



NYSIM

THE CITY UNIVERSITY OF NEW YORK | NYU GROSSMAN SCHOOL OF MEDICINE

ANNUAL
REPORT
FY 2025



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MISSION, VISION, AND GUIDING PRINCIPLES

MISSION

The mission of NYSIM is to provide simulation education and research that fosters quality of care, patient safety, and effective communication with patients and among health care professionals.

VISION

NYSIM will be the hub of simulation education in the health sciences at CUNY & NYU Langone Health and through its simulation education and research, to improve health outcomes, health equity, and patient safety.

GUIDING PRINCIPLES

We will:

1. Expand NYSIM accessibility for all learners
2. Assess educational and health outcomes through research and data analysis
3. Cultivate a culture of continuous improvement in our educational programs focusing on quality, safety, and research
4. Continue education consultations to ensure high-quality simulation activities across disciplines
5. Model teamwork, communications, respect, kindness, excellence, and collaboration throughout NYSIM to create a safe, non-judgmental learning environment
6. Increase our visibility locally, nationally, and globally



The New York Simulation Center for the Health Sciences (NYSIM), is a partnership between The City University of New York (CUNY) and the NYU Grossman School of Medicine (NYUGSOM).

STEERING COMMITTEE

The New York Simulation Center for the Health Sciences (NYSIM) is governed by the NYSIM Steering Committee, composed of two representatives from The City University of New York (CUNY) and two representatives from the NYU Grossman School of Medicine (NYUGSOM).



Crystal Mainiero, PhD, MPA

Adjunct Associate Professor
Associate Dean, Academic
Planning and Innovation
NYU Grossman School of Medicine



Gary Dine, MBA

Senior University Dean for
Budget and Administration
The City University of New York



Joan F. Cangiarella, MD

Executive Vice President and Dean
for Education, Faculty and Academic
Affairs; Elaine Langone Professor
of Pathology; Vice Chair, Clinical
Operations, Pathology
NYU Grossman School of Medicine



Maureen Becker, PT, DHSc

Interim University Dean of Health and
Human Services
Office of Academic Affairs
The City University of New York

We are excited to welcome Dr. Maureen Becker and Dr. Joan Cangiarella to the NYSIM Steering Committee and are inspired by their visionary leadership and dedication to simulation education as they help us advance our mission.

With deep gratitude, we want to acknowledge Dr. Steven Abramson and Dr. Patricia Simino Boyce for their extraordinary leadership, dedication, and service, which have been instrumental in shaping NYSIM's success.

Dr. Steven Abramson has been a member of our Steering Committee since 2010, joining NYSIM a year before the center opened its doors. Over the past 15 years, Dr. Abramson's unwavering commitment, insightful leadership, and strategic guidance have been instrumental in navigating the center through numerous milestones and challenges.

Dr. Patricia Simino Boyce joined our Steering Committee in 2020, working tirelessly to advance simulation education among CUNY health profession programs while advocating for interprofessional education and promoting NYSIM's professional development courses. We wish them continued success in the next chapters of their professional journeys!



Steven Abramson, MD

Executive Vice President and
Vice Dean for Education, Faculty and Academic Affairs
NYU Grossman School of Medicine



Patricia Simino Boyce, PhD, RN

University Dean for Health and Human Services
The City University of New York

NYSIM LEADERSHIP



Donna P. Phillips, MD

Assistant Dean of Simulation Education

Dr. Donna P. Phillips, Assistant Dean of Simulation Education at NYSIM, provides strategic leadership in shaping and advancing the center's vision and mission. She leads the development of a comprehensive simulation education strategy that integrates simulation-based education across all levels of training at the NYU Grossman School of Medicine and The City University of New York.

Under her direction, NYSIM continues to evolve as a leader in healthcare simulation. With a focus on improving quality, safety and patient experience, Dr. Phillips guides innovation in curriculum design, professional development and assessment, ensuring that simulation is used not only as a teaching tool, but also as a driver of measurable outcomes in clinical competence, systems improvement, and interprofessional collaboration.



Joanne Agnant, MD, MSc

Associate Medical Director

Dr. Joanne Agnant serves as the Associate Medical Director at NYSIM and develops and facilitates simulation-based professional development programs, including the Fundamentals of Simulation Education (FUSE) Course, NYSIM Comprehensive Simulation Education (NYCSE) Course and the Simulation-Based Education (SBE) Webinar Series. Dr. Agnant serves as medical consultant for the National Certification Courses (NCC) programs. She also serves on the First Night On-Call Intern Orientation Steering Committee and is a key faculty educator for simulation programs across NYU Grossman School of Medicine and The City University of New York. Dr. Agnant's expertise includes developing in-situ simulations and interprofessional education as well as the use of electronic health records in simulation scenarios and addressing quality of care in simulation. Dr. Agnant is also the lead faculty for the NYSIM Simulation Education Didactic Series.



Deepak Pradhan, MD, MHPE, FCCP, ATSF

Associate Medical Director

Dr. Deepak Pradhan is NYSIM's Associate Medical Director and collaborates with NYU Grossman School of Medicine and The City University of New York educators engaged in simulation-based education programs. He facilitates the Fundamentals of Simulation Education (FUSE) Course, NYSIM Comprehensive Simulation Education (NYCSE) Course and the Simulation-Based Education (SBE) Webinar Series. He also oversees the NYSIM Simulation Educators Network (SEN), bringing together over 50 faculty from across NYU to engage in collaborative simulation. Dr. Pradhan's expertise includes technology innovations and AI in simulation education. He was the chair of the most recent Virtual Hot Topics on AI in Simulation. In addition to curriculum design and assessments, Dr. Pradhan also provides educational consultations on turning simulation into scholarship.



Laura Penalo, PhD, RN, CNL, CHSE, FNYAM
Health Professions Director

Dr. Laura Penalo is the Health Professions Director at NYSIM and collaborates with CUNY and NYU faculty to design, implement, and evaluate simulation programs. She facilitates the Fundamentals of Simulation Education (FUSE) Course, NYSIM Comprehensive Simulation Education (NYCSE) Course, CUNY NYCCT-NYSIM Faculty Development Workshop and the Simulation-Based Education (SBE) Webinar Series. As a facilitator, she enhances learners' knowledge, skills, attitudes, confidence, clinical decision-making, and effective communication.



Sondra (Sandy) Zabar, MD
Standardized Participant (SP) Director

Dr. Sondra (Sandy) Zabar directs the Standardized Participant (SP) Program at NYSIM, collaborating with faculty and staff on the design, implementation, and evaluation of SP/OSCE programs, including scenarios, training and assessments and program evaluations. She pioneered the use of unannounced standardized patients and announced standardized patients in real clinical environments to assess individuals and clinical microsystems and presents her scholarship using performance-based assessment for teaching and assessment nationally.



Katie E. Tame, MS, ACC
Director

Katie E. Tame is the Director at NYSIM, overseeing the strategic planning, business development and financial management of the center. She focuses on driving sustainable growth through strategic partnerships. Committed to elevating the center's impact, she champions transformative initiatives that enhance simulation-based education for health professionals, with the ultimate goal of improving patient care, quality, and safety.



