

POLICY AND PROCEDURE MANUAL

Duke University School of Nursing
Center for Nursing Discovery

2016-2017

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Information, policies and/or procedures in this manual are the CND operational policies unless superseded by Duke University and/or the School of Nursing

Introduction

The Center for Nursing Discovery

The Center for Nursing Discovery (CND) is a state of the art simulation center located within the Duke University School of Nursing. The CND provides a variety of instructional methodologies to support nursing and interprofessional education. Among the educational strategies used are the following:

- Simulation using computerized adult and pediatric manikins
- Role-playing
- Self-instruction
- Faculty-assisted instruction
- Procedural task trainers to develop specific hands on skills
- Standardized patients (trained actors)
- Innovative, state-of-the-art multimedia

Using students' learning styles as a guide, students and faculty select various methods to broaden assessment, communication, psychomotor and cognitive skills within a safe environment. Replicating the essential aspects of a clinical situation allows a student to more readily understand and apply these skills when in a clinical setting. The use of a blend of low fidelity and high fidelity simulations approximates what the students may encounter in the clinical setting. The student is given the opportunity to practice clinical skills, in a realistic learning environment, which can be transferred into safe clinical practice.

Key concepts in the CND learning environment include the following: patient safety, communication, interdisciplinary collaboration, teamwork, cultural competence, informatics and evidence-based practice. Components of these concepts are intertwined throughout the curriculum.

In the support of a rich learning environment and in conjunction with course objectives, the CND supports the following goals for students:

- Improve performance
- Improve critical thinking
- Increase confidence
- Increase active learning
- Increase competence
- Increase critical analysis of performance
- Decrease stress

Introduction

Mission/ Vision/ Values

Mission

The mission of the Center for Nursing Discovery (CND) is to provide a safe, supportive and interactive student-centered environment for all programs of study. The CND enhances learning by integrating didactic content with hands-on experiences; and promoting problem solving, clinical reasoning, critical thinking, and clinical judgment. This unique environment prepares learners to deliver care in a diverse and complex healthcare environment.

Vision

The CND is committed to using innovative educational strategies and interdisciplinary collaborations to develop compassionate, confident and competent nurses who will become future leaders and change agents for 21st Century healthcare.

Values

The CND values are consistent with the Duke University School of Nursing's (DUSON) philosophy <http://nursing.duke.edu/about/academic-philosophy> including integration of respect, integrity, and compassion throughout all learning experiences.

