

Maria Bajwa, PhD, MBBS, MSMS, CHSE

MGH Institute of Health Professions; [linkedin.com/in/maria-bajwa-phd-mgh-ihp](https://www.linkedin.com/in/maria-bajwa-phd-mgh-ihp);
mbajwa@mgh.harvard.edu

PROFILE SUMMARY

Healthcare simulation and artificial intelligence (AI) educator with international experience in health professions education. Recognized leader in simulation-based education (SBE), AI integration in healthcare training, and interprofessional education (IPE). Extensive record of scholarship, leadership in professional organizations, and mentorship across multiple levels of learners.

EDUCATION

- | | |
|---|--|
| Ph.D. in Health Professions Education
MGH INSTITUTE OF HEALTH PROFESSIONS | Sep 2020- Dec 2022
Boston, MA |
| <ul style="list-style-type: none">▪ Focus: SBE, Technology in Health Education▪ Minor focus: IPE | |
| Master of Science in Medical & Healthcare Simulation (MSMS)
DREXEL UNIVERSITY- COLLEGE OF MEDICINE | 2018-2020
PHILADELPHIA, PA |
| AAS, Registered Health Information Technologist (RHIT)
SUNY BROOME COMMUNITY COLLEGE | August 2016 - May 2018
BINGHAMTON, |
| MBBS- (MD equivalent)
FRONTIER MEDICAL COLLEGE, ABBOTTABAD | 2001
PAKISTAN |
| <ul style="list-style-type: none">▪ Accredited by World Education Services (WES) | |

EXPERIENCE

Academic Appointments

- **MGH Institute of Health Professions** Feb 2026 – Present
 - **Associate Professor**
 - HE-932 Innovation & AI in HPEd (PhD-level)
 - HE-942 Innovations Seminar (PhD-level)
 - HE-943 Ph.D. Scholarship of Teaching & Learning Seminar
 - HE-991A Mentored Res 1 & Dissert Sem1
 - HE-720 Assessment in Healthcare Simulation (Master-level)
 - HE-741 Technology in Education (Master-level)
 - HE-795 Scholarly Project (Master-level)

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- **MGH Institute of Health Professions** Jan 2024 – Present
 - **Adjunct Assistant Professor**
 - HE-942 Innovations Seminar (PhD-level)
 - HE-943 Ph.D. Scholarship of Teaching & Learning Seminar
 - HE 951 Sim-based Educational Research Collaborative (PhD-level)
 - HE-720 Assessment in Healthcare Simulation (Master-level)
 - HE-741 Technology in Education (Master-level)
 - HE-795 Scholarly Project (Master-level)

- **MGH Institute of Health Professions** Jan 2023 – Dec 2023
 - **Term Lecturer**
 - HE-955 Cultural and Global Perspectives (PhD-level course)
 - HE-943 Ph.D. Scholarship of Teaching & Learning Seminar
 - HE-741 Technology in Education (Master-level course)

- **Upstate Medical University, Syracuse, NY, USA** Aug 2024 – Present
 - College of Health Professions (CHP)
 - **Simulation Faculty** Aug 2024 – July 2025
 - **AI Grant Research Lead** July 2025 – July 2026

- **Nova Southeastern University, Ft Lauderdale, FL, USA** Jan 2024 – Present
 - **Adjunct Faculty**, Health Professions Division, NSU
 - Artificial Intelligence (AI) in Health Professions (Undergraduate)

- **Shifa Tameer-e-Millat University, Islamabad, Pakistan** Oct 2023 – Present
 - **Adjunct Faculty**, School of Nursing & Midwifery
 - Ph.D. Committee Member

- **University of Lahore, Lahore, Pakistan** March 2023 – Present
 - **Visiting Faculty**
 - University College of Medicine and Dentistry

- **Clinical Instructor Nursing Simulation, NY** March 2020 – Feb 2022
 - SUNY Broome Community College

- **Level II-TA Nursing Skills and Simulation Lab, NY** July 2017 – Feb 2020
 - SUNY Broome Community College

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Leadership/ Service

- **Member, SSH Certification Council** Feb 2024 – Present
- **Secretary, AI Simulation Collaborative** Sep 2025 – Present
- **Chairperson, Awards Committee, SSH Virtual Simulation** Jan 2026 – Present
 - Virtual Simulation Section, SSH
- **Chairperson, SSH Virtual Simulation Section** Jan 2024 – Jan 2026
 - Society for Simulation in Healthcare (SSH)
- **Chairperson, Awards Committee, SSH Virtual Simulation** Sep 2022 – Dec 2023
 - Virtual Simulation Section, SSH
- **Founding Member, AI-Sim Healthcare Collaborative** May 2024 – Present
- **Founding Member of NC-ANE** June 2023 – Present
 - National Consortium of Academic Nurse Educators
- **Founding Member of AMXRA** Nov 2022 - Present
- **President, SEWNY** Dec 2022 – Present
 - Simulation Educators of Western New York
- **President, SEENY** June 2019 - August 2023
 - Simulation Educators of Eastern New York
- **Track Leader – Distance Sim Collaborative** July 2022 – 2023
 - Faculty Development
 - Distance Simulation Summit 2022-23
- **Team Lead – Simulated Academic EHR** March 2019 - Feb 2020
 - SUNY Broome Community College
 - Lead Multidepartment Project, Funded by **Sunshine Grant**
 - Dept. of Nursing, Business & Health Information Technology
- **Member SUNY FACT2 Assessment Committee** April 2020- April 2022
 - Faculty Advisory Council on Teaching and Technology (FACT2)