Katie Allen, MPA
Assistant Director

Katie Allen is NYSIM's Assistant Director and oversees the center's comprehensive operations and manages all functional teams. Katie plays a key role in ensuring that all logistical, technical, and programmatic needs are met to support the seamless delivery of high-quality simulation-based education. She enables effective business and programmatic decision-making through her expert data driven insights.

NYSIM UTILIZATION AND IMPACT

In fiscal year 2025, NYSIM hosted:
23,858 learners and faculty
278 programs
2,198 sessions
6,303 hours of instruction

DATA KEY

Program: Number of distinct education programs by course or specialty

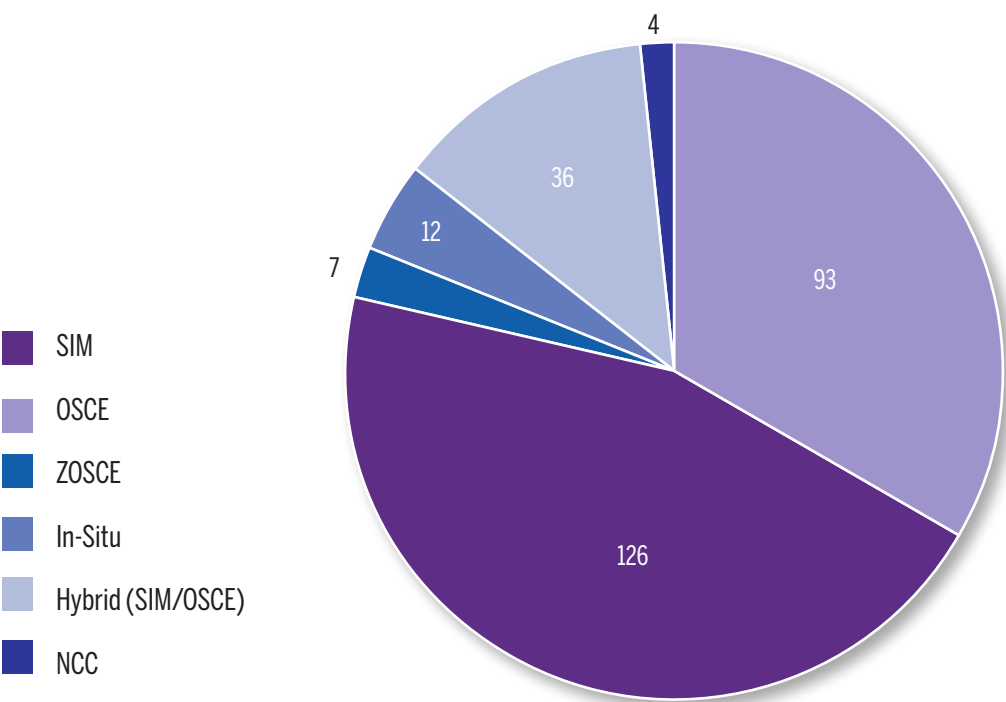
Session: Each instance of an education program is considered a session

Hours of Instruction: Duration of education programs

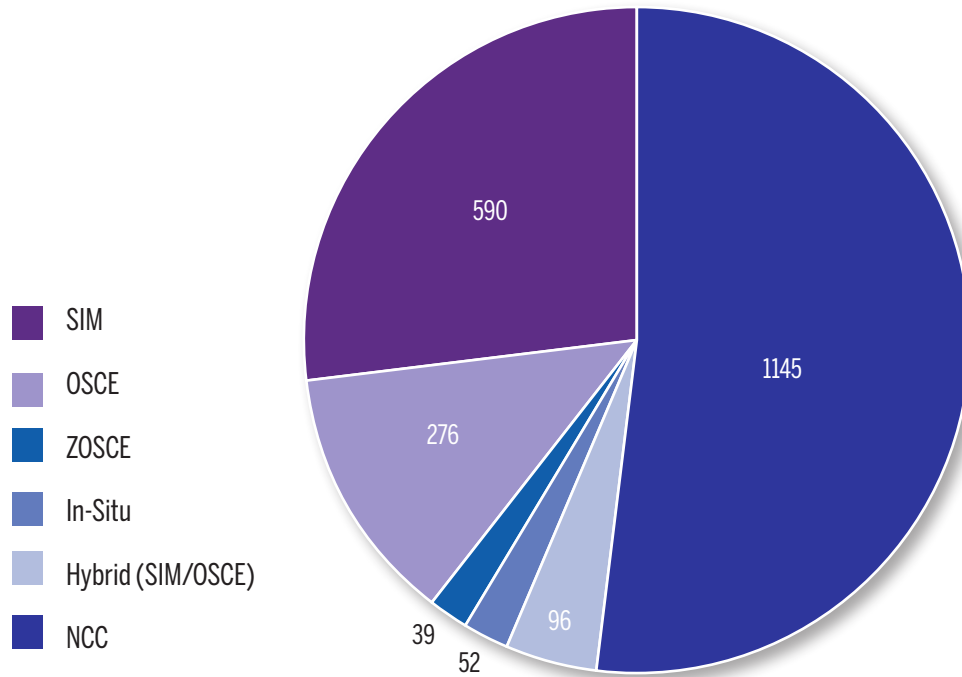
Program Type:

- **SIM:** Simulation programs using task trainers or manikins
- **OSCE:** Programs using Standardized Participants (SPs)
- **ZOSCE:** OSCE programs held virtually
- **In-Situ:** Programs occurring in a clinical setting
- **Hybrid (SIM/OSCE):** Programs involving both SIM and OSCE components
- **NCC:** National Certification Courses, including BLS, ACLS, and PALS

FY25 PROGRAMS BY PROGRAM TYPE



FY25 SESSIONS BY PROGRAM TYPE



EDUCATION CONSULTS

NYSIM directors provided **160** education consultations providing expertise, guidance, and support for faculty developing new simulation education programs or seeking to enhance existing ones. Of these, **126** were initial consultations, and **34** were follow-up meetings.

NYSIM TOURS

NYSIM team members provided **32** tours for healthcare leaders, faculty, fellows and students from across the United States and globally, including New Zealand, Israel, and Australia.



Expand NYSIM accessibility for all learners



Increase our visibility locally, nationally, and globally



PROFESSIONAL DEVELOPMENT PROGRAMS

NYSIM directors, Drs. Joanne Agnant, Deepak Pradhan and Laura Penalo developed and taught professional development programs to meet simulation educators' needs, including the: Fundamentals of Simulation Education (FUSE) 3-Day Course, CUNY NYCCT-NYSIM Faculty Development 2-Day Workshop and NYSIM Simulation Education Didactic Series. In addition, Drs. Agnant, Pradhan, Penalo and Zabar, co-developed and taught the NYUGSOM NYSIM Comprehensive Simulation Education (NYCSE) 5-Day Course incorporating both manikin-based simulation and SP/OSCEs into the curriculum. Through multiple versions of professional development programs, we have provided NYULH, CUNY and external faculty with the comprehension of simulation-based education to meet their individualized needs.

