simulation centers to embrace international opportunities and issues surrounding data sharing and data storage systems.

"Our biggest challenge with this track was coming up with bullet points," Groom responded. "We did talk about some of those issues. We had a very robust discussion and because we had a small group, it really helped promote the conversation. But we talked about some of those very good examples." 

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Prepare for a session of inspiration and game-changing insights!

INDUSTRY AND HEALTHCARE EDUCATION REACHING FORWARD TOGETHER

Welcome to Orlando and to the 25th anniversary celebration of IMSH!

This is such an exciting year to be together, as we look back in appreciation and celebration, and reach forward into the future of healthcare simulation. As the Chair of the Corporate Roundtable for the past two years, I have had a unique opportunity to see simulation through a variety of lenses. From my role in industry at my "day job," to collaboration with my peers on the Corporate Roundtable, to the honored position of Director at Large on the Society for Simulation in Healthcare (SSH) Board of Directors, I have witnessed the transformative impact healthcare simulation is having here at home and around the world.

For 25 years, IMSH has been bringing clinical educators together with the innovators and creative thinkers from industry. And this year, we celebrate that dynamic partnership like never before. We will take a walk through time in the Exhibit Hall "History Park" where we will have a chance to see how simulation has advanced over the past 25 years. We will also have the opportunity to share and collaborate in focus groups, forums and plenary sessions, where ideas and innovations come to life.

The Corporate Roundtable has continued its focus this year on furthering the SSH Strategic Initiatives of Advocacy, Research & Innovation, Education & Learning, Credentialing and Organizational Sustainability & Growth. With leadership from both education and industry, the *Future of Simulation Technology* white paper is in its final stages. The goal of the white paper initiative has been to further strengthen SSH as a thought leader, to provide the organization with a vision that will help guide advocacy, to provide educators and industry innovators with a roadmap for future simulation technologies and to increase probability that future technology will meet educator needs.

The Corporate Roundtable has also put together a collaborative workshop at this year's IMSH, *Healthcare Simulation Products: The R & D Process and Assessing the Needs of the Community* [Monday, January 13, 3:45-5:15 pm, Room 110A]. With panelists



Wendy LaGrange

from all areas of the simulation industry, this workshop is structured to guide medical professionals and clinical educators through the critical stages of the product development process, from initial design to global deployment, with a focus on the unique challenges and opportunities in the healthcare sector.

Being part of the Corporate Roundtable has allowed industry to have a strong voice in the Society, while providing a vehicle for educational feedback to industry in return. It has fostered academic and industry collaboration, as well as industry and educational alignment. Our initiatives for 2025 will continue to focus on growing collaboration and creating an even more dynamic interface between industry and academic research, creating a future where simulation is an integral part of healthcare training and practice.

On behalf of the members of the Corporate Roundtable, I welcome you to Orlando and to this amazing 25th Anniversary Exhibit Hall! 🎉

Wendy LaGrange, Chair of Corporate Roundtable, SSH Board of Directors, Vice President & Managing Director, Wallcur

COMMEMORATIVE BOOK SPOTLIGHTS 25 YEARS OF IMSH

The 25th anniversary celebration of IMSH this year brings many opportunities to mark the occasion. One noteworthy example is the production of the commemorative book *Looking Back, Reaching Forward: IMSH Celebrating 25 Years*.

Jeff Hale, CFRE, Society for Simulation in Healthcare (SSH) Director of Development, elaborated on the book. With the 25th year of IMSH this year and the theme of IMSH 2025, *Looking Back, Reaching Forward*, he said, “that just lent itself to doing a retrospective on those 25 years. So, we started working on it last February, coming out of the in-person directors’ meeting in Orlando, and it’s been quite a project. We’ve got a lot of people collaborating on it.”

Hale described the full-color, 120-page hardcover book as “very heavy on pictures” and “mostly a commemorative pictorial look back at IMSH over the years, going all the way back to the original shows and before there was even actually an SSH,” he said.