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- Sub-group, *Innovation in Assessment*
- Gamification, contract, specification grading, & adapted learning

- **SUNY Interprofessional Education (IPE) Committee** Sep 2021 – March 2024
- **Educator Annual IPE Days, NSU, Florida** 2022 -23
 - 1600 students & 18 health programs and professions Feb 2023
 - 2100 students & 33 health programs and professions Feb 2022
- **Mentoring Ph.D. Students** May 2021 - Present
 - Dual Identity Formation in IPE Teams
 - Cultural Sensitivity in Distance Simulation
 - 3D Printing in Healthcare Simulation
- **Mentoring Masters' Students** Sep 2019 – Present
 - Justice, Diversity & Equity in Distance Simulation
 - Simulation Prebriefing
- **Mentoring Nursing Simulation Faculty** Jan - Sep 2021
 - Tabuk University, Saudi Arabia
- **Volunteer Care Giver and Companion** April 2016- Present
 - Mercy House, Endicott, NY (Hospice)
- **Volunteer, UHS Wilson Hospital Emergency Department,** 2012-13
 - Johnson City, NY

Professional Memberships

- **AI Simulation Collaborative** May 2024 - Present
- **NC-ANE** (National Consortium of Academic Nurse Educators) June 2023 - Present
- **Pan Asia Simulation Society in Healthcare** May 2023 - Present
- **Human Factors & Ergonomics Society** May 2023 - Present
- **AMEE** (Association for Medical Education in Europe) Jan 2023 - Present

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- **SESAM** (Society for Simulation in Europe) Nov 2022 - Present
- **SEWNY** (Simulation Educators of Western New York) Oct 2022 - Present
- **SSH** (Society of Simulation in Healthcare) Oct 2018 -Present
- **SEENY** (Simulation Educators of Eastern New York) Oct 2017 -Present

RECOGNITIONS, INVITATIONS & GRANTS

- ²⁰ Invited **Moderator Technology Forum** Jan 2026
 - 2-day international forum on sim technology
 - IMSH 2026 – **San Antonio, USA**
- ¹⁹ Invited **Professor Moderator** Jan 2026
 - Oral presentation rounds
 - IMSH 2026 – **San Antonio, USA**
- ¹⁸ Co-awarded **SUNY AI IITG Grant** May 2025 – May 2026
 - Examining the usability and efficacy of Gen AI tools in creating impactful AI-infused learning experiences: A multi-campus action research project
 - Collaboration with 6 SUNY campuses
 - > 80 faculty and 1000 students
- ¹⁷ Received “**SSH Article of Influence**” Award Jan 2025
 - Society for Simulation in Healthcare; IMSH 2025
 - [Distance Simulation Educator Guidelines](#)
- ¹⁶ Received “**VSS Excellence in Research**” Award Jan 2024
 - Society for Simulation in Healthcare; IMSH 2024
 - [Distance Simulation Educator Guidelines](#)
- ¹⁵ Featured in **MGH Institute of Health Professions Newsletter** Jan 2024
 - Recognized for services in Pakistan
 - <https://www.mghihp.edu/news-and-more/news/brief-hped-faculty-promotes-use-simulation-pakistan>

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- ¹⁴ Invited **Professor Moderator** Jan 2024
- Oral presentation rounds
 - IMSH 2024 – **San Diego, USA**
- ¹³ Featured in **Urdu Newspapers in Pakistan** July 2023
- A **regional** newspaper *Succhan*
 - A **national** newspaper *Nawa-e-Waqt*
 - Recognized for teaching simulation to health professionals in rural areas
- ¹² **Plenary Speaker – Alfaisal University, Riyadh, Saudi Arabia** Apr 2025
- *Integrating AI into Health Professions Education: From Concepts to Application*
 - Graduating Class of MGH IHP, Masters in HPEd
- ¹¹ Invited **Workshop – SUNY Delhi, NY** Feb 2025
- *Integrating Artificial Intelligence In Nursing Education - Practical Applications*
 - School of Nursing, Arts, and Sciences
 - 33 faculty and staff members
- ⁶⁻¹⁰ Invited **Presentations, Pakistan** July – August 2023
- Shifa Tameer-e-Millat University, **Islamabad**
 - University of Health Sciences (UHS), **Lahore**
 - Sheikh Zayed Medical College, **Rahim Yar Khan**
 - Pakistan Air Force Med College, **Karachi**
- ^{4,5} Invited **Workshops, Pakistan** July – August 2023
- University of Health Sciences, **Lahore**
 - Jinnah Sindh Medical University, **Karachi**
- ³ Invited **3-Day Sim Course, Pakistan** July 2023
- *Simulation Educator Training for Advanced Learners*
 - Indus Hospital & Healthcare Network (IHHN)
- ² **Plenary Presentation, SimulCon, India** Dec 2022
- Indus Hospital & Healthcare Network (IHHN)
 - 4th International Annual Simulation Conference
 - Role of **Faculty Development in Distance/Virtual Simulation**