FUNDAMENTALS OF SIMULATION EDUCATION (FUSE) COURSE

The Fundamentals of Simulation Education (FUSE) Course is the ideal comprehensive course for all levels of simulation instructors. In FY25, **48** learners and staff from CUNY, NYULH and external institutions participated in **4** FUSE courses. FUSE learners represented various simulation-based education (SBE) roles and specialties:

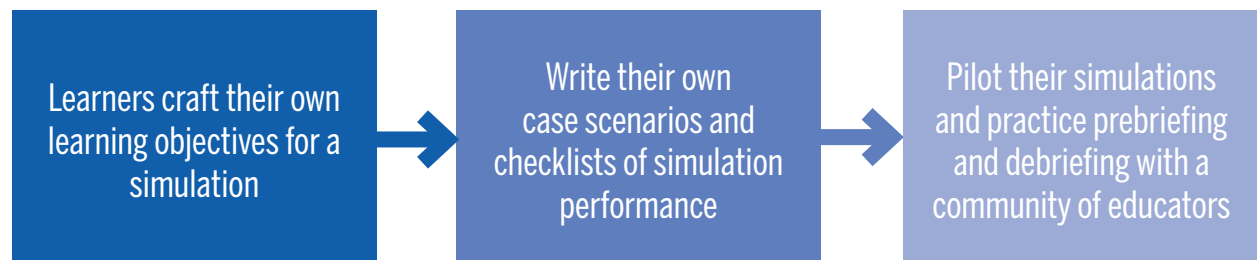
TOP 5 SIMULATION-BASED EDUCATION ROLES

1. Clinical Nursing Instructors
2. Course Facilitators
3. Internal Medicine Chief Residents
4. Simulation Coordinators
5. Surgical Critical Care Fellows

TOP 5 SPECIALTIES

1. Critical Care
2. Emergency Medicine
3. Internal Medicine
4. Pediatrics
5. Surgery

FUSE Learning Objectives



FUSE 3-Day Curriculum

Day 1

SIMULATION DESIGN

- Learning Theories of Simulation Education
- When to Use Simulation
- SMART Learning Objectives
- Writing Authentic Clinical Cases
- Crafting Checklist Assessments

Day 2

SIMULATION MANAGEMENT AND PERFORMANCE

- Prebriefings
- Incorporating Task Trainers
- Managing Patient Simulators (Manikins)
- Simulation Assessment and Evaluation
- Converting Simulation into Scholarship

Day 3

STRUCTURED SIMULATION DEBRIEFINGS

- Structured Simulation Debriefing Steps
- Strategies for Exploring Learner Perspectives
- Debriefing with Good Judgment/Advocacy-Inquiry-Curiosity
- Difficult Debriefing Conversations
- Patient-Centered Considerations in Simulation

Programmatic Results: FUSE

The program evaluation confirmed that FUSE was highly useful, improved learner knowledge and confidence, and produced piloted learner-designed simulations ready for implementation. Learners created a diverse set of simulation cases spanning adult/pediatric, inpatient/outpatient, procedural/cognitive, and communication/physical exam domains.

Programmatic results demonstrated:

- Learners **knowledge improved** significantly
 - Increased from 47% to 75%
- Learners **confidence rose across all learning objectives**
 - Improved from 2.2–3.1 to 3.9–4.5 (5-point scale)
- Learners rated all **course components as very useful**
 - Average 4.4–4.9/5 (5-point scale)
- Learners rated **delivery as excellent**
 - Average 4.7–4.9/5 (5-point scale)

FUSE Learner Testimonials

“I would like to extend my sincere thanks to you and the entire team at the NYSIM Fundamentals of Simulation FUSE class this past July. It was an **amazing and highly informative experience that introduced me to new approaches in designing and implementing learning opportunities through simulation.**”

“Thank you so much! **This was an exceptional learning experience!**”

– FUSE course learners

NYUGSOM NYSIM COMPREHENSIVE SIMULATION EDUCATION (NYCSE) COURSE

On April 7-11, 2025, NYSIM hosted the NYUGSOM NYSIM Comprehensive Simulation Education (NYCSE) Course. The 5-Day course provided extensive training on simulation-based education to **11** AMPATH Ghana faculty, including pharmacists, pediatricians, surgeons, nurses, physicians and one NYU Emergency Medicine faculty leading the EM residency in Rwanda.



NYCSE 5-Day Course Overview

Simulation Design

Simulation Prebriefing,
Management and Piloting of
Manikin-Based Simulations

Manikin Simulation
Case Scenario Pilot and
Simulation Debriefings

Standardized Participants
and Operations

SP Case Scenario
Pilot and Scholarship

CUNY NYCCT-NYSIM FACULTY DEVELOPMENT WORKSHOP

On June 2 and 3, 2025, NYSIM and CUNY New York City College of Technology (NYCCT) hosted the CUNY NYCCT-NYSIM Faculty Development Workshop. The 2-Day workshop was facilitated by Dr. Laura Penalo, NYSIM Health Professions Director. Participants received instructor and peer feedback after conducting their simulation cases. A total of **11** CUNY NYCCT nursing faculty attended this interactive workshop. Program evaluation data demonstrated knowledge and confidence gains in simulation-based education. All course components were well received for usefulness and course delivery based on the post-course survey.

Workshop evaluation data demonstrated:

- Participants were highly satisfied with course components, instructor, and delivery
- Supporting behavioral outcomes, all participants effectively prebriefed, managed, and debriefed a nursing simulation scenario during the course

Day 1

INTRO TO SIMULATION

- Theories
- Modalities
- Scenarios
- Equipment
- Prebriefing
- Debriefing

Day 2

PRACTICE SIM FACILITATION

- Implementation
- Prebrief
- Debrief
- Peer feedback
- Discussion: Take aways
- Evaluations

NYSIM SIMULATION EDUCATION DIDACTIC SERIES

To support the development of trainees and junior faculty with an interest in simulation-based medical education (SBME), directors created the NYSIM Simulation Education Didactic Series, led by Dr. Joanne Agnant, NYSIM Associate Medical Director, and expanded the NYSIM Fundamentals of Simulation Education (FUSE) Course. Originally designed as an eight-session curriculum, the series provides in-depth exploration of advanced topics such as:

- Assessment and Evaluation Strategies
- Financial Management
- Manikin-Based and Standardized Participant (SP) Operations
- Moulage Techniques
- Objective Structured Clinical Examinations (OSCEs)
- Patient Simulator Management
- Program Administration
- Simulation Technology and IT Infrastructure
- SP Recruitment and Training

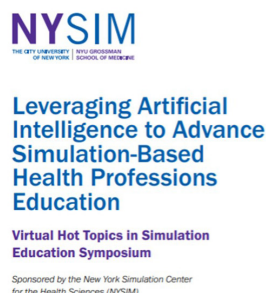
The program is open to fellows and junior faculty specializing in Emergency Medicine, Pulmonary and Critical Care Medicine. Through this initiative, we aim to broaden access to high-quality simulation education and promote cross-disciplinary collaboration.