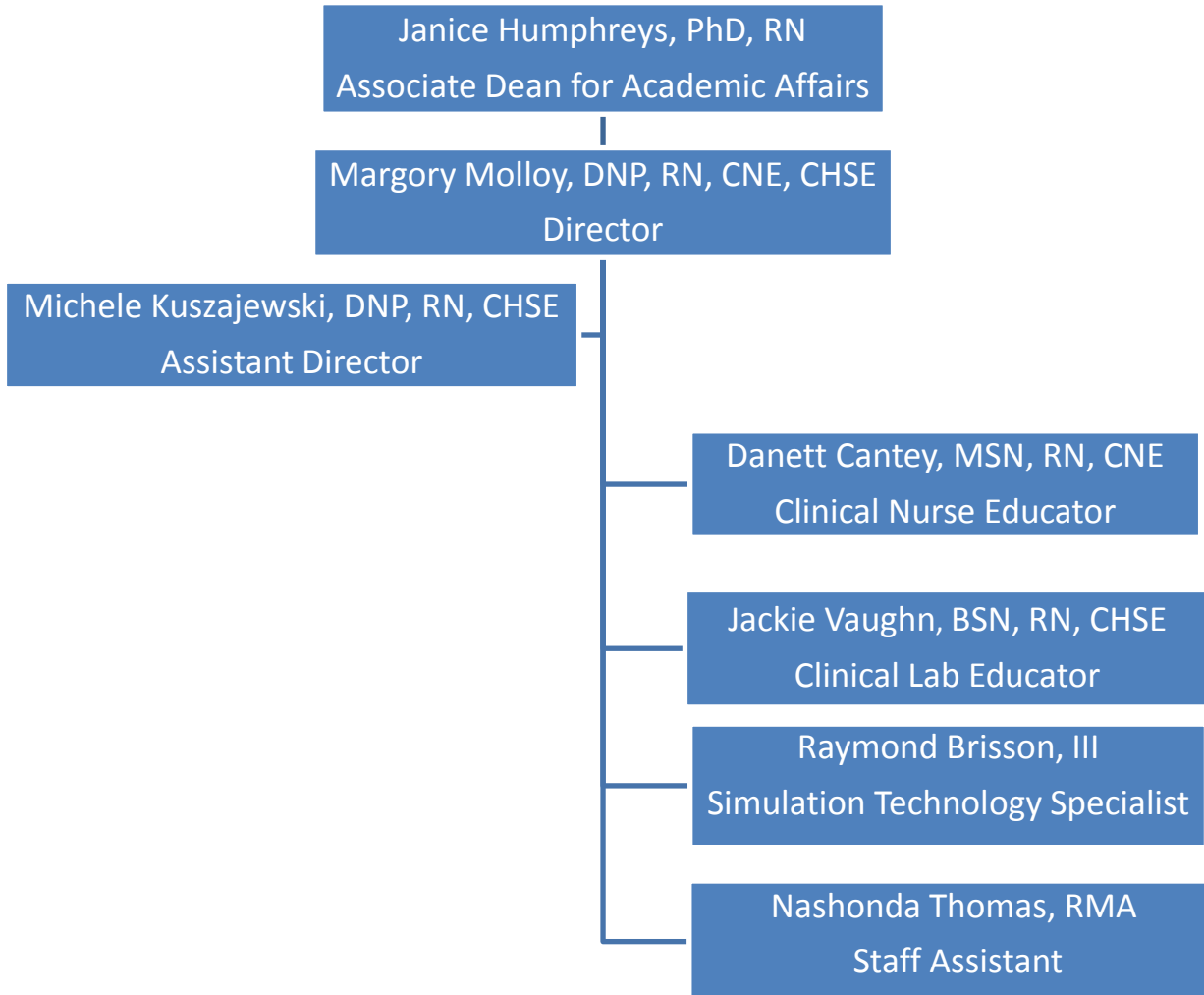
Introduction

Hours of Operation

- The CND is located the north wing on the second floor of the Duke University School of Nursing at 307 Trent Drive, Durham, North Carolina.
- Normal business hours are from 8:00 am to 5:00 pm Monday through Friday throughout the calendar year. After hours and weekend events must be scheduled in advance and approved by the CND Director.
- The CND can be accessed after hours by obtaining permission from the CND Director. The following areas do not require special permission for off-hour access:
 - The task trainer room can be accessed by all students using their ID badges.
 - The Operating Room Suites are accessible to Nurse Anesthesia Students by using ID badges.

Introduction

Organizational Chart



Introduction

Contact Information

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Introduction

Policy and Procedure Review

- Faculty, clinical instructors and facilitators are to review the *Policy and Procedure Manual* prior to use of the CND.
- Students are oriented by the CND staff to applicable policies before their first experience in the CND and at subsequent events as needed.

Introduction

Simulation Glossary of Terms

- A glossary has been developed by CND for use by students, faculty and clinical instructors incorporating common simulation terminology and is updated on an annual basis.

Introduction

Dress Code

- Those working in or using the CND are expected to present a professional image at all times while in the lab.
- CND requires that students participating in planned simulation activities arrive in full DUSON uniform accordance with the requirements of the dress code as stated in the Academic Program Student Handbook (i.e. hair, nails and jewelry).
- Course faculty will outline dress code expectations to the students.

Training

Faculty/ Clinical Instructor Orientation and Training

- All faculty and clinical instructors must review the CND Policy and Procedures as well as complete required facilitator training prior to independently teaching any simulation activity.
 - Training requirements is agreed upon by CND Director and course faculty based on facilitator's past experience/ training in simulation.
- CND staff designated by the CND Director will provide training to instructors on course content and scenarios.
- Instructors must review the content they is teaching prior to arriving to the CND and must be partner with a CND staff member or approved instructor while teaching their first session.
- The CND staff will orient and train instructors on the use of the CND equipment including cleaning and storage after use.
- Course faculty is responsible for evaluating clinical instructors assigned to the course.
 - The CND will provide faculty with feedback on individual instructor performance as needed/ requested.