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¹Recognition by Previous Employer, SUNY Broome, NY, USA

March 2021

- In-paper & online magazine Article
- https://www.broomemagazine.com/sunybroome/spring_2021/MobilePagedArticle.action?articleId=1682782&app=false#articleId1682782

SKILLS & TRAINING

Certifications & Courses

Certified Healthcare Simulation Educator (CHSE) 2023

- SSH (Society for Simulation in Healthcare)

Master Trainer Certificate- TeamSTEPPS 2023

- Team Strategies & Tools to Enhance Performance and Patient Safety
- Nova Southeastern University

Certified Virtual Reality (VR) Educator 2022

- **Georgian College**, Toronto, Canada

Artificial Intelligence (AI) Courses 2022 – Present

- **ABAIM** (American Board of Artificial Intelligence in Medicine)
- **University of South Florida**
- **World Health Organization (WHO) Ethics in AI** in Healthcare

Certificates for Healthcare Education & Simulation

- **GW University Simulation Education** Certificate 2019
- **SUNY Instructional Design** Certificate 2019
- **Mandated Reporter for Child Abuse** Certificate 2016
- **Ethics** Certificates 2016-18
- **Adult Computer Literacy Program** Certificate 2010

Proficiencies in Higher Education & Health Professions Education

- Experienced in **curricula development** for different health professions
 - **AI in Health Professions** for **Health Professions Division**, NSU, FL

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- **Healthcare simulation curriculum** in the **Master of Health Profession Education**, Karachi, **Pakistan**
- Well-versed in **adult learning principles, theories, and their application**
- Well-versed in **using cognitive science and metacognition in educating adult learners**
- Trained in utilizing basic **principles and skills of instructional design** in courses and curricula
- Experienced in various **learning management systems (LMS)**, e.g., BlackBoard, D2L, Moodle, etc.
- Experienced in **working in R for ML/ AI projects in healthcare and Education**

Proficiencies in Simulation Education

- Experienced in **simulation-based education (SBE), simulation methodologies & integration into the curriculum**
- Well-prepared in establishing and conducting **faculty development sessions in SBE**
- Proficient in **assessing learners' needs** & their translation into goals & objectives, and the **assessment and evaluation** of the sessions
- Trained in **Inter-professional education (IPE)** in SBE
- Trained in **Standardized/Simulated Patient (SP-based)** education
- Knowledgeable in **healthcare team communication**, such as principles of CRM (Crew Resource Management) & Team STEPPS (Strategies and Tools to Enhance Performance and Patient Safety) by AHRQ (Agency for Healthcare Research and Quality)
- Experienced in **debriefing and reflective thinking practices**
- Well-versed in **online learning and virtual simulation in the health professions curriculum**
- Trained and experienced in **simulation administration** (inventory, resource acquisition & allocation, purchasing, etc.)

Proficiencies in Simulation Operations/Technology

- Trained in **simulation program/center management**
- Trained in the basics of **simulation operations**
- Proficient in using common **instructional & interactive platforms**, e.g., Microsoft Office, Google Suite, Ensemble, Collaborate Ultra, Microsoft Sway, Wakelet, Canva, LiveBinders
- Well-versed in **major simulation software** (Uni, LLEAP, Laerdal Legacy Software, Sim-Capture) and hardware (Laerdal & Gaumard)

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- Competent in several leading **screen simulation products** (Nurse Tim Think like a Nurse, ShadowHealth, ATI, vSim, vClinical, SwiftRiver)
- Created, conducted and managed logs and checklists for maintenance of manikins and task trainers

RESEARCH & OTHER SCHOLARLY ACTIVITIES

Overall Scholarship Experience

A **deeper understanding** of various **research methodologies**: Qualitative, mixed methods, and consensus-gathering, including **Delphi** and **Nominal Group Technique**

- **Founding Editor** of Cureus Channel, AI-Sim Collaborative, Journal of Computer Science, (Springer Nature), a publishing avenue at the intersection of AI and healthcare simulation
- **Invited author** for an editorial for Innovations in Technology Supplement for the *International Journal of Healthcare Simulation (IJOHS)*, May 2023

- **A Peer reviewer** in various journals
 - Cureus Journal of Medical Sciences
 - Simulation in Healthcare
 - (International) Journal of Healthcare in Simulation
 - Journal of Medical Internet Research
 - Human Factors
 - Frontiers

- **IMSH 2025 Content Reviewer** June 2024-December 2024
 - Hot Topics, Completed Studies & Articles of Influence
- **IMSH 2024 Content Reviewer** June 2023-August 2023
 - Hot Topics, Completed Studies

Research Leadership

- **AI Integration in Education, Upstate Medical University** Feb 2025 - Present
 - Ongoing multicampus SUNY IITG Grant
 - Co-lead for AI Integration in instructional practices
 - Site Lead for Upstate Medical University, NY

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- **AI in Healthcare Simulation Projects** Feb 2024- Feb 2025
 - Co-lead for National and International Scholars team
 - Co-lead on SSH Tech Initiative for AI
 - Co-lead for AI industry and healthcare simulation
 - Co-lead for legislation, AI, and healthcare simulation