VIRTUAL HOT TOPICS IN SIMULATION EDUCATION SYMPOSIUM: LEVERAGING ARTIFICIAL INTELLIGENCE TO ADVANCE SIMULATION-BASED HEALTH PROFESSIONS EDUCATION

On October 18, 2024, NYSIM hosted the Virtual Hot Topics in Simulation Education Symposium: *Leveraging Artificial Intelligence to Advance Simulation-Based Health Professions Education*. The impactful symposium was chaired by Dr. Deepak Pradhan, NYSIM Associate Medical Director and managed by Porsche Scott, NYSIM Senior Administrative Coordinator. The symposium featured a panel of expert speakers from across the country representing a variety of health professions.

Dr. Marc Triola gave a masterful plenary presentation entitled “From Bytes to Bedside: Exploring the Impact of Artificial Intelligence on Medicine.” The symposium offered valuable insights and practical strategies on integrating artificial intelligence into simulation-based practices. In total, **269** faculty from NYULH, CUNY, external and international institutions attended the virtual symposium. To view video recordings, visit <https://nysimcenter.org/symposium/hot-topics>.



Symposium Objectives

- Discuss the current state of AI in health professions education and collaboratively develop a shared framework and terminology
- Apply generative AI techniques to develop simulation case scenarios, including the creation of backstories and preparatory materials for simulation-based education
- Highlight completed projects utilizing AI in simulation-based education and recognize the transformative impact of AI on simulation scholarship
- Explain the process by which AI grades OSCE learner documentation, including reliability and validity of AI-generated assessments
- Explore the potential impact of AI on future health professions education, including research priorities, ethical considerations, and health equity

Symposium Speakers and Topics

- **From Bytes to Bedside: Exploring the Impact of Artificial Intelligence on Medicine**
Marc Triola, MD
- **Using Generative AI to Create Simulation Cases**
David L. Rodgers, EdD, NRP, FAHA, FSSH
- **Harnessing Generative AI for Simulation Preparation**
Janet M. Reed, PhD, RN
- **Empowering Healthcare Simulation Educators: Integrating AI-Driven Virtual Simulations for Enhanced Learning**
Anne White, PhD, RN, CNE and Mary Beth Maguire, DNS, RN, CNE, CHSE
- **Demystifying AI: How Artificial Intelligence Grades OSCE Learner Documentation**
Tavinder K. Ark, PhD
- **Panel Discussion: Future of AI in Simulation**
Panelists: David L. Rodgers, EdD, NRP, FAHA, FSSH, Janet M. Reed, PhD, RN, Marc Triola, MD, and Anne White, PhD, RN, CNE

NYSIM SIMULATION EDUCATORS NETWORK (SEN)

The NYSIM Simulation Educators Network (SEN) held a meeting on February 13, 2025, featuring insightful presentations from Drs. Sepideh Mehri, Kevin Hon, and Laura Penalo, who shared highlights from their work at the 25th Anniversary of the International Meeting on Simulation in Healthcare (IMSH) 2025, “Looking Back, Reaching Forward”. The session sparked lively and heartfelt discussions, with valuable takeaways for attendees.

SEN Presenters and Topics

- **Ready, Set, Consider: A Novel Approach to Using ‘No-Go Considerations’ in Curriculum Design for Translational Simulations**
Sepideh Mehri, MD, MAS-PSHQ
- **Clinical Event Debriefing**
Kevin Hon, DO
- **Virtual Simulation and its Impact on Nursing Self-Efficacy**
Laura Penalo, PhD, RN, CNL, CHSE, FNYAM



NYSIM directors and IMSH presenters



NYSIM directors and IMSH presenters

FIRST NIGHT ON-CALL (FNOC) INTERN ORIENTATION

The 9th First Night On-Call (FNOC) Intern Orientation was held on June 25 and 26, 2025. FNOC is an experiential intern patient safety orientation for all PGY1 incoming interns. During the three-hour orientation, held over two days, interns participate in simulation activities and debriefs, network with leadership and peers, and receive a useful resource guide that summarizes the activities in the orientation, and links to NYU Grossman School of Medicine hospital resources.

The 9th FNOC was the **largest orientation to date**.
NYSIM supported a total of **251** interns across **21** residency programs.

FNOC evaluation survey demonstrated:

- 99% of interns agreed that FNOC was an **effective way to learn patient safety**
- 99% of interns agreed that FNOC was **engaging**
- 99% of interns agreed that FNOC was **a good approach to improve readiness**

FNOC Faculty Testimonials

“Being part of the team that developed First Night on Call has been one of **the highlights of my career thus far. The feedback we have received from interns has been outstanding and a testament to the quality of the program, which is described by learners as innovative, engaging, and an effective way to learn important patient safety topics.** Kudos to NYSIM for leading the effort to create a program that uses simulation to teach patient safety!”

– Ian Fagan, MD, Director of Inpatient Medicine, Bellevue & FNOC Steering Committee Member

“FNOC was a great way to **meet our incoming Internal Medicine Residents and teach them about common safety issues.** I facilitated the Culture of Safety session, and it was such a great way to 1) introduce the new interns to NYU’s culture and 2) introduce them to very common patient safety issues they may encounter on their first days as interns. **My hope is that this session inspired and taught our new interns to be on the lookout for patient safety issues and that they feel comfortable escalating and/or reporting these safety issues when they are encountered.”**

– Stephanie A. Rasmussen, MD, MS, Executive Chief Resident, Internal Medicine, NYU Langone Health



NYSIM FNOC Steering Committee: (Left to right) Porsche Scott, Dr. Christian Torres, Dr. Renee Williams, Dr. Laura Penalo, Dr. Sondra (Sandy) Zabar, Dr. Jeffrey Manko, Dr. Deepak Pradhan, Dr. Ian Fagan, Katie Allen, Dr. Joanne Agnant, Brielle Blatt

Not pictured: Dr. Donna Phillips and Katie Tame



NYSIM PROGRAMS AT A GLANCE (FISCAL YEAR 2025)

SIMULATION (SIMULATOR AND TASK TRAINER BASED) PROGRAM

NYSIM's Simulation Program, utilizing both high-fidelity simulators and task trainers, offers learners the chance to develop and refine clinical skills, communication strategies, and team-based practices using realistic, scenario-based training. These exercises take place in a safe and structured environment that reflects a range of clinical settings. The programs are developed and supported by NYSIM's expert simulation team and may be delivered on-site at NYSIM, within healthcare institutions, or through virtual platforms.