Training

Student Orientation

- At the beginning of each semester, CND staff will provide a general student orientation as needed including tour, hours of operation, CND contact information, and use of space.
- Prior to each simulation event, CND staff will provide students with an orientation to the simulation learning environment, purpose and use of equipment and explanation of roles/expectations using the simulation orientation checklist.

Training

Facilitated Open Lab

- Open lab is one of the practice components provided to the ABSN students by the CND.
- CND staff is available as a resource to guide and reinforce information/skills previously taught in class and lab.
- Students are informed of designated open lab times at the beginning of each course.
 - A schedule of dates and times for the semester is made available to the students
- Attendance by the students is voluntary and optional unless mandated by faculty for remediation.
- All open lab hours are subject to change due to the availability of personnel and space.
- In the event that open lab must be changed or cancelled, email notifications are sent to the students as soon as possible.
- A “buddy system” is encouraged to provide students the opportunity to practice with a peer; therefore students should sign up during the same time slot as their “buddy”.
- In the event that a student is unable to attend open lab after signing up, he or she should contact the CND staff.
- Students should “sign in/ sign out” using the application on the electronic tablets
 - Students are responsible to track and log their own time.

Confidentiality/ Consent

Confidentiality

- The CND is a nonthreatening and professional environment designed to be conducive to learning; students are expected to behave professionally and maintain confidentiality of the activities and performance of others while in the CND.
- Participants are required to sign a confidentiality form stating that they will not discuss the performance of individuals or details of the training scenarios outside of the CND.
- Video recordings of simulations are destroyed at the end of each semester and not used for any other purposes other than debriefing during that course. If a video is to be used for other educational purposes (conference/presentations), permission must be obtained from all simulation participants.
- Pictures or video within the CND are not permitted without prior permission from the CND Director or staff.
- In the event that pictures are taken of visitors in the CND, completion of the DUSON Authorization for Release of Photo/Video/Audio must be obtained and kept on file.
- Actual patient information is not used in the CND. Patient scenarios/ information are either developed internally or accessed from the EPIC (electronic health record) playground to maintain compliance with the Health Insurance Portability and Accountability Act (HIPAA).

Confidentiality/ Consent

Evaluation Data Extraction from Qualtrics and Learning Space

- The CND collects evaluations on simulation and learning activities for each event.
- All evaluations are entered into an electronic database housed on a Duke secure network server and are only accessible by the CND and affiliated staff.
- Evaluation results are shared with various stakeholders by designated staff. Results are typically discussed at the post-event debrief meetings.
- To maintain confidentiality, all student entered survey and evaluation data is reported in a de-identified manner to course faculty.

Equipment

CND Equipment

- Equipment and supplies is provided by the CND for simulation and skill events.
- A supply list must be completed by course faculty prior to each activity to ensure supplies and equipment is available for the planned event.
- Equipment is inspected by CND staff at the beginning and end of all events.
 - If maintenance is required, CND staff will ensure this is completed.
- All simulators, task trainers and AV equipment are set up by CND staff prior to the start of each event.
- CND staff is available for the duration of the class to assist as needed with additional supplies and/or trouble- shooting of equipment.
- In the event that equipment malfunctions, the CND staff will provide another piece of equipment if available.
- Markers and pens are prohibited in the simulation rooms as the ink stains the simulator's skin and cannot be cleaned or removed.
- All equipment after use is wiped down with appropriate cleaning materials by users.

Equipment

Loaning of Equipment

- The CND offers select equipment that can be borrowed by DUSON faculty, staff and students for activities to support the educational programs of the University.
- Equipment is available on a first-come, first-serve basis and must be properly signed out. Borrowers must:
 - Present a valid Duke University identification badge in order to check out equipment.
 - Complete the equipment sign out log.
 - Pick up and drop off of equipment should occur during normal business hours, unless other arrangements are made in advance.
 - Agree to abide by the CND policy and procedures for use of equipment.
- All equipment must be returned within 1 week unless otherwise approved.
- Individuals are forbidden to give equipment to others while it is signed out to him/her.
- It is the expectation and responsibility of the individual borrowing the equipment to check for damage and/or missing pieces before leaving the CND and to report missing and damaged equipment upon return.
- The CND staff will check to see that all equipment is functioning properly upon return.
- Use of a computerized manikin or other expensive equipment is requested by another entity of Duke Health or other organization must be approved by the CND Director.