- **Distance Simulation Educator Curricula** Nov 2023 - Present
 - Distance Simulation Summit 2023
 - National and International Scholars teams
 - Developing curriculum for Distance Simulation Educators

- **Strategies for Recruiting and Retaining Nurse Educators** June 2023 – Oct 2025
 - Co-lead for a national-level Delphi study team
 - National nurse educators and leaders

- **Holographic Technology in Health Professions Education** April 2023 – Dec 2024
 - Feasibility Study
 - Nova Southeastern University

- **Simulationists' Code of Ethics Translation Project** Dec 2022 – Jan 2024
 - Conceived and Spearheaded the **Urdu Translation**
 - The **Simulationist Code of Ethics**
 - Successful translation & added to the SSH website
 - <https://www.ssih.org/Portals/48/Images/Urdu%20Translation%20Updated%202021-02-24.pdf>

- **Distance Simulation Guidelines** June 2021 - March 2022
 - National and International Scholars team
 - Developed Distance Simulation Educator Guidelines

Publications

- ³⁴ Palaganas, J. C., **Bajwa, M.**, Patel, A. P., Morton, A., Danaher-Garcia, N., & Gross, I. T. (2025). The state of artificial intelligence in healthcare simulation: A 2024 international survey. *Cureus Journal of Computer Science*, 2, es44389-025-03491-x. <https://doi.org/10.7759/s44389-025-03491-x>

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- ³³ **Bajwa, M.**, Davis, S. P., Kubanick, V. A. E., Vardaman, S. A., Dowling-Castronovo, A., Carmody, C., ... & Seibold-Simpson, S. M. (2025). Use of Research Evidence and Anecdotal Experiences in Addressing the Shortage of Academic Nurse Educators. *Journal of Professional Nursing*.
- ³² **Bajwa, M.**, LeMoine, J. E., Morris, M., & Bajwa, N. (2025). The Partnership Principle for Healthcare Simulations Using Artificial Intelligence: Simulationists and Techies Need to Communicate!. *Cureus Journals*, 2(1). doi.org/10.7759/s44389-025-04125-y
- ³¹ **Bajwa, M.**, Pasha, M., & Bajwa, Z. (2025, July). 3D Printing Today, AI Tomorrow: Rethinking Apert Syndrome Surgery in Low-Resource Settings. In *Healthcare* (Vol. 13, No. 15, p. 1844). MDPI.
- ³⁰ Raechal, L., **Bajwa, M.**, Fayyaz, J., Biglino, G., & Kardong-Edgren, S. (2025). A scoping review of literature about 3D printing: knowledge, skills, and attitude for simulation educators in healthcare. *3D Printing in Medicine*, 11(1), 46.
- ²⁹ **Bajwa, M.**, Morton, A., Patel, A. P., Palaganas, J. C., & Gross, I. T. (2025). Artificial Intelligence: Crossing a Threshold in Healthcare Education and Simulation. *Cureus Journals*, 2(1).
- ²⁸ Hoyt, R. E., Knight, D., Haider, M., & **Bajwa, M.** (2025). Evaluating a Large Reasoning Model's Performance on Open-Ended Medical Scenarios. *medRxiv*, 2025-04.
- ²⁷ Hoyt, R. E., Knight, D., Haider, M., & **Bajwa, M.** (2025). Evaluating Large Reasoning Model Performance on Complex Medical Scenarios In The MMLU-Pro Benchmark. *medRxiv*, 2025-04.
- ²⁶ Vardaman, S. A., Holt, T., Kabigting, E. N. R., Miller, K. S., Pajarillo, E. J., **Bajwa, M.**, ... & Seibold-Simpson, S. M. (2025). Policy Recommendations to Address the Nurse Educator Shortage: Nominal Group Technique Findings. *Journal of Nursing Education*, 64(7), 415-422.
- ²⁵ **Bajwa, M.** (2022). *Distance Simulation Educator Guidelines in Healthcare and the Exploration of Technological Competence*. Order No. 31840230 ed. United States -- Massachusetts: MGH Institute of Health Professions Dissertations & Theses @ MGH Institute of Health Professions. ISBN 9798302888594.
- ²⁴ **Bajwa, M.**, Najeeb, F., Alnazzawi, H., Ayub, A., Bell, J. G., & Sadiq, F. (2024). A Scoping Review of Pakistani Healthcare Simulation: Insights for Lower-Middle-Income Countries. *Cureus*, 16(12).