TOTAL PROGRAMS AND SESSIONS			
Fiscal Year	Total Programs	Total Sessions	Total New Programs
FY25	126	590	12

New SIM Programs with Most Learners:

The City University of New York:

- CSOM M1 Intro to NYSIM SIM/OSCE
- HUN BC SLP Medical Speech Pathology SIM

NYU Langone Health:

- UME Pre-Clinical OBGYN Curriculum SIM
- UME EMIG IV Insertion SIM

SIM PROGRAM HIGHLIGHTS

NYU LOH Pediatric Rapid Response Team SIM In-Situ:

Rapid Response Team scenario involving root cause analysis (RCA) with a high fidelity manikin

NYU BK SICU Patient Evacuation Exercise In-Situ:

Transporting a manikin down flights of stairs using a patient evacuation sled

SIM PROGRAMS: TOP 3 CONTENT AREAS

- Pediatric Emergencies
- Shock
- Trauma Management

SIM Innovation

- **NYU BK Blakemore Placement Training:** Blood was incorporated into simulated bellies attached to Laerdal airway management trainers to increase simulation fidelity at the training
- **SimMan3G Amputated Leg:** An amputated leg module was salvaged by remodifying the inner compartments, replacing pieces with IV tubing and suturing the skin and inner compartments
- **Moulage:** Moulages were made more realistic using varying techniques, clays and different color combinations
- **Suturing Pads:** Suturing pads were created using silicone to enhance learners' suturing techniques
- **Pediatric Airway Box:** The airway box was upgraded to resemble those on NYU units
- **Permanent Room Signage:** Room signage was placed throughout NYSIM to assist learners and faculty with maneuvering throughout the center



Salvaged amputated leg module



Shageda Shahid creating silicone suturing pads



Moulage on pediatric manikin



Realistic moulage created by Julius Persaud

STANDARDIZED PARTICIPANT (SP) PROGRAM

NYSIM's Standardized Participant (SP) Program supports Objective Structured Clinical Examinations (OSCEs) at NYSIM, remotely, and through a hybrid model. The program uses timed, performance-based scenarios to assess a learner's clinical competence. Depending on educational goals, Standardized Participants (SPs) portray various roles and cases during exams, and are trained to assess and provide effective feedback.

TOTAL PROGRAMS AND SESSIONS			
Fiscal Year	Total Programs	Total Sessions	Total New Programs
FY25	141	441	15

New SP Programs with Most Learners:

The City University of New York:

- NYCCT NUR2130 Mental Health Nursing GOSCE
- YC OT and LAGCC OTA SIM/OSCE

NYU Langone Health:

- GME Orthopedic Surgery Informed Consent OSCE
- GME EM PGY4 Certifying Exam Prep GOSCE

Accomplishments:

140 SPs contributed **12,319** hours for all programs and trainings

19 new SPs joined NYSIM

SP PROGRAMS: TOP 3 CONTENT AREAS

- Communication
- Patient Education and Counseling
- Treatment Plan and Management

Standardized Participant (SP) Quality Assurance

A formal quality assurance (QA) process was implemented by Virginia (Ginny) Drda, NYSIM Senior Standardized Participant Educator, and Margaret (Meg) Anderson, NYUGSOM OME Senior Standardized Participant Educator. The primary goal of this initiative is to track and improve the quality of SP portrayal and to provide specific, constructive, and timely feedback to new hires and to SPs who are portraying new cases. This focused approach helps ensure that all SPs deliver consistent and high-quality performances, which is essential for effective medical education.

SP Educators conducted **115** observations across **36** programs and **67** cases. The observed SPs performed very well, averaging **99%** in professionalism, **96%** for case portrayal and **95%** for verbal feedback.

Initiatives and Operational Improvements

Case Bank: A resource for education consultations and program development expanded by **280+** cases.

Learning Management System (LMS) Transition: Cloud-based learning management systems were evaluated and tested to ensure the new system meets SP program needs and enhances the learner and educator experience and reporting. This project was led by Tom Vongbandith, Senior IT Systems Analyst II - Solutions Development, and Gene Mamaryl, Senior Analyst I, in collaboration with the Medical Center Information Technology (MCIT) department.



NATIONAL CERTIFICATION COURSES (NCC)

The National Certification Courses (NCC) Program offers American Heart Association’s Advanced Cardiovascular Life Support (ACLS), Basic Life Support (BLS), Pediatric Advanced Life Support (PALS), and Heartsaver CPR/AED courses to learners at NYSIM. The NCC programs are supported by NYSIM team members: Ryan Zurich, Program Manager, Dr. Joanne Agnant, NCC Medical Consultant, Katie Tame, Director, Porsche Scott, Senior Administrative Coordinator, Stacy Lee, Project Associate and Crystal Mitchell, Office Assistant. Since 2019, the program has been a registered training site in partnership with the NYU Grossman Long Island School of Medicine (GLISOM) AHA Training Center.

Accomplishments:

- Provides mission-critical resuscitation courses to **6,678** learners
- On-boarded a new per diem trainer **Eman Nassar, MD**
- Successfully established a new relationship with NYU Rory Meyers School of Nursing and trained approximately **475** nursing students in BLS

NCC Learner Testimonials

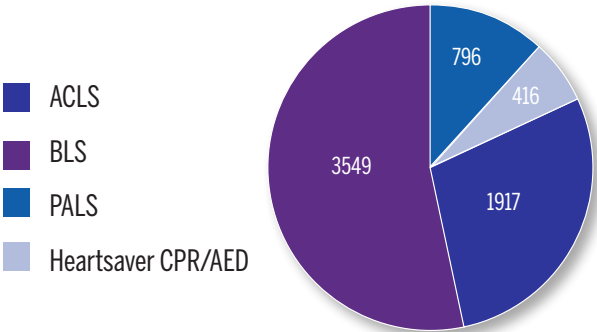
“I had my ACLS skills training today with Lawrence and he did a wonderful job in consolidating my knowledge. I had done recertification sessions before, but this one was unique. **I am commending instructor Lawrence for a job well done.**”

– NYU Langone Health Physician

“Eman was our BLS instructor, and she was excellent. **She was very knowledgeable and patient and respectful**”

– NYU Langone Health Registered Nurse

FY25 Learners



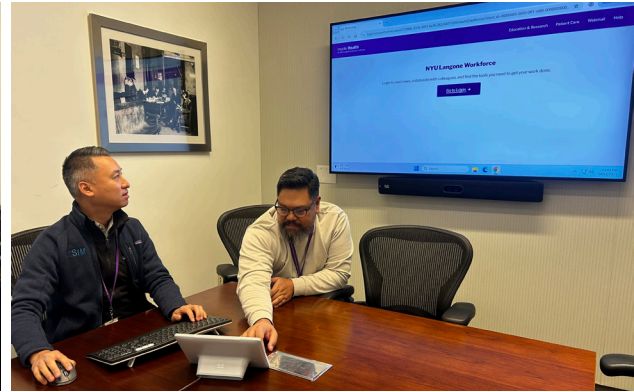
NOTEWORTHY AT NYSIM

CONFERENCE ROOM REFRESH

In June 2025, Tom Vongbandith, Senior IT Systems Analyst II - Solutions Development, and Gene Mamaril, Senior Analyst I, in collaboration with the Medical Center Information Technology (MCIT) department oversaw the audiovisual (AV) refresh of three primary conference rooms at NYSIM. The complete refresh replaced the original computer and teleconferencing equipment since the center opened in 2011. The new equipment allows NYSIM to provide more seamless experiences for our faculty and learners through user friendly technology.