Equipment

Ordering of Supplies

General Policies

- The staff assistant and/or simulation technology specialist are responsible that all supplies are available for a given course/session.
 - If supplies are needed from an outside vendor, a one month lead time is preferred.
- Supplies are put away by the staff assistant and/or simulation technology specialist upon delivery.
- Routine inventory is conducted and a excel spreadsheet is kept up to date on a monthly basis by the staff assistant.
 - Items that can be reused are listed on a separate excel spreadsheet.
- A list of sources is updated on a periodic basis for obtaining supplies that are expired for patient use but can be used for training purposes in the lab.

Vendors

- Prior appointments are required for meetings of vendors with CND staff.
- The CND staff will invite faculty and staff to demonstrations as per areas of expertise and voiced interest in learning about specific products.

Simulation Events

Scheduling a Simulation Event

- All simulation events are planned with CND staff using the Simulation Event Planning Form, Simulation Template and Simulation Debriefing Log.
- CND will prioritize utilization of space and resources according to course needs.
 - Events are prioritized taking into account the date of the request and time needed within the semester. All nursing core courses take precedence over special events.
- The CND Director and/or designee will assign the resources needed for the simulation course including personnel, room locations and technical support.
- Simulation Event Planning is discussed at the weekly CND staff meeting.

Simulation Event

Simulation Scenario Development

- A designated CND staff member will meet with the course faculty to initiate the simulation template and to discuss the appropriate timeline for preparing for a simulation event.
- The CND staff at the initial planning meeting will complete the planning document and give the faculty the simulation template if needed for the event
- The author must review and validate the scenario at least a week in advance of the event.
- The cases and/or scenario must follow current acceptable standards of care, hospital policy and include resources used in the preparation of the scenario (i.e. reference list). Each case should be dated and initialed by the author to ensure they follow the current clinical standards of care.
- The CND staff will discuss authorship with the authors of a scenario and if the CND staff is involved in the development and implementation of the case, they too may be listed as a contributor.
- The CND staff will request a “live” run through or testing of the scenario at least 1 week prior to the event. This ensures that the CND as well as authors will have time to make revisions to the scenario or any logistics prior to the event.

Simulation Event

Video Capture Recording

- The CND staff and the course faculty will discuss if audiovisual recording of simulation events is needed during the Simulation Planning Meeting.
- The simulation technology specialist will oversee the video capture process and assist facilitators with turning recording properties on and off and controlling camera angles as well as saving and deletion of videos as needed.
- The CND staff in collaboration with the faculty will establish whether the recordings is used during the course for debriefing or saved for future review and research.
- Any video used for research requires Institutional Review Board (IRB).
- To ensure confidentiality of information, simulation event recordings are accessible only by course faculty, CND staff and simulation participants. Unless other arrangements have been made in accordance with CND procedures, all event recordings is deleted at the end of each semester, unless other arrangements have been made between the Director of the CND and faculty and/or students.
- Prior to any video recording being utilized, the event participants are informed of the plan to record.
- Upon faculty request, students may view their video for self-assessment. Steps to access the Learning Space web-based tool video capture tool include:

For on campus access:

- Sign on to the Duke “Clubs” Network; Learning Space is the web based tool that the CND uses for video capture. One must be on the Duke Clubs network to view web-based video recordings.
- Navigate to the Learning Space website - <http://meded-meti.duhs.duke.edu/>.

For off campus access:

- Use the Duke Medicine VPN in conjunction with Multi Factor Authentication to access the Learning Space website (scroll below for help with VPN or Multi Factor)
- On Learning Space homepage, enter your Duke Email address and enter your Duke DHE password.
- Click on the Video Review icon to review the video.

Troubleshooting:

- Mobile devices are not supported by Learning Space, so please make sure you use a laptop or desktop computer when logging in.
 - S Player is the default for Learning Space. If you are not prompted to download it or you're not sure if you already have it installed, please reference the links below for Windows and Macs. QuickTime should also work as a video player unless you are using the Mac OS "El Capitan"
 - Internet Explorer, Mozilla Firefox, and Safari should all work, however, if you are having trouble with one browser (i.e. video won't play), try another browser.
 - S Player for Windows- <https://duke.box.com/s/f41w2sdxsr94yh4f09pr8oxkze6zc443>
 - S Player for Macs- <https://duke.box.com/s/pcl0l9j5hukcbybajk85ohqfwkclznxf>.
 - Once downloaded double click on the player.dmg file and copy the plug in to the folder inside the box that opens up then restart the browser.