“We have just ‘tons’ of pictures from ‘back in the day,’” he continued, “like some of the original boards and some of the original meetings. So, I think for those individuals who’ve been involved with SSH for a long time, it’ll be a nice walk down memory lane. They’ll get to see a lot of colleagues and former colleagues and be able to look back on some good times from those early years.”



Hale added, “I think it’ll be very interesting and intriguing for people to go through the pages and look at just how much the organization and the show have actually grown over the years.”


He cited the example of a photo of the 2008 Exhibit Hall. “It was about half of a ballroom, with maybe about 12 or 20 vendors. That was only 2008, so not all that long ago.”

The book is also a way to chronicle some of the highlights, Hale said. “For each of the years, there will be a listing of who was on the Board and who the leadership was, and basic statistics like what the theme of the show was, where it was located, how many people attended and how many exhibitors we had. So again, as you go through the book you’ll be able to see how the show grew over the years, both in terms of attendance and Exhibit Hall vendors.”

While mostly focusing on looking back, the book will also include a few short essays that address the reaching forward aspect of the theme and title, Hale said.

To obtain a copy of the book, which will not be ready until after IMSH 2025, attendees can place pre-orders either when they register for the conference or at SSH Central during IMSH. The books will then be shipped directly to attendees after the event once they are printed, according to Hale. The cost of the book is \$50 USD.

Hale summarized, “I think for anybody who has a history with the organization, this will be a great commemorative keepsake and provide them with an opportunity to reflect back on their own experiences with SSH and IMSH.”

“And for those who might be new to the field, it’ll actually give them an overview and a little bit of context into the background of the show they’re attending and the organization that they’ve just joined, in the field that they’ve just gotten into.” 

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< > IMSH as well as providing a place to meet others and network at the conference.

“Another thing that has changed over the years is the ability to liaise with partnered sites that are near the meeting and having an opportunity to take attendees off-site to see other simulation centers. That wasn’t always something that we did,” Sanko said, adding that it’s “sometimes the only opportunity to see these other centers.”


Some fun features added to the event over time include the Fun Run/Walk/Roll and this year’s Cornhole Tournament, with proceeds benefitting the SSH Fund.

“It’s a balance,” Sanko said of future changes. “It’s like when you go to your favor-

ite restaurant, you expect your dish to taste the same every time you go there, but seeing an occasional special is really fun, too. That’s kind of how I look at IMSH. You want to feel like you’re going to your favorite restaurant, but you also want to see that they’re innovating and making things fresh.”

Sanko said her message about the future of IMSH is that “we have our eye on it. The theme this year really captures it – *Looking Back, Reaching Forward*.”

“If you look at the way that organizations do good work, they constantly are looking back to see how they can inform their future,” she continued, summarizing, “This year’s theme has applicability not only for us

as a Society, but also for IMSH, because the only way that we stay relevant and fresh is to constantly look back. What does the data tell us? What kind of feedback are we getting from our membership, our attendees, that helps us improve going forward, and also future-proof the meeting? We could easily become irrelevant if we rested on our laurels, but that’s not something we’ve done, and I think part of the reason is because of the culture of the people that come to this meeting and the culture of the Society; simulationists are constantly morphing what simulation looks like, and so our challenge is to keep coming up with the ‘new shiny thing.’” 

IMMERSIVE SESSIONS PROVIDE UNIQUE OPPORTUNITIES



Immersive co-instructor Jennifer Arnold, MD, MSc engages attendees during the Transforming Patient and Family Education Through Simulation immersive session on Friday afternoon.

One of the many professional opportunities offered at IMSH 2025 were the pre-conference immersive sessions that occurred yesterday at both convention center and off-site locations.

According to Trenell Croskey, Director of Continuing Education for the Society for Simulation in Healthcare (SSH), the immersive sessions, also called “pre-cons” by some, are experiential courses that run the day before everyone is usually on site.