Before: North Conference Room



After: Newly refreshed North Conference Room

UTILIZATION AND OPERATIONS DASHBOARD CREATION

To automate and streamline data tracking and reporting, Katie Allen, Assistant Director, collaborated with NYULH's Data Education team to develop a dashboard to help NYSIM leadership identify trends in simulation utilization data. The dashboard supports NYSIM's operational, strategic and financial decision-making by providing insights into learner engagement, resource allocation, room and equipment utilization, and program execution.



Assess educational and health outcomes
through research and data analysis

SIMULATION OBSERVATION & FEEDBACK TOOL

As part of our ongoing commitment to advance simulation-based education, NYSIM directors designed, piloted, and revised a Simulation Observation and Feedback Tool in FY25. This tool is grounded in the simulation literature, Healthcare Simulation Standards of Best Practice™, and NYSIM FUSE course curriculum, providing a structured framework for observing simulation facilitators (instructors) and assessing the quality of a simulation experience.

Purpose Of This Tool

- Provide a simulation observation and assessment framework following Healthcare Simulation Standards of Best Practice™
- Systematically assess facilitator/instructor strategies (rather than participant performance) in the simulation prebriefing, scenario implementation, debriefing, and evaluation process
- Provide NYSIM directors with a structure to document simulation strengths and areas for improvement, which can guide feedback sessions with simulation instructors
- Track longitudinal behavioral outcomes for FUSE course graduates (Kirkpatrick level 3 outcome)



Assess educational and health outcomes through research and data analysis



Cultivate a culture of continuous improvement in our educational programs focusing on quality, safety, and research



NEW EQUIPMENT

NYSIM acquired **5** new high-fidelity patient simulators in FY25 to enhance medical training for learners across health profession disciplines in simulated nursing, paramedic, medical assistant and hospital-based programs. To view a list of our manikins, visit <https://nysimcenter.org/manikins>.

Meet Our New Manikins



Avery

SimMan 3G PLUS Dark

- Full body SimMan 3G PLUS manikin
- Interchangeable head skins to reflect a range of simulated patients
- Articulating arms and LiveShock; includes SimMan arm adapter
- Set of male, female and blank genitalia
- Defib ECG tightener
- Lung compliance O-ring
- IO humeral bone and pads



Alex

SimMan 3G PLUS Medium

- Full body SimMan 3G PLUS manikin
- Interchangeable head skins to reflect a range of simulated patients
- Articulating arms and LiveShock; includes SimMan arm adapter
- Set of male, female and blank genitalia
- Defib ECG tightener
- Lung compliance O-ring
- IO humeral bone and pads



Taylor

SimMan 3G PLUS Dark

- Full body SimMan 3G PLUS manikin
- Interchangeable head skins to reflect a range of simulated patients
- Articulating arms and LiveShock; includes SimMan arm adapter
- Set of male, female and blank genitalia
- Defib ECG tightener
- Lung compliance O-ring
- IO humeral bone and pads



Madison

SimBaby Light

- 9-month-old SimBaby wireless simulator
- QCPR technology for effective monitoring and improvement of CPR performance
- Integrates debriefing to capture, share and analyze training sessions to improve team performance
- IO lower left and right leg modules



Quinn

Gaumard Susie S2400

- Full-body SimWoman manikin
- Airway, breathing, neurological, cardiac, gastrointestinal and gynecological capabilities
- Breast examination
- Medication administration



TASK TRAINER QUALITY ENHANCEMENTS

NYSIM refurbished or replaced **17** task trainers and added flexibility and exchanged skin tones to best meet the needs of programs. Trainers include Arterial Line Trainers, Lumbar Puncture Baby and Adult Trainers, in addition to many others. See the full list of our task trainers here: <https://nysimcenter.org/task-trainers>.

COMMUNITY OUTREACH PROGRAMS

NYSIM's Community Outreach Programs expose students to careers in health professions. In fiscal year 2025, NYSIM supported **12** unique outreach programs that ran a total of **24** on-site sessions for over **350** learners. Programs highlighted orthopedics, radiology, respiratory therapy, and CPR. Learners interested in STEM careers were exposed to a broad range of allied health profession skills. NYSIM has two models for community outreach programs:

1. NYSIM directors lead a 1–2-hour introductory, hands-on workshop.
2. Programs provide their own faculty to teach longer workshops based on their learning goals/curricula.

In the summer of 2025, we successfully collaborated with the Outset Program for the first time and ran **2** workshops per week for **6** weeks to students participating from all over the country.

In total, there were **8** returning and **4** new outreach programs.

Community Outreach Learner Testimonial

In this session, I was so surprised by how realistic the mannequins/simulations were...Overall I enjoyed the day because I feel as though I **learned valuable information that will help me throughout my journey in medicine and I got to experience a simulation of what it is like actually working in medicine with patients. I am excited to further my knowledge on careers in medicine!"**

– NYU SPS High School Academy student



TEAM ENGAGEMENT COMMITTEE (TEC)

NYSIM's Team Engagement Committee (TEC) organized a series of initiatives designed to foster a sense of community, promote resource-sharing, and support the professional development of staff. These efforts are aimed at enhancing team cohesion and well-being while contributing to a positive and collaborative workplace culture.

In FY25, the TEC hosted:

- NYSIM's Annual Holiday Bake-Off
- Fall / Spring Potlucks
- Quarterly Birthday Celebrations
- Wellness Spotlights on wellbeing resources and events at NYULH, reviewed weekly
- Professional Development Retreats (NYSIM 2nd Annual)
- **Emotional Intelligence**
 - Presented by: Antoinette Johnson, Senior Leadership Development Specialist, Human Resources and NYU Langone Academy
 - Focus: Enhancing self-awareness, empathy, and interpersonal skills in the workplace.
- **Finding Calm in the Chaos**
 - Presented by: Thea Gallagher, Clinical Assistant Professor of Psychiatry and Director of Cobalt
 - Focus: Managing stress, fostering resilience, and maintaining well-being during high-pressure periods.

NYSIM thanks all the professional development content experts for their valuable contributions this year!



Crystal Mitchell at the NYSIM Annual Holiday Bake-off



(Left to Right) Cynthia Reyes and Donna Phillips at the NYSIM Annual Holiday Bake-Off



Sean Overstreet at the NYSIM Annual Holiday Bake-Off



Tom Vongbandith at the NYSIM Annual Holiday Bake-Off



(Left to Right) Tom Vongbandith, Willie Lombeida and Fredd Camacho



Virginia (Ginny) Drda at the NYSIM Thanksgiving Potluck

NYSIM TEAM ACCOMPLISHMENTS

NYSIM extends congratulations to our team members on the successful completion of their professional development programs, certifications and recent publications.

NYSIM Congratulates:

Crystal Mitchell, Office Assistant, and Stacy Lee, Project Associate, for completing the Administrative Support Certification Program. The training in administrative fundamentals include business skills, grammar, writing, Microsoft Office, communication, and self-awareness.

Brielle Blatt, Program Manager for graduating from the Manager Leadership Development Program (MLDP). This program is for leaders of others who are highly engaged and aspire to be in a role of larger scope and responsibility. Content focuses on skills such as coaching, conflict resolution, and change management.



