

# THE POWER OF SONIA



### Taking SONIA beyond traditional placements

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### WHAT IS SONIA?

- UON's Student Professional Experience Management Software
  - Essentially SONIA manages and records all data associated with UON professional experiences
- Engaging with SONIA:
  - UON Staff SONIA Users engage with the SONIA Client
  - Students, other UON Users, and external stakeholders engage with the SONIAonline website

#### Traditional Placement:



### WHAT IS SONIA?

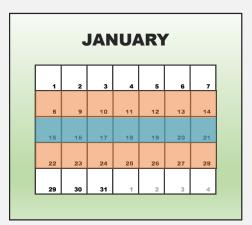
- SONIA has 4 primary data sets:
  - SITES: the physical or conceptual locations where students undertake professional experience;
  - SITE CONTACTS: non-UON employees associated with specific Sites (e.g. administrative staff, professionals);
  - STUDENTS: UON enrolled student details (updated nightly from NUSTAR);
  - SUPERVISORS: individuals who oversee Students while on off-campus professional experiences.
- Data sets converge via SONIA Placement Groups.

# PLACEMENT GROUP (PG)



#### **A PLACEMENT GROUP**

(PG) is a collection of similar placement activities defined by a common date range and Area/Topic.



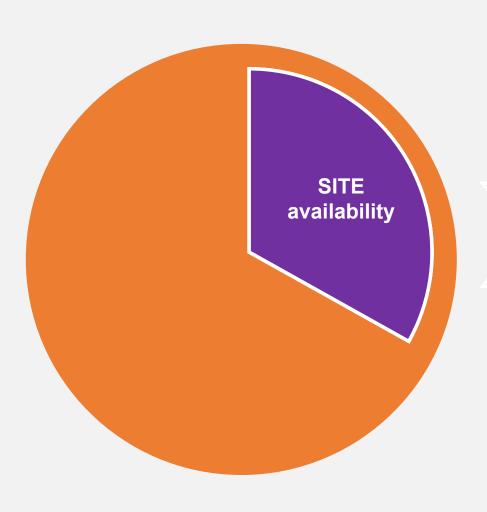
#### **Traditional placements:**

- run for the duration of the PG;
- 1 placement per student per PG;
- associated with a specific Course.

#### **Non-Traditional placements:**

- run for a subset of the PG;
- can have multiple placements per Student per PG.

### PG: SITES



#### **Traditional placements:**

 UON SONIA Users confirm SITE availability and add PLACEMENT REQUESTS to a PG.

SITE & SITE
CONTACT
profiles created

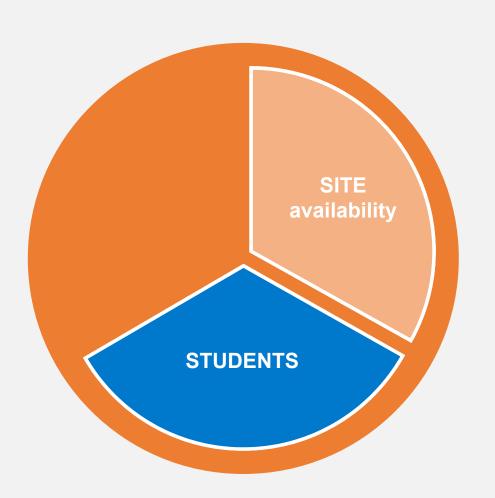
UON negotiates
with SITE
CONTACTS to
host placement

AVAILABILITY added to Placement Group

### **Non-Traditional placements:**

- Sites engage with SONIAonline to nominate availability;
- Students engage with Sites to negotiate availability and communicate to UON SONIA Users via SONIAonline.

### PG: STUDENTS



**STUDENTS** are added based on their eligibility to attend the specific placement/s.

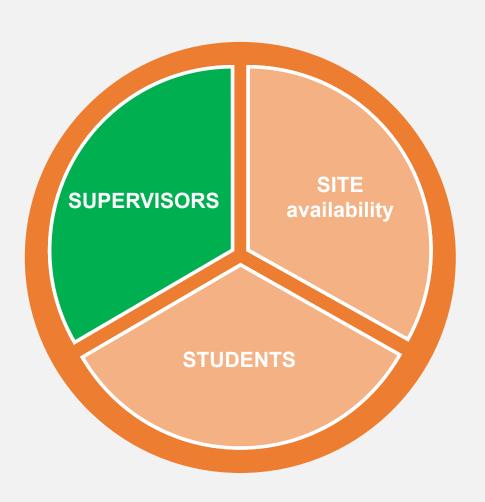
### **Traditional placements:**

- Students are enrolled in a specific Course;

#### **Non-Traditional placements:**

- Students can be added to PG based on Program or Course sub-group (e.g. Stream);
- Students can add themselves to a PG.

### PG: STUDENTS



**SUPERVISORS** are individuals who oversee Students on placement.

### **Traditional placements:**

- Supervisors are UON-employed staff who are paid specifically to provide placement supervision;
- Supervisors are an optional (not required) PG element.

#### **Non-Traditional placements:**

- Supervisors can be Site staff.

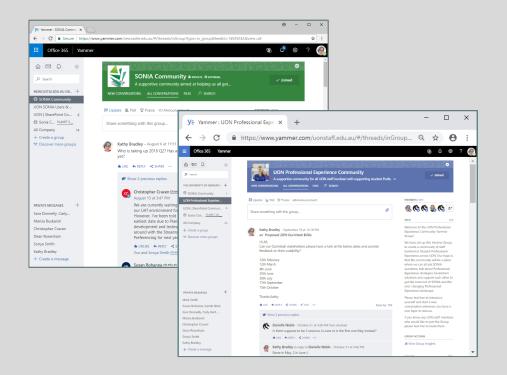
### SONIA SPECIAL FEATURES

- SONIA EVENTS allow Students to engage with SONIAonline to submit:
  - PREFERENCES from a list of available placements;
  - **SELF ALLOCATE** to a list of available placements;
  - nominate **INTERVIEW** times.
- The SONIA AUTO-ALLOCATION ALGORITHM considers a range of parameters when matching Students to placements, including (but not limited to):
  - distance from home
  - SONIA Checks
  - Associated Sites
  - placement suitability
  - previous allocation to the same Site or placement type

### **SONIA PRINCIPLES**

- Assume SONIA can provide the solution;
- Take into account the SONIAonline communications functions when designing any process;
- Minimise / simplify;
- Don't just translate an existing process into SONIA;
- Review processes regularly.

# YAMMER Support Communities



UON hosts 2 Yammer Groups which are aimed at supporting Professional Experience.

The internal **UON Professional Experience Community** for UON staff only:

https://www.yammer.com/uonstaff.edu.au/#/threads/inGroup?type=in\_group&feedId=14967939&view=all

The external **SONIA Community** open to all international SONIA Users:

https://www.yammer.com/newcastle.edu.au/#/threads/inGroup?type=in\_group&feedId=14929242&view=all

Both Groups are designed to develop supportive communities where users can ask SONIA questions, brainstorm solutions and support each other to ensure our students get the most out of their professional experiences.



# THE CHALLENGE

Combine and translate these 2 different Placement Calendars into SONIA

UON

Group ID		Group 1	41					Group 2	41					Group 2	41			
Overall ID	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
STUDENT NUMBERS	11	12	3	3	6	6	11	12	3	3	6	6	11	12	3	3	6	6
1	MEDICINE MEDICINE JHH JHH Mater Mater Belmont Belmont		JHH MEDICINE Mater Maitland	MEDICINE		MEDICINE Wyong	SