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MELANIE BARLOW

REGISTERED NURSE / SENIOR LECTURER / ACADEMIC LEAD SIMULATION

OBJECTIVE

I am an educational specialist and healthcare leader who has a passion for using experiential education to improve clinician performance and enhance patient safety.

INTERESTS

My particular interest is in simulation and healthcare communication.

REGISTRATION

National registration
NMW0001445167

EDUCATION

UNIVERSITY OF QUEENSLAND

Doctor of Philosophy - PhD completed November 2023

A mixed methods study of receiver behaviour in speaking up healthcare communication.

Supervisors: Professor Bernadette Watson, Department of Education and Communication Hong Kong Polytechnic University; Professor Elizabeth Jones, School of Psychology, Monash University Malaysia; Associate Professor Catherine Morse, College of Nursing and Health Professions, Drexel University and Dr. Fiona MacCallum, School of Psychology, University of Queensland.

QUEENSLAND UNIVERSITY OF TECHNOLOGY

Graduate Certificate in Education: Leadership and Management

Completed 2015

Masters in Nursing: Intensive Care

Completed 2006

Graduate Diploma in Nursing (Critical Care)

Completed 2005

AUSTRALIAN CATHOLIC UNIVERSITY

Bachelor of Nursing

Completed 1994

OTHER QUALIFICATIONS

- International Visiting Scholar – Massachusetts General Hospital/Center for Medical Simulation, Boston. 2018
- Clinical Fellowship: Implementation of Interprofessional Resuscitation Training within the Cancer Care Service
- Center for Medical Simulation: Simulation as a Teaching Tool & Advanced Debriefing courses
- NHET-sim: Core and Advanced simulation modules



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@roleofreceiver



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PUBLICATIONS

- Barlow, M., Heaton, L., Ryan, C., Downer, T., Reid-Searl, K., Guinea, S., ... & Andersen, P. (2024). The Application and Integration of Evidence-Based Best Practice Standards to Healthcare Simulation Design: A Scoping Review. *Clinical Simulation in Nursing*, 87, 101495. <https://doi.org/10.1016/j.ecns.2023.101495>
- Barlow, M., Watson, B., Morse, K., Jones, E., & Maccallum, F. (2023). React, reframe and engage. Establishing a receiver mindset for more effective safety negotiations. *Journal of Health Organization and Management*. <https://doi.org/10.1108/JHOM-06-2023-0171>
- Barlow, M., Watson, B., Jones, E., Maccallum, F., & Morse, K. J. (2023). The influence of professional identity on how the receiver receives and responds to a speaking up message: a cross-sectional study. *BMC Nursing*, 22(1), 1-15. <https://doi.org/10.1186/s12912-023-01178-z>
- Barlow, M., Morse, C., Watson, B., & Maccallum, F. (2023). Identification of the barriers and enablers for receiving a speaking up message: A content analysis approach. *Advances in Simulation* 8(1), 17 <https://doi.org/10.1186/s41077-023-00256-1>
- Barlow, M., Watson, B., Jones, E., Morse, K. J., Maccallum, F., & Rudolph, J. (2023). Building a Workplace-Based Learning Culture: The “Receiver’s” Perspective on Speaking Up. *The Journal of Applied Behavioral Science*, 0(0). <https://doi.org/10.1177/00218863231190951>
- Barlow, M., Watson, B., Jones, E., Morse, K., & Maccallum, F. (2023) The application of communication accommodation theory to understand receiver reactions in healthcare speaking up interactions, *Journal of Interprofessional Care*, <https://doi.org/10.1080/13561820.2023.2249939>
- Barlow, M., Watson, B., & Jones, E. (2023). Understanding observed receiver strategies in the healthcare speaking up context. *International Journal of Healthcare Simulation*. [published ahead of press]. <https://ijohs.com/article/doi/10.54531/SUFD5615>
- Barlow, M. (2021). Enhancing intergroup communication in healthcare: The role of the receiver. *Focus on Health Professional Education*, 22(3), 78-84. <https://doi.org/10.11157/fohpe.v22i3.523>
- Barlow, M., Dickie, R., Morse, C., Bonney, D., & Simon, R. (2017). Documentation framework for healthcare simulation quality improvement activities. *Advances in simulation* 2(1). <https://doi.org/10.1186/s41077-017-0053-2>
- Barlow, M., Watson, B., & Rudolph, J. (2019). How being a great Receiver can change the game in speaking up conversations. *MedEdPublish*, 8.
- Brady, S., Bogossian, F., Gibbons, K., Wells, A., Lyon, P., Bonney, D., Barlow, M., & Jackson, A. (2013). A protocol for evaluating progressive levels of simulation fidelity in the development of technical skills, integrated performance and woman centred clinical assessment skills in undergraduate midwifery students. *BMC Medical Education*, 13(1), 1-7. <https://doi.org/10.1186/1472-6920-13-72>
- Dench, B., Barwick, S., & Barlow, M. (2020). It’s time for the mandatory use of simulation and human factors in hospital design. *Australian Health Review*, 44(4), 547-549. <https://doi.org/10.1071/AH19114>
- Morse, C., Fey, M., Kardong-Edgren, S., Mullen, A., Barlow, M., & Barwick, S. (2019). The changing landscape of simulation-based education. *AJN The American Journal of Nursing*, 119(8), 42-48.
- Ryan, C., Kurup, C., Cant, R., Reid-Searl, K., Johnson, T., Barlow, M., & Heaton, L. (2023). Patient Safety Elements Taught to Preregistration Nurses Using Simulation Designs: An Integrative Review. *Clinical Simulation in Nursing*, 84, 101453. <https://doi.org/10.1016/j.ecns.2023.101453>

ACADEMIC COMMUNITY

- Associate Editor and Reviewer: *Advances in Simulation*
- Guest Editorial Board: Special Issue of *Language Sciences: Communication Accommodation Theory at 50 years: Recent Trends and Prospects*
- Regular reviewer: *Clinical Simulation in Nursing Journal*

- Reviewer: Australian Health Review
- Reviewer: BMC Medical
- Royal College of Physicians, Ireland: Research Collaborative in Quality and Patient Safety grants (Ad hoc Reviewer 2019)
- Australian Simulation Congress abstracts (2011-2019)

RESEARCH ACTIVITIES

- Lead Investigator: International QSAFe project - Quality Simulation Assurance Framework (QSAFe) for the enhancement of simulation-based curriculum
- Co-investigator: Collaboration with Griffith University, Mater Education and ACU - Resuscitation training for pandemic preparedness: Funded by 2020 Advance Queensland Industry Research
- Co-investigator: National ACU project: Interprofessional ward simulation
- ACU lead: ACU/Mater Health Services collaborative project: Registered and Enrolled nurse work readiness simulation training

CONFERENCES AND PRESENTATIONS

2024

Invited speaker: Australian Physiotherapy Association, Brisbane. *Engaging in Safety Negotiations.*

2023

Invited speaker: 3rd World Congress on Nursing and Healthcare, London. *“Are you speaking to me?” How having a receiver mindset is essential for safety.*

Invited speaker: Australian Physiotherapy Association, Brisbane. *Engaging in Safety Negotiations.*

Invited speaker: 3rd World Congress on Nursing and Healthcare, London. *“Are you speaking to me?” How having a receiver mindset is essential for safety.*

Invited speaker: National Simulation User Network Conference, Gold Coast. *Enhancing student engagement in feedback and reflective conversations using SimCapture.*

Presenter: FHS Snapshots, *Quality Simulation Assurance Framework (QSAFe).*

Presenter: ACU CEI Showcase, *Quality Simulation Assurance Framework (QSAFe) for the enhancement of simulation-based health curriculum.*

Presenter: ACU FHS Simulation Showcase, *Development and Evaluation of the Quality Simulation Assurance Framework (QSAFe).*

2022

Keynote speaker: Simulation User Network Conference, Brisbane. *Zoning your simulation program for maximum impact*

Invited presenter: PCC4U Educator Community - 2022 Webinar Series, QUT Cancer and Palliative Care Outcomes Centre, Brisbane. *Q&A Using Simulation to prepare students/clinicians for difficult conversations.*

Invited speaker: CHARM conference, Canberra, **M. Barlow.** *‘Are you speaking up to me? Receiver perspectives on speaking up conversations’.*

Invited speaker: 17th International Conference for Language and Social Psychology, Hong Kong. Panel member - Diversity and Health Communication. *‘Receiver perspectives on accommodative speaking up behaviour’.*

2021

Invited speaker: University of Queensland Interprofessional Community of Practice, **M. Barlow**
University of Queensland Nursing symposium, **M. Barlow**

2019

Invited speaker: Orthopaedic Grand Rounds, Massachusetts General Hospital, Boston: *Speaking up.* **J. Rudolph,**
M. Barlow

Invited plenary speaker: Simulation User Network (SUN) national conference, Sydney: *'Looking back, moving forward'*. **M. Barlow**

Invited panellist: Simulation User Network (SUN) national conference, Sydney: *'Faculty Development'*. **M. Barlow**
Australian Simulation Congress, Gold Coast: *Speaking With Good Judgement*. **M. Barlow; S. Barwick; R. Dickie.**

2018

Podcast interview: Center for Medical Simulation, episode 62. *The science of speaking up*

Invited plenary speaker: International Research Centre for the Advancement of Health Communication, Hong Kong: *Breaking through the barriers to 'speaking up' in health care*. **M. Barlow**

Fourth International Conference on Linguistics and Language Studies, Hong Kong. *The Role of the Receiver: Enhancing speaking up communication behaviour through the application of Communication Accommodation Theory*. **M. Barlow; B. Watson.**

IMSH conference, Los Angeles: *Feedback on Feedback*. J. Palaganas; I. Del Moral; M. Fey; K. Morse; **M. Barlow; S. Clipperton; J. Maestre, J. Rudolph; R. Simon.**

IMSH conference, Los Angeles: *Establishing Psychological Safety*. C. Morse; M. Fey; A. Mullen; S. Clipperton; **M. Barlow; S. Beroz; J. Rudolph**

IMSH conference, Los Angeles: *DASH for Faculty Development*. M. Fey; C. Morse; **M. Barlow; R. Simon**

IMSH conference, Los Angeles: *Speaking Up With Good Judgment: A strategy to overcome the barriers of speaking up*. S. Barwick ; **M. Barlow; C. Morse; S. Clipperton; M. Pian-Smith; R. Minehart; R. Simon**

2017

RACMA conference, Melbourne: *Opening a New Healthcare Facility: Implementation of a Large Scale Simulation Activity*. **M. Barlow; R. Dickie; D. Bonney.**

IMSH conference, Orlando: *Improving Feedback: A tool for faculty development*.

R. Onello; **M. Barlow; J. Rudolph; R. Minehart; J. Palaganas; E. Diederich; J. Maestre; R. Simon.**

IMSH conference, Orlando: *Giving Feedback on Feedback*. R. Gardner; I. Del Moral; M. Fey; K. Morse; **M. Barlow; R. Onello; J. Palaganas; D. Raemer; L. Rock, J. Rudolph; R. Simon.**

The Health Roundtable, Brisbane. *Simulation Beyond education: Maximising efficiency and ensuring patient safety*. **M. Barlow.**

2016

IMSH conference, San Diego: *Improving Feedback: A tool for faculty development*.

R. Onello; **M. Barlow; J. Rudolph; R. Minehart; J. Palaganas; E. Diederich; J. Maestre; R. Simon.**

IMSH conference, San Diego: *Identify and Address Performance Gaps through Debriefing*

L. Rock; J. Rudolph; J. Maestre; R. Simon; T. Walzer; **M. Barlow; K. Morse; G. Ng; J. Palaganas; D. Raemer**

2015

SimHealth, Adelaide: *Finding the Balance*

P. Lyon; **M. Barlow; S. Barwick; S. Clipperton; R. Dickie**

2014

Joanna Briggs International Colloquium 2014, Singapore: *Implementation of evidence-based interprofessional BLS training in an adult cancer care setting*. **M. Barlow**

Clinical Fellowship, Mater South Brisbane: *Implementation of evidence-based interprofessional Basic Life Support (BLS) training in an adult cancer care setting*. **M. Barlow; B. Jovanovic**

SimHealth, Adelaide: *A new App: Opportunities for the application of simulation beyond education*. **M. Barlow**

SimHealth, Adelaide: *Is there a gap between patient care outcomes and organisational expectations? Use a simulation development framework to design suitable simulation activities to facilitate closing any gap*. P. Lyon; **M. Barlow**

Invited speaker: SUN Conference, Melbourne: *Taking patient safety and simulation beyond education* **M. Barlow**

AWARDS

- Nominated for Dean's Award for Outstanding Thesis 2023
- Vice-Chancellor's Staff Excellence Award for Excellence in Student Experience 2023
- Awarded the SELT 2021 State Individual Award and the Individual National Award: NRS139
- National Project Innovation award, Simulation Australasia 2016
- Best oral presentation award: Joanna Briggs International Colloquium 2014

PROFESSIONAL ASSOCIATIONS/POSITIONS

- Regional Interest Group member (Australia & New Zealand) – International Nursing Association for Clinical Simulation and Learning (INACSL)
- Member: International Association of Language and Social Psychology
- Center for Medical Simulation faculty: Comprehensive and Advance Debriefing courses, Boston
- Past committee member: Women in Simulation - Simulation Australasia
- Held positions of Chair and Deputy Chair: Australian Society of Simulation in Healthcare - Simulation Australasia

EMPLOYMENT

Organisation: Australian Catholic University (ACU)

Current position: Senior Lecturer & Academic Lead: Specialised Learning Environments and Simulation, ACU

Commenced: February 2022 - ongoing

Position: Nursing Lecturer, ACU (February 2021 - February 2022)

Key role outcomes (to date):

- National leadership of integrating simulation across health curricula
- Faculty development in simulation methodology across faculties of health and education/arts
- Development of simulation microcredentials across faculties (in progress)
- Convenor of an annual conference: ACU Simulation Showcase
- Development of a national specialised learning environments and simulation operational plan
- Chair of the national ACU simulation community of practice
- Chair of the interuniversity eMRISE community of practice for the integration of simulated electronic medical records into curricula
- Committee membership: Teaching and Learning standing committees for Schools of Allied health and nursing/midwifery/paramedicine
- Course reviews: Nutrition and dietetics
- Management of a large interprofessional first year unit (Indigenous Health and Culture)

Leadership Positions

Organisation: Mater Education

Position: Head of Research, Evaluation and Communications (April 2019 – May 2020)

Position: Director Simulation (December 2016 – April 2019)

Position: Education Programs Manager (September 2010 - November 2016)

Key leadership role outcomes:

- Design and delivery of Speaking with Good Judgement (SWGJ): Organisation wide speaking up program
- Establishment of an organisational wide simulation program and embedded simulation culture
- Establishment of a collaborative and engaged multidisciplinary team
- Demonstrated knowledge of clinical education and simulation service planning, design, delivery, evaluation and high level customer service experiences

- High level skills in project and change management, including experience in coordinating a range of projects to achieve organisational objectives and lead cross functional teams. Such as the project management, development and delivery of the organisational wide ‘Speaking With Good Judgement’ program
- Development and management of organisational wide simulation faculty development – suite of programs
- Development and management of Organisational wide in-situ simulation programs
- Establishment of the interprofessional Simulation Fellowship program
- Establishment of an organisational affiliation with the Center for Medical Simulation, Boston
- Establishment of a teaching affiliation with the Institute of Health Professions, Boston
- Establishment of ‘OptiSim’, the dedicated arm of simulation centre to test systems, processes and prototypes
- Utilisation of simulation to test and inform organisational Root Cause Analysis recommendations
- Provision of leadership, management, governance, expertise and support to the Education Simulation team ensuring best practice and evidence based simulation delivery
- Formalisation of management structure within the centre to create a professional development pathway
- Governance of all the structured education programs across Mater, both simulation and non-simulation based programs
- Management of clinical placements across the health organisation

Educational Positions

Position: Education Coordinator – NG7 (2006 – 2010)

Organisation: Mater Education

Position: Course Facilitator, Intensive Care Crisis Event Management (ICCEM) (2008 – 2011)

Organisation: Clinical Skills Development Service

Position: Resuscitation Coordinator and Intensive Care Nurse Educator (2003 – 2006)

Clinical lecturer, Post-graduate ICU course– Queensland University of Technology

Organisation: Holy Spirit Northside Private Hospital, Brisbane

Position: Sepsis Care lecturer (2004 – 2006)

Organisation: Eli Lilly

Clinical Positions

Position: Clinical Nurse, Intensive Care (2020 –2021)

Organisation: Mater Health Services

Position: Registered Nurse (casual) – Intensive Care (2006 – 2010)

Organisation: Holy Spirit Northside Private Hospital, Brisbane

Position: Registered Nurse – Department of Radiology – NG5 (2002 –2003)

Organisation: Princess Alexandra Hospital

Position: Registered Nurse NG5 (1996 - 1998)

Clinical Nurse NG6 (2000 – 2002)

Organisation: Royal Brisbane and Women’s Hospital – Intensive Care

Position: Registered Nurse

Organisation: Agency Nurse: Critical care, United Kingdom (1996 – 2000)

Position: Registered Nurse – NG5 (1995-1996)

Organisation: Mater Adults Hospital, Brisbane