Virtual Private Network (VPN)

- For users off campus, or not connected through a Duke Medicine wired internet or Clubs wireless connection, connecting to the Duke VPN with the Cisco VPN client is required. Once connected via VPN, users can navigate to the Learning Space website <http://meded-meti.duhs.duke.edu/>.
 - Make sure you are on the Duke Medicine VPN (not the general Duke University or "Library Resources Only" VPN).
 - The first time connecting to Duke University's VPN, visit portal.duke.edu. and the website will detect and install the appropriate version of VPN software on your computer.
 - Once installed, a Cisco folder with the Any Connect VPN software in it, under program files (for Windows) or in your applications folder (for Mac).
 - From that point, click on the icon to start a connection.

Simulation Event

Standardized Patient Program

As defined by the Duke University School of Medicine, “Standardized Patients (SPs) are individuals who are carefully trained to portray patient roles. Interacting with SPs in a safe and authentic environment allows learners to develop skills such as data gathering, physical examination, patient communication, diagnosis reasoning and professionalism, in a safe and authentic environment.” (Duke University School of Medicine, <https://medschool.duke.edu/education/student-services/office-curricular-affairs/clinical-skills-program>)

- External SPs are obtained through the Duke University School of Medicine (SOM) and/or Eastern Virginia Medical School (EVMS). It is the responsibility of the course faculty or designee to contact the CND staff well in advance of the simulation to schedule students into classes or events.
- The CND staff will assist faculty in designing, implementing, and evaluating simulation experiences for their students using SP. SPs and Trent Semans (SOM lab space) is booked through the MSN liaison for the CND. All communication about the event occurs between the SOM and CND and faculty are updated as needed.
- The CND usually contracts with the Duke University School of Medicine (SOM) Standardized Patient Program (SPP) to make arrangements for the services of SPs in simulation exercises. Arrangements must be made at least 90 days in advance of the date of the simulation exercise. In addition, faculty must send scenario scripts and case descriptions to SPP Program Coordinator a minimum of 30 days prior to an event with a script and a minimum of 60 days for new cases. New cases using Duke SPP require 3 hours of SP training prior to event. One of these hours is at home with self-study and the final two hours is at the School of Medicine with a DUSON representative present to answer any of the SP questions.
- Duke University SOM will oversee the training of all SPs and evaluate the need for retraining of SPs on an ongoing case basis.
- For specific clinical courses in the MSN program the CND also contracts with the Eastern Virginia Medical School (EVMS) Sentara Center for Simulation & Immersive Learning (Richmond, Virginia) for the services of Male and Female Genital Teaching Associates

(standardized patients with special training for male GU/rectal/prostate/hernia exams and female pelvic and breast exams).

- The CND has a Master Services Agreement with EVMS and arrangements are made during the prior semester in which the simulation experience is delivered.
- Volunteer SPs are also used and are arranged as needed by course faculty request for low stake events.
- CND will assure completion of SP simulation evaluation surveys as well as faculty surveys of SP program satisfaction.

Simulation Event

Event Cancellation

- In cases of severe weather or other unanticipated events, the CND will follow Duke University policy regarding delays or cancellations.
 - www.emergency.duke.edu.
 - If there were an emergency, this website would be updated frequently with instructions and information about the incident, campus services and resources available to the Duke community.
- The CND staff will work with the faculty to reschedule the event.
- The CND staff reserves the right to cancel/reschedule events based on participant reservation in scheduling system.

Simulation Event

Check In

- Facilitators report to a member of the CND staff upon their arrival for a brief discussion of their assignments, logistical details of the experience (including room location, time frame, and equipment) and planned methods for evaluating the simulation course/event.
- Whether a simulation experience in the CND is required or optional, it is the responsibility of the faculty and/or clinical instructors to verify attendance by all student participants at each simulation activity.