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- ²³ Maaz, S., Palaganas, J., Palaganas, G., & **Bajwa, M.** (2024). A Guide to Prompt Design: Foundations and Applications for Healthcare Simulationists. *Frontiers in Medicine*, 11, 1504532. doi: 10.3389/fmed.2024.1504532
- ²² Brown, F., Pajarillo, E. J., Baker, J., Kabigting, E. N. R., **Bajwa, M.**, Dowling-Castronovo, A., ... & Lee, J. L. (2025). Addressing the Shortage of Academic Nurse Educators: An Opportunity for Collaboration Between Academic and Healthcare Organization Leaders. *JONA: The Journal of Nursing Administration*, 55(2), 76-82.
- ²¹ Patel AP, **Bajwa M**, Campbell K, Huang J, Park HS, Borkowski AA, LeMoine JE, Hong E, Calhoun A, Schneidereth TA, Deckers C, Martanegara A, Morris M, Bajwa N, Roye J, Mallory L, Duff JP, Diaz DA, Wawersik D, Rosati M, Palaganas JC, Gross IT. *Future Directions for Integrating Artificial Intelligence in Simulation-Based Healthcare*. Patel AP, **Bajwa M**, Gross IT, (eds.) Myakka City, FL: CHESI LLC; 2024. ISBN 979-8-9920505-0-9. Available at: <https://aisimhealthcollab.org>. Accessed November 24, 2024.
- ²⁰ Palaganas JC, **Bajwa M**, Morton A, Bullock GD, Patel A, Gross IT. 2024 AI Simulation Healthcare Inaugural Summit Proceedings: Navigating the Future of Collaborative Research and Practice. The AI Simulation Healthcare Collaborative; CHESI LLC; Myakka City, FL; 2024. Available at: <https://aisimhealthcollab.org>. Accessed November 24, 2024.
- ¹⁹ **Bajwa, M.**, Morris, M., Ghias, W., & Linzels, A. (2024, July 25). Feasibility of holographic team training simulation: An information technology (IT) perspective for healthcare and educational institutions. *Cureus*, 16(7), e65380. <https://doi.org/10.7759/cureus.65380>
- ¹⁸ **Bajwa, M.**, & Khan, M. Z. (2024). Translating healthcare simulationist code of ethics into Urdu: Bridging gaps in Pakistani healthcare simulation. *International Journal of Healthcare Simulation*. <https://doi.org/10.54531/FINN8478>
- ¹⁷ **Bajwa, M.** & Khan, M. Z. (2024). The Simulationist Code of Ethics: Urdu Translation. [The Translated Doc] <https://www.ssih.org/Portals/48/Images/Urdu%20Translation%20Updated%202021-02-24.pdf>
- ¹⁶ **Bajwa M.** (2024). Peer Review Report For: Mapping the HealthPathways literature: a scoping review protocol [version 1; peer review: 3 approved with reservations]. *HRB Open Res*, 7:10 doi.org/10.21956/hrbopenres.15026.r39121 <https://hrbopenresearch.org/articles/7-10/v1#referee-response-39121>.

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- ¹⁵ Fayyaz, J., Leighton, K., **Bajwa, M.**, Kumar, A., Gross, I. T., & Kardong-Edgren, S. (2024). Exploring the content validity of Clinical Cultural Competence Questionnaire in diverse cultures. *International Journal of Healthcare Simulation* (1-6). <https://doi.org/10.54531/axgb5704>
- ¹⁴ **Bajwa, M.**, Herx-Weaver, A., & Palaganas, J. C. (2024). Prelicensure simulation as a platform for interprofessional education: A systematic review update of the 2016–2021 literature. *Journal of Interprofessional Education & Practice*, 100702.
- ¹³ Lee, J.L., Logan, L., Pajarillo, E.J.Y., Esposito Kubanick, V., Brown, F., Kabigting, E-N.R., Santee, R., Doria, J.B., Seibold-Simpson, S., & **Bajwa, M.** (2024). Addressing the shortage of academic nurse educators: Enlisting Public and Business Sectors as Advocates. *OJIN: Online Journal of Issues in Nursing*, 29(2), 1-15.
- ¹² **Bajwa M.**, Herx-Weaver A., Baily S., Ray J., Park Y. S., Palaganas J., & Ahmed R. (Feb 2, 2024). Human Factors Considerations in Distance Simulation: A Nominal Group Technique Application. *The Clinical Teacher*, e13724. <https://doi.org/10.1111/tct.13724>
- ¹¹ **Bajwa, M.**, Seibold-Simpson, S., Ahmed, R., Kutzin, J., Palaganas, J., & Park, Y. S. (Dec 4, 2023). Exploring distance simulation educator technological competence: Use of a nominal group technique. *Teaching and Learning in Nursing*. <https://doi.org/10.1016/j.teln.2023.10.020>.
- ¹⁰ Vardaman, S. A., Logan, L., Davis, S. P., Sciarra, E., Doria, J. P., Baker, J., Feeney, S., Pajarillo, E. J. Y., Seibold-Simpson, S., & **Bajwa, M.** (2024). Addressing the Shortage of Academic Nurse Educators: Suggestions for Educational Institutions. *Nursing Education Perspectives*, 45(4), 201-207.
- ⁹ Quay, C., Kabigting, E-N. R., Wall, C.L., Farrell, R., Suzan, Z., Washington, S., Pajarillo, E.J.Y., Seibold-Simpson, S.M. & **Bajwa, M.** (Nov 2023). The academic nurse educator shortage: A qualitative study and a call for collaboration with professional nursing organizations. *Journal of the American Nurses Association-New York*. <https://doi.org/10.47988/janany.44233655.3.1>
- ⁸ Dowell S., **Bajwa M.**, Charnetski M., Lababidi H., Vora S., Herrera E., Park Y. S., & Palaganas J. C. (July 11, 2023). Principles of Justice, Equity, Diversity, and Inclusion in Health Care Distance Simulation Education: Consensus building via the Nominal Group Technique. *Academic Medicine*, 10-97.
- ⁷ **Bajwa, M.**, Misra, A., & Ahmed, R. (May 2023). Advancing the Frontiers of Innovation: Insights and Perspectives. *International Journal of Healthcare Simulation*, 1-3. doi:10.54531/mhne1018