Crystal Mitchell



Stacy Lee



Brielle Blatt



Virginia (Ginny) Drda

This year, Virginia (Ginny) Drda, Senior Standardized Participant Educator, published poetry in Agora Magazine: NYU Grossman School of Medicine's annual arts and literature magazine. Agora's editorial team selects works for publication based on alignment with a given theme. In 2024-2025 the theme was "Legacies Carried Through Life", and with the artist's permission NYSIM is also sharing their work here. Please enjoy and join us in congratulating Ginny!

For more, please visit Agora's website here: <https://www.agoramagazine.org/>

Grandma's Arms - @Virginia (Ginny) Drda, 2024

"The poem 'Grandma's Arms' emerged from reflecting on a family resemblance that took me by surprise. Inspired by the theme of legacy, it grew from exploring personal traits to a wider view of the expansive landscape of lived experiences and deeply rooted stories I inherently carry. It stands as a totem of gratitude to the women who came before me." Virginia (Ginny) Drda, author

In the looking glass
I see
my grandma's arms
where mine should be,
soft pillowy loaves with dimpled elbows
My vanity scoffs and stares at what's reflected there
expecting rows and rows of plank pose
would have sculpted mine taut and sinewy,
defined
by a younger me.

I'm humbled
they conform
to a shape designed before I was born
worn by those preceding me,
rounded rivers of wrinkles travel down vein lines
speckled with spots from sunshine,
cradled in etchings and creases,
carrying handed-down pieces:
baskets of bread and laundry loads,
bowls of broth and buckets of frothy milk and chicken feed,
hand-stitched embroidery,
recipes from the old country.

My mother's arms adorn me too,
reaching out and peeking through,
bearing books and artistry
and babies, and babies
and baby born still.
griefs and joys carried and buried
in infant fists
and grocery lists,
in pots and pans her hands persist,
in homemade pies and handmade dresses, wiping noses,
tears, and messes,
packing lunches in a row,
waving from the front window.

I'm honored to wear these accessories
fashioned, in part, by ancestry,
a canopy of family tree,
great grand boughs bend down to me.

I'm disarmed
by the arms
now in my care,
weathered and rare,
ample mothering limbs to climb
rising to this age and time
strength and substance
redefined
holding grace
lifted in a long embrace

SCHOLARLY CONTRIBUTIONS



(Left to Right) Deepak Pradhan, Joanne Agnant and Laura Penalo at the International Meeting on Simulation in Healthcare (IMSH)

PUBLICATIONS

Bratton-Robinson J, **Penalo L**, Store S. Telehealth standardized participant heart failure discharge simulation: exploring perspectives of undergraduate nursing students. *Nurse Educ*. Aug 27, 2025; doi: 10.1097/NNE.0000000000001966. PMID: 40865013

Kachur E, **Zabar S**, Hanley K, Kalet A, Gillespie C. Organizing OSCEs (and other SP exercises) in ten steps. In: Zabar S, Kachur E, Hanley K, Gillespie C, Kalet A., ed. *Objective Structured Clinical Examinations: 10 Steps to Planning and Implementing OSCEs and Other Standardized Patient Exercises*. Switzerland: Springer Cham; 2025: 9-38. doi: 10.1007/978-3-031-88752-9_2

Zabar S, Hanley K, Fisher H, Heller R, Adams J, Kalet A, Gillespie C. Performance-based assessment in practice. In: Zabar S, Kachur E, Hanley K, Gillespie C, Kalet A., ed. *Objective Structured Clinical Examinations: 10 Steps to Planning and Implementing OSCEs and Other Standardized Patient Exercises*. Switzerland: Springer Cham; 2025: 133-150. doi: 10.1007/978-3-031-88752-9_8

Eliasz KL, Kalet A, Ark TK, Wargo E, **Phillips D**, Manko J, **Zabar S**. Supporting transitions across the medical training continuum with simulation- and performance-based assessment. In: Zabar S, Kachur E, Hanley K, Gillespie C, Kalet A., ed. *Objective Structured Clinical Examinations: 10 Steps to Planning and Implementing OSCEs and Other Standardized Patient Exercises*. Switzerland: Springer Cham; 2025: 159-165. doi: 10.1007/978-3-031-88752-9_10

Blatt B, **Drda V**, **Allen K**, **Mamaril G**, **Overstreet S**, **Lombeida W**, **Tame K**. How to build and manage an SP program. In: Zabar S, Kachur E, Hanley K, Gillespie C, Kalet A., ed. *Objective Structured Clinical Examinations: 10 Steps to Planning and Implementing OSCEs and other Standardized Patient Exercises*. Switzerland: Springer Cham; 2025: 175-181. doi: 10.1007/978-3-031-88752-9_12

Schott CK, Hernandez A, **Pradhan D**. Competencies, certification, and credentialing in critical care ultrasound. *Crit Care Clin*. Jul, 2025;41(3):573-591. doi: 10.1016/j.ccc.2025.02.007

Duncan EL, **Agnant JM**, Sagalowsky ST. Development of a Tool to Evaluate Emotional Support for Patients and Families During Simulated Pediatric Resuscitations: A Modified Delphi Study. *Simul Healthc*. 2025 Jun 24. doi: 10.1097/SIH.0000000000000866. Epub ahead of print. PMID: 40548922.

Jalili D, **Zabar S**, Rose J, Shah R, Tancer L, Augusto B, Vadaparampil ST, Quinn GP. Development and pilot of Trainers in Oncofertility Reproductive Communication and Health (TORCH) program. *J Cancer Surviv*. May 24, 2025; doi: 10.1007/s11764-025-01828-y. PMID: 40413370

Talan J, Forster M, Joseph L, **Pradhan D**. Exploring the role of immersive virtual reality simulation in health professions education: thematic analysis. *JMIR Med Educ*. Mar 12, 2025;11:e62803. doi: 10.2196/62803. PMID: 40073417; PMCID: PMC11922489

Beltran CP, Wilhite JA, Gonzalez CM, Porter B, Torres C, Horlick M, Hauck K, Gillespie C, **Zabar S**, Greene RE. Requested a different doctor: developing and evaluating an OSCE assessing core skills in supporting trainees facing patient discrimination. *J Gen Intern Med*. Jan 2025;40(1):207-212. doi: 10.1007/s11606-024-09021-0

Duncan E, **Agnant J**, Napoli K, Sagalowsky ST. *Development and implementation of a family presence facilitator curriculum for interprofessional use in pediatric medical resuscitations*. MedEdPORTAL. Oct 8, 2024;20:11445. doi: 10.15766/mep_2374-8265.11445. PMID: 39381197; PMCID: PMC11458738

Torres C, Morales D, Whitley A, Porter B, Greene R, **Zabar S**. Diversity and inclusion through collaboration: co-producing a simulation curriculum to address discrimination against trainees. *Acad Med*. Dec 1, 2024;99(12S Suppl 1):S56-S61. doi: 10.1097/ACM.0000000000005874. PMID: 39265094

ORAL AND WORKSHOP PRESENTATIONS

Rodriguez N, **Penalo L**. Incorporating high-quality simulations into your curriculum: a pragmatic approach for student engagement. Learning Session for Undergraduate Programs. Workshop presented at: Association of University Programs in Health Administration (AUPHA) Annual Meeting; June 2025; Columbus, OH.