Simulation Event

Set up and Take Down of Rooms

- Room set up for each course should be completed by the CND staff, with assistance as needed from course faculty, instructors or students.
- The CND will maintain accurate documentation of preferred room set ups for specific events.
- Any problems with room setup should be brought to the attention of the CND staff to discuss an action plan for revisions and future events.
- The CND must remain neat and clean in preparation for the next event. Faculty, instructors and students should ensure the following (see photos posted in CND rooms for proper room arrangement):
 - All beds/ exam tables must be remade after use.
 - Food or drinks are not permitted at the bed spaces, the OR or sim rooms; food and drinks should be kept at the middle tables/cubbies.
 - Waste materials should be picked up and placed in trash containers.
 - Chairs should be pushed in and organized.
 - Training materials and/or supplies are to be organized on tables for CND staff to return to their appropriate storage areas.
 - All used supplies are to be properly disposed of.
 - Soiled linen is to be placed in the hamper and/or re-folded if clean linens can be re-used.
 - Manikins should be placed neatly in the bed. Any props placed on the manikin (tape, topical meds, etc.) should be removed/ cleaned off at the end of the session.
 - Beds should be placed back in the lowest position, lower side rails left down, curtains pulled back, bed linen straightened, and overhead light/lamp should be turned off (Pictures are posted on the exit doors of each lab room to show how each bed space/exam table should be left after use).
 - Personal belongings (i.e. coats and books) are not the responsibility of the CND; students are encouraged to use the cubbies near the front of the rooms to store their belongings and personal items.
 - Personal items left in the CND are placed on the counter in 2131. At the end of each week, remaining items are taken to the Lost and Found at the Service

Center, 3rd floor room 3080.

Simulation Event

Simulation Event Best Practice

CND staff will assist faculty members in designing, implementing, and evaluating simulation experiences for their students according to the International Nursing Association for Clinical Simulation and Learning (INACSL) Standards of Best Practice: Simulation.

<http://www.inacsl.org/i4a/pages/index.cfm?pageid=3407>.

Standard I: Terminology

Standard II: Professional Integrity of Participant

Standard III: Participant Objectives

Standard IV: Facilitation Methods

Standard V: Facilitator

Standard VI: The Debriefing Process

Standard VII: Evaluation of Expected Outcomes

Standard VIII: Simulation Design

Standard IX: Interprofessional Education

The CND staff will assist all faculty and instructors in developing all simulation scenarios and will oversee all simulation experiences in the CND.

Simulation Event

In-situ Training

- All in situ training using CND resources must first be approved by the CND Director.
- The CND staff arrives 30 minutes prior to the training session to assist in transportation and set up of equipment at the training site.
- The CND staff is present during training to assist and facilitate and will provide assistance in returning equipment to the designated storage area if requested.

Assessment and Quality Improvement

Quality Improvement Process / Evaluation

- The CND has a comprehensive Quality Improvement and Evaluation Plan that addresses four areas: program, course/scenario, student, and facilitator.
 - Each student evaluates the simulation program at the end of their course of study as part of the exit surveys. Questions on those surveys assess the overall simulation program and its effectiveness in promoting students' achievement of course and program outcomes, development of skills, and ability to relate classroom learning to practice.
 - Students, course faculty, facilitators and appropriate CND staff evaluate the simulation experiences at the end of each event and/or semester; these surveys address whether the simulations enabled students to meet objectives, prioritize interventions, develop skills, and if they were valuable, and high quality learning experiences.
 - Data from each of these surveys are reviewed collaboratively by facilitators, course faculty, and appropriate CND staff is used for revising the scenario or teaching modality as needed.
 - The evaluation of student learning and performance during simulation experiences and skills training is done to provide feedback to students for further learning (formative) and verify their achievement of skills and competencies (summative).

Assessment and Quality Improvement

Assessment of Student Learning

- Tools used in the CND for a simulation/ skills training event are unique to the scenario, skill, and level of learner.
- The competencies and areas of performance assessed are determined by course faculty during planning meetings and are consistent with the course/ program objectives and other curriculum guidelines (i.e. AACN Essentials for Baccalaureate and Master's Education, and Council on Accreditation for CRNA programs).
- Assessment tools are selected by course faculty, who has expertise in the content area and performance being assessed in collaboration with the CND staff who meets with the faculty prior a simulation event.
- Course faculty and CND staff review the objectives, aims of the assessment, and tools to provide a means of confirming the process is consistent with the objectives and to discuss other needs related to the simulation.
- Assessment tools used in the CND include procedural and skills checklists, rating scales such as Lasater's Clinical Judgment Rubric, and tools for evaluation used in the master's program such as the Faculty Evaluation of Student Clinical Performance.
- All high stakes or summative assessment is completed by the course faculty or designee.