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- ⁶ **Bajwa, M.**, Palaganas, J. C., Ahmed, R. A., & Seibold-Simpson, S. M. (April 08, 2023). Prioritizing Healthcare Distance Simulation Educators' Technological Competencies: Descriptive Analysis of Qualitative Interviews. *International Journal of Healthcare Simulation*, 1-3. doi 10.54531/EBTN3915
- ⁵ **Bajwa M.**, Ahmed R., Lababidi H., Morris M., Morton A., Mosher C., Wawersik D., Herx-Weaver A, Gross IT, Palaganas JC. (Jan 05, 2023). Development of Distance Simulation Educator Guidelines in Healthcare: A Delphi Method Application. *Simulation in Healthcare*, 10-97.
- ⁴ Palaganas J., **Bajwa M.**, Lababidi H., Morton A., Morris M., Mosher C., Wawersik D., Weaver A., Gross I., Sindelar A., & Ahmed R. (2022). The Creation of Healthcare Distance Simulation Faculty Development Guidelines (Phase I). *The Institute for Interprofessional Innovations and the Healthcare Distance Simulation Collaboration*.
- ³ Kirkpatrick A. J., Palaganas J., Ahmed R., **Bajwa M.**, Kutzin J., Kou M., Walsh B., Clapper T., Calhoun A., Eller S., Duff J., Adler M., Lopez C., Riggall V., Bajaj K., Elkin R., Kardong-Edgren S., Sanko J., Sanseau E., Good G., Thomas A., Ramachandra G., & Gross I. T. (2022). 2021 Healthcare Distance Simulation Summit Proceedings - Looking into the Distance: Paving the Way Toward a Sustainable Future. *The Healthcare Distance Simulation Collaboration*.
- ² **Bajwa, M.**, Bodie, M., Boorum, K., Hutchison, D., Page, E., Rose, S., ... & Skinner, T. (2018). Let's Get Sudsy: A Qualitative and Quantitative Analysis Of a Mass Media Campaign to Promote Hand Hygiene on a College Campus.
- ¹ **Bajwa, M.**, Bodie, M., Brown, L., Larson, T., Yoest, J., & McLain, K. (2016). Keep Calm and Wash Your Hands! *SUNY Digital Repository*. <https://dspace.sunyconnect.suny.edu/handle/1951/67560>

Manuscripts Submitted (Under Review)

- **Debriefing Adjuncts** in Pediatric Simulation [book chapter]
- Pediatric **Debriefing in Virtual Environments** [book chapter]
- **Holographic Simulation: Feasibility** from Students' Perspective [research article]
- **Exploring Collaborative Behaviors** between Doctors and Nurses [research article]
- **Reliability of Large Reasoning Model** in Medical Education [research article]

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Selected Presentations AI in Healthcare Sim & Training

- **Panel Presentation: IMSH 2026, San Antonio, TX** Jan 2026
 - *AI unbound in simulation: What worked, what's emerging, what's next*
 - Convention Center; > 300 attendees
 - Henry B. González Convention Center, San Antonio, TX

- **Workshop: IMSH 2026, San Antonio, TX** Jan 2026
 - *The trial of AI: The people vs. artificial intelligence*
 - Convention Center; > 100 attendees
 - Henry B. González Convention Center, San Antonio, TX

- **Workshop: IMSH 2026, San Antonio, TX** Jan 2026
 - *How Does AI Understand Us? Prompt Design for Healthcare Simulation*
 - Convention Center; > 100 attendees
 - Henry B. González Convention Center, San Antonio, TX

- **Workshop: IMSH 2026, San Antonio, TX** Jan 2026
 - *Build your own GPT model: From concept to deployment*
 - Convention Center; > 100 attendees
 - Henry B. González Convention Center, San Antonio, TX

- **Workshop: IMSH 2025, Orlando, FL** Jan 2025
 - *How Does AI Understand Us? Prompt Engineering for Healthcare Simulation*
 - Orange County Convention Center; ~ 80 attendees

- **Debate: IMSH 2025, Orlando, FL** Jan 2025
 - *Debate: AI Will Replace the Simulationist*
 - Orange County Convention Center; ~70 attendees

- **Panel Presentation: IMSH 2025, Orlando, FL** Jan 2025
 - *Reaching Into the Future: AI in Healthcare Simulation*
 - Orange County Convention Center; ~ 110 attendees

- **Lecture: Joint Continuing Education Initiative** Nov 2024
 - *The AI revolution: Transforming healthcare education with technology*

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- **Norton College of Medicine**, Syracuse, NY
- **Boonshoft School of Medicine**, Fairborn, OH
- **United Health Services (UHS)**, Johnson City, NY
- Physicians (MD/DO), Nurse Practitioners (NP), Physician Assistants (PA)
- Online Lecture ~ 44 attendees