“The immersive sessions are hands-on, four-hour sessions that are generally facilitated by experts from the simulation industry, or some of the more well-known names of people who are conducting a lot of research on simulation as well as some of the pioneers of simulation,” he explained. “And one of the benefits is that, unlike the rest of the general sessions, these immersive courses are designed to be small-group activities. So at maximum, we might have 40 people for one of our more popular courses. But generally we see anywhere from 15 to 25 people attending each of these sessions. With smaller work groups, it’s a unique opportunity to get four hours of dedicated time with some experts to really help you address a situation you’ve been going through back home at your simulation center.”

Croskey pointed to 11 immersive sessions conducted at IMSH 2025, noting that they build on a foundation of similar activities at previous IMSH events.

“We have been doing them since I’ve been working with SSH, which was in 2020,” he said. “And before that I was an attendee at IMSH and I can recall coming to IMSH 2014

where I attended a pre-conference as well, so we’ve been doing them for at least 10 years.”

Croskey said that the beauty of the immersive session approach is that some of the more popular events are offered year after year while there is a significant amount of new content, reflective of off-site opportunities at different convention cities.

“For the off-site pre-conference courses, for example, attendees can go to a local venue, like a simulation center, receive a tour of the space and then perform activities in that simulation center, academic setting or hospital for the four hours. All of it is still focused on healthcare simulation, but it is far more hands-on, because they get to see where the people who are facilitating those courses actually work and do their simulations every day,” he said.

By contrast, he characterized the on-site immersive sessions as some of the popular ones that are offered year after year.

“So the content itself varies between off-site and on-site,” he added. “And it really depends on where you are and what each user is trying to get out of it. This year, for example, most of the ‘new things’ happened off-site, and they were new because we only get to offer them when we are in Orlando.”

He summarized the off-site experiences, noting, “This year, we had one immersive session focused on utilizing standardized patients in simulation and enhancing their communication skills. We had another one called ‘The Business of Simulation’ and how your simulation center can generate revenue, which was done at one of the larger universities, the University of South Florida, in their Center for Advanced

Medical Learning and Simulation (CAMLs). And then at the University of Central Florida, we also had opportunities to learn about mixed realities and how they can be implemented together, such as combining some people using a manikin-based task trainer system while others utilized computer-based simulations with extended and virtual reality. In that case, there were seven different stations that people could rotate through to experience different types of simulations.”

For IMSH attendees who were not aware of the pre-con / immersive session opportunities, Croskey urged them to look at the pre-conference session opportunities as they make their plans to attend IMSH 2026.

“We know that there are many institutions that won’t cover the fees, because these courses are an additional fee on top of our general registration price,” he acknowledged. But we do offer a ‘justification toolkit,’ which gives you all the resources you need to make a case to the financial approver at your institution on what the benefit of this course would be.”

He continued, “Moreover, this was the first year that we have actually lowered our prices to \$299. And we plan to keep them at that lower rate to draw more people to the immersive sessions. It’s really the best opportunity to get one-on-one time and hands-on time with some of the leading simulation experts. You really get time to sit down and ask every single question that you might have. For example, one of our courses is on accreditation. And for people who are getting ready to apply for accreditation, it is a unique opportunity to sit down with the people who actually come to your institution and do your accreditation review and hear what they’re looking for. Additionally, they can look over your accreditation application and tell you what stands out to them or which areas need more work. Really, there’s so much out there available for our immersive courses that there’s something out there for everyone.”

Croskey said that planning will soon begin for the immersive sessions for IMSH 2026 in San Antonio, with the proposal submission window open between April and the first week of June 2025. SSH Staff will then conduct a review of submissions between June and the end of August, including follow-up calls with the off-site locations, as well as planning, logistics and everything else involved. Topics for the 2026 immersive sessions should be released around August 2025 with registration open around September.

Reiterating his belief that the immersive sessions provide very unique opportunities, Croskey concluded, “I encourage everyone to take a look at what will be available for next year and think ahead to arrive at IMSH one day early so that you can attend our IMSH 2026 immersives.”

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