Assessment and Quality Improvement

Qualifications of Facilitators/ Assessors

- Facilitators complete a training session and are observed by an experienced facilitator to provide feedback and to verify their competence.
- Facilitators who serve as assessors complete additional training.
 - Assessors must have a minimum of 5 years simulation education experience and/or be a Certified Healthcare Simulation Educator (CHSE).
- Facilitators are evaluated annually by designated assessors (CHSE certified) named by the CND Director.
- Assessors are selected based on established criteria and immediate feedback is provided to the facilitator following the observation by the assessor and is based on simulation best practices.
- The CND Director evaluates each member of the CND staff annually, consistent with the School of Nursing processes, and the quality of their teaching and simulation competencies are reflected in these evaluations.
- The CND Director maintains lists of approved simulation facilitators and assessors.

Visiting the CND

Tours

- Tours are scheduled via the CND website or by written request a faculty member or staff member. Tours are scheduled Monday through Friday between 8:00 am and 4:30 pm unless other arrangements have been made through the Director of the CND.
- Individuals requesting a tour should do the following:
 - Go to <http://nursing.duke.edu/centers-and-institutes/cnd/center-nursing-discovery>
 - Fill out all necessary information on the tour request form.
 - Click the “Send Request” button.
- The requestor is notified by a member of the CND staff within 2 business days regarding the tour.

Reporting Problems/ Concerns

Facility and Personnel Issues

- Course faculty, clinical instructors, and/or students should notify the CND Director of any CND personnel or facility issues.

Safety

Medication/ Sharps Storage and Handling

- Simulated medications used for lab and simulated events is purchased from a commercial vendor.
- Sharps stored in the CND are accessed only by CND staff and are locked and/or placed in a secure area when not in use.
- Mobile carts/ medication dispensing machines are stocked with simulated medications or authentic empty vials/ packaging (to increase realism for students for medication dosing).
- The CND owns 2 simulated crash carts for the use during resuscitation scenarios. These carts contain expired IV drip medications but are clearly labeled “not for human use”.

Safety

Latex and Cleaning

- The CND is a latex-free facility but some of the internal tubing of the manikins contains latex. Anyone that has a latex allergy should notify the CND staff so appropriate precautions can be put in place.
- After simulation events, manikins and medical equipment are sanitized by the CND staff prior to use again.
- Task trainers or hand-held equipment are to be wiped down between uses with designated disinfectant wipes that are located in wall holders in the CND.
- DUSON housekeeping staff routinely attends to each CND room on Monday through Friday basis. Responsibilities include emptying garbage cans, wiping down tabletops/bedrails, and mopping/sweeping the floors.

Safety

Emergencies

- In case of any medical emergencies that occur in the CND, 911 should be called immediately.
- Once 911 have been activated, CND staff immediately notified in case further assistance is required.
- In the event of a medical crisis or disaster, CND staff will activate the contact procedure plan.
- The DUSON has one AED in the event of a medical emergency that can be accessed on the first floor of the South wing opposite the elevator bank.
- If removed from the cabinet, the AED alarm will sound to elicit internal help but 911 must also be called.
- For nonmedical emergencies, faculty/staff should be contacted to advise as needed.
- The emergency eye wash station is located by both sinks outside 2131 and 2135 as well as by the sink in room 2064.
- In event of a student injury, student should seek medical follow up at student health or the emergency department as needed.

Safety

Identification Badges

- Anyone present in the CND must wear a visible Duke issued identification badge.
- Guests of the CND are issued a temporary name tag by the CND staff to identify who they are.

Safety

Psychological Safety of Students

- The emotional well-being of students is a principle concern for the CND. Transparent policies such as record access and confidentiality are in place to assure students of their privacy; orientation that introduce the students to the simulation environment and equipment are provided at the beginning of each course/ class to alleviate the anxiety of participating in simulation based education and are integrated in the curriculum development process.
- CND staff maintains constant vigilance for undo emotional stress due to learners participating in simulation-based programs and are aware of the potential vulnerabilities perceived by the participant.
 - Course faculty and CND staff contact information is readily available for all participants who may have concerns.
- Evaluations routinely include questions specific to the debriefing process as a means of quality assurance therefore the CND can ensure that debriefings are perceived as nonthreatening, objective, and protective of the confidentiality of all students.