- **Workshop: Penn State University** Oct 2024
 - *Artificial intelligence use in nursing education*
 - Ross and Carol Nese College of Nursing
 - Scranton, Pennsylvania; ~ 30 Nursing faculty and staff

- **Workshop: MGH Institute of Health Professions, Boston, MA** Sep 2024
 - *Everyday AI: An introduction for educators*
 - Various health professions and specialties
 - ~ 26 Faculty and PhD Students

- **Workshop: Rochester University** May 2024
 - *Artificial intelligence use in nursing education*
 - School of Nursing, Rochester, NY; ~ 40 Nursing Faculty

Healthcare Simulation

- **Workshop: IMSH 2026, San Antonio, TX** Jan 2026
 - *I'm new to reviewing a simulation article for a journal: A how-to guide*
 - Convention Center; > 30 attendees
 - Henry B. González Convention Center, San Antonio, TX

- **Workshop: Distance Simulation Workshop, Ontario, FL** Jan 2025
 - *Distance Simulation Educator Guidelines: Applications, Challenges, and Solutions*
 - IMSH 2025; ~ 25 attendees

- **Workshop: Distance Simulation Workshop, Ottawa, CA** Dec 2023
 - *Distance Simulation Educator Guidelines: A Way to Move Forward with Distance/Virtual Simulations*
 - Sim Expo 2023, Ottawa, Canada; ~ 85 attendees

- **Workshops: In-situ Simulation, Ireland** Feb 2023
 - Waterford Hospital, Ireland

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- Online workshop ~ 44 physicians

- **Workshops: Healthcare Simulation** Feb 2022 – August 2023
 - **Pakistan, India, Saudi Arabia, Qatar**
 - Multiple specialties ~95 attendees
 - Co-delivered, Sick Children's Hospital, Toronto, CA & Indus Hospital, Karachi, Pakistan

- **Workshop: Sim Instructors for Pakistani Physicians** August 2022
 - Multiple medical specialties; ~ 33 attendees
 - **Fazaia Ruth Pfau Medical College (Pak Air Force)**

- **Sim Training Sessions: Nurse Educators** Nov 2020 – Feb 2022
 - Holyoke College, ~ 45 attendees Oct 2021
 - Binghamton University, ~ 24 attendees August 2021
 - Henry Ford College, ~ 26 attendees Nov 2020

- **Workshop: Faculty Development for Simulation** March 2020
 - Hahnemann Hospital, Philadelphia, PA; ~ 16 attendees

APPENDIX: PRESENTATIONS

³² **Bajwa, M.** (2026, January 13). *Professor Rounds – IMSH 2026* [Rounding Professor]. IMSH 2026, Henry B. González Convention Center, San Antonio, TX.

³¹ **Bajwa, M.** (2026, January 13). *Current challenges in healthcare simulation practice: A nominal group technique* [Conference presentation]. IMSH 2026, Henry B. González Convention Center, San Antonio, TX.

³⁰ **Bajwa, M.** (2026, January 13). *It takes two to simulate: Partnering for successful AI integration* [Panel presentation]. IMSH 2026, Henry B. González Convention Center, San Antonio, TX.

²⁹ **Bajwa, M.** (2026, January 11). *Virtual Simulation Section Annual Meeting* [Section meeting chair]. IMSH 2026, Society for Simulation in Healthcare, San Antonio, TX.

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- ²⁸ **Bajwa, M.** (2026, January 9–10). *Technology Forum – AI and emerging technologies* [Moderator]. IMSH 2026, Society for Simulation in Healthcare, San Antonio, TX.
- ²⁷ **Bajwa, M.** (2024, November). *The AI revolution: Transforming healthcare education with technology*. [Invited Lecture]. Upstate Medical University, New York, and BoonShoft School of Medicine, Wright State University, Ohio, USA.
- ²⁶ **Bajwa, M.,** & Danaher-Garcia, N. (2024, September). *Everyday AI: An introduction for educators*. [Workshop presentation]. MGH Institute of Health Professions, Massachusetts, USA.
- ²⁵ **Bajwa, M.,** & Seibold-Simpson, S. (2024, October). *Artificial intelligence use in nursing education*. [Invited Lecture]. Penn State Ross and Carol Nese College of Nursing, Pennsylvania, USA.
- ²⁴ **Bajwa, M.** & Seibold-Simpson, S. (2024, June 6-7). *Tech competencies for distance/virtual simulation educators* [Poster presentation]. Experiential Learning Summit, University of Rochester, New York.
- ²³ **Bajwa, M.,** & Herx-Weaver, A. (2024, June 3-5). *Interprofessional identity formation* [Poster presentation]. Navigating Ambiguities in Professionalism: Teaching, Assessment, Remediation and Clinical Care, Academy of Professionalism in Healthcare, Drexel University, Philadelphia, Pennsylvania.
- ²² **Bajwa, M.,** & Seibold-Simpson, S. (2024, June 6-7). *Taming the Beast: Integrating Artificial Intelligence in Teaching and Learning Practices* [Peer-reviewed workshop presentation]. Experiential Learning Summit, University of Rochester, New York.
- ²¹ **Bajwa, M.,** Wawersik, D., Linzels, A., Morris, M., & Swann, E. (2024, April). Distance simulation educator guidelines: Practical applications in delivering TeamSTEPPS through holography [Conference presentation]. Texas IPE Consortium Annual Meeting, Texas.
- ²⁰ Doria, J. Vardaman, S., Pajarillo, E. J. Y., Kabigting, E-N. R., Sciarra, E., Logan, L., Davis, S. P., Feeney, S., Baker, J., Seibold-Simpson, S. & **Bajwa, M.** (2024). *The academic nursing educators shortage: Stopping the leak, replenishing the well*. Poster Presentation. 2024 Western Institute of Nursing (WIN) Conference, Hilton Salt Lake City Center, April 17-20. Salt Lake City, Utah [Peer reviewed]
- ¹⁹ Holt, T., Kabigting, E-N., R., Pajarillo, E. J. Y., Miller, K. S., **Bajwa, M.,** Lee, J. L. & Siebold-Simpson, S. M. (2024). *Academic nurse educator shortage: Policy implications on health and equity*. Podium Presentation. 2024 Western Institute of Nursing (WIN) Conference, Hilton Salt Lake City Center, April 17-20. Salt Lake City, Utah [Peer reviewed]