Zhang S, Hardowar K, Altshuler L, Hanley K, Chen K, Kristal R, Jackson H, Wallach A, Gillespie C, **Zabar S**. Balancing patient appointment time and volume: impact of a system-wide policy on clinician communication and decision-making. Oral presentation at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL

Beltran C, Muntaka AJ, **Zabar S**, Owusu S, Bani F, Abdul-Mumin A, Hanley K. Co-producing culturally relevant simulation cases across continents: a collaborative approach to enhancing communication skills in Northern Ghana. Oral presentation at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Penalo L. Effects of the simulation prebriefing-debriefing educational strategy on nursing students' self-efficacy and virtual simulation performance. Oral presentation at: International Meeting on Simulation in Healthcare (IMSH); January 2025; Orlando, FL

Pradhan D, **Penalo L**, **Agnant J**, Kessler, D, Bailey, B. Incorporating health equity, patient experience and workplace culture into existing simulation cases: a pragmatic approach. Workshop presented at: International Meeting on Simulation in Healthcare (IMSH); January 2025; Orlando, FL.

Pradhan D, Adelman M, Andriotis A, Talan J, Nunnally M, Kaufman B. Early and Late Tracheostomy Emergencies: A High-Fidelity Realistic Simulation-Based Curriculum. APCCMPD Annual Conference 2025; Philadelphia, PA.

POSTER PRESENTATIONS

Penalo L.M, **Pradhan D**, **Agnant J**. Exploring potential uses of artificial intelligence in simulation based education: design, implementation, assessment, and evaluation. Poster presented at: 61st Annual Isabel Maitland Stewart Conference on Research in Nursing: The Impact of Artificial Intelligence (AI) in Nursing Education, Research, and Practice; May 2025; New York, NY.

Whitley A, Heller R, Greene R, **Zabar S**, Torres C. New start for the clinical learning environment: counseling a trainee experiencing discrimination. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Sartori D, Heller R, **Zabar S**, Hayes R. Transforming transitions through telemedicine: a workplace-based simulation to teach and assess virtual clinical skills. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Wilhite J, Nallamadi S, Beltran C, Altshuler L, Sartori D, Hayes R, Hanley K, **Zabar S**, Gillespie C. Preliminary validation of the Telemedicine Skills Assessment Tool (TSAT) for use across the medical education continuum. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Beltran C, Muntaka AJ, **Zabar S**, Owusu S, Bani F, Abdul-Mumin A, Hanley K. From the US to Ghana: demonstrating the universal value of communication skills training through an OSCE pilot in a teaching hospital in Northern Ghana. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Beltran C, Nallamaddi S, Wilhite J, Hardowar K, Hanley K, Altshuler L, **Zabar S**, Gillespie C. Bridging the virtual divide: exploring communication skill variations across modalities. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Gillespie C, Altshuler L, Hanley K, Wilhite J, Hardowar K, Beltran C, **Zabar S**. Does communication skill performance in a medical school OSCE predict residency program directors' assessments of these learners as interns? And do these residency program directors' assessments of interns, in turn, predict their communication skill performance as PGY2 residents? Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Khan M, Yu S, Henderson A, Garcia D, Balkir B, Kijowski M, Hanley K, Gillespie C, **Zabar S**, Altshuler L. Assessing the implementation of shared decision-making in primary care: a study with unannounced standardized patients. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Zhang S, Hardowar K, Torres C, Kristal R, Reich H, Hanley K, Chen K, Gillespie C, Wallach A, **Zabar S**. OSCEs and outcomes: linking internal medicine residents' educational data to clinical performance via the electronic health record. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Heller R, Beltran C, Nallamaddi S, Wilhite J, Hardowar K, Gillespie C, **Zabar S**. Since telehealth is here to stay, are we getting better at it? A longitudinal evaluation of clinician telemedicine competence. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Yoncheva Y, **Zabar S**, Porter B, Spodek M, Hauck K, Gillespie C, Adams J. Exploring the role of communication and empathy skills in establishing patient trust and belief in treatment. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Yu S, Balkir B, Henderson A, Khan M, Garcia D, Kijowski M, Hanley K, Gillespie C, Altshuler L, **Zabar S**. Comparison of unannounced standardized patient and listener ratings of shared decision-making behaviors. Poster presented at: Northeast Group on Educational Affairs (NEGEA) Regional Conference; April 2025; New Brunswick, NJ.

Ark T, Gleave A, Henderson A, Kalet A, **Zabar S**. Validation of AI collaborative tool: an OSCE note grading assistant for faculty. Poster presented at: Northeast Group on Educational Affairs (NEGEA) Regional Conference; April 2025; New Brunswick, NJ.

Rufin M, Mayer G, Levitt H, Boodram P, Adamian J, **Zabar S**. Internist's Salon: four years of community and knowledge building for GIM physicians. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Heller R, Hochman K, **Zabar S**, Wallach A. What's old is new again: training clinician in early tuberculosis recognition and management. Poster presented at: Society of General Internal Medicine (SGIM) Annual Meeting; April 2025; Hollywood, FL.

Agnant J, Williams R, **Penalo L**, **Pradhan D**. Equitable care starts here: incorporating health equity into First Night On-Call intern patient safety orientation. Poster presented at: International Meeting on Simulation in Healthcare (IMSH); January 2025; Orlando, FL.

Torres C, Fagan I, Williams R, Beltran C, Porter B, Greene R, **Phillips D**, **Agnant J**, **Pradhan D**, **Zabar S**. From student to intern, witness to upstander: Preparing incoming interns to respond to discriminatory patient behavior through simulation. International Meeting on Simulation in Healthcare (IMSH) 2025; Orlando, FL.

NYSIM TEAM

NYSIM LEADERSHIP

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Health Professions Director

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Director

Katie Allen, MPA

Assistant Director

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Stacy Lee

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Crystal Mitchell

Office Assistant

Tom Vongbandith (Promoted FY25)

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Solutions Development

Gene Mamaril (Promoted FY25)

Senior Analyst I

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Simulation Specialist

Lee Agudo

Simulation Operations Associate

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Trainer

Eman Nassar

Per Diem Trainer

Mamata Singh

Per Diem Trainer

ACKNOWLEDGEMENTS

NYSIM extends congratulations to promoted team members on their new roles:

Cynthia Reyes: Simulation Program Manager

Porsche Scott: Senior Administrative Coordinator

Tom Vongbandith: Senior IT Systems Analyst II – Solutions Development

Gene Mamaril: Senior Analyst I

NYSIM acknowledges and recognizes:

Shageda Shahid for joining NYSIM as a per diem Simulation Operations Associate (SOA) and transitioning to the full-time SOA position

Pablo Heredia, Tatiana Ali and **Fredderick Camacho** for transitioning to their respective per diem SOA roles

Former employees, **Diego Guaman, Greg Palacios** and **Ben Zapp** who contributed to our success in 2024-2025



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