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- ¹⁸ **Bajwa, M.**, (Dec 12, 2023). *Exploring Technological Competencies of Distance Simulation Educators: A Nominal Group Consensus Using a Mixed Methods Approach*. [Research Presentation]. Sim Expo 2023, Ottawa, Canada.
- ¹⁷ **Bajwa, M.**, & Herx-Weaver, A. (Dec 11, 2023). *Distance Simulation Educator Guidelines: A Way to Move Forward with Distance/Virtual Simulations*. [Workshop]. Sim Expo 2023, Ottawa, Canada.
- ¹⁶ **Bajwa, M.** (Nov 1st, 2023). *Constructing Train the Trainer Model Using Distance Simulation Guidelines*. [Online Research Panel Discussion]. Distance Simulation Summit 2023. Distance Simulation Collaboration. <https://www.healthcaredistancesim.com/>
- ¹⁵ **Bajwa, M.** & Alnazawwi, H. (Sep 18, 2023). *Incorporating the Concepts of Diversity, Equity, and Inclusion in Healthcare Simulation* [Conference presentation]. SEWNY Simulation Summit 2023, University of Rochester School of Nursing, Rochester, New York. <https://www.sewnyny.org/>
- ¹⁴ **Bajwa, M.** & Fayyaz, J. (December 2022). *Systems science application in simulation faculty training* [Poster Presentation]. 4th International Annual Simulation Conference, SimulCon.
- ¹³ **Bajwa, M.** (Jan. 2022). *Delphi Study for Gathering Consensus for Distance Simulation Guidelines* [Panel Discussion]. Gathered data from international Scholars (n=66). IMSH 2022.
- ¹² **Bajwa, M.** (January 2022). *To break or not to break the confidentiality of the simulation learners: A unique perspective* [Presentation]. Sim Court. IMSH 2022.
- ¹¹ **Bajwa, M.** (Jan. 2022). *Delphi Study for Gathering Consensus for Distance Simulation Guidelines* [Panel Discussion]. Gathered data from international Scholars (n=66). IMSH 2022.
- ¹⁰ **Bajwa, M.** (September 2021). *Assessment and Evaluation using Multiple Pathways: Gamification, contract grading, specification grading, and adapted learning* [Webinar presentation].
- ⁹ **Bajwa, M.** (April 2022). *Assessment using multiple pathways* [Panel Presentation]. SUNY Faculty Advisory Council on Teaching and Technology (SUNY FACT²).
- ⁸ **Bajwa, M.** (October 2021). *Use of technology for faculty development in distance simulation* [Session Moderator]. Distance Simulation Collaboration Summit.
- ⁷ **Bajwa, M.** (June 2021). *INACSL - Faculty Development and Lesson Learned during COVID-19* [Panel Discussion]. National-level collaboration with four other nursing schools.

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- ⁶ **Bajwa, M.** (January 2021). *IMSH 2021- Lessons Learned: COVID-19- Capturing Big Ideas and Lessons Learned for Education* [Panel Presentation]. IMSH presentation aired on Feb. 2021 through Society for Simulation in Healthcare (SSiH) platform.
- ⁵ **Bajwa, M.** (May 2021). *Conference on Instruction and Technology, CIT: Simulated electronic health record system and its role in the health profession* [Poster presentation].
- ⁴ **Bajwa, M.** (May 2020). *COVID-19 Induced Instructional Changes in Healthcare Education* [Panel Presentation]. A presentation at the annual meeting of the SEENY platform.
- ³ **Bajwa, M.** (2019). *Simulation Introduction Scenario for First Semester Associate Degree Nursing Students* [Conference presentation]. Annual Conference for OADN (Organization of Associate Degree in Nursing), Louisville, Kentucky.
- ² **Bajwa, M.** (2016-17). *Let's Get Sudsy....* Rochester Institute of Technology (RIT), Rochester, NY; and at SUNY Fredonia, Fredonia, NY.
- ¹ **Bajwa, M.** (2015 & 2016). *Keep Calm and Wash Your Hands.* SUNY Undergraduate Research Conference, Cobleskill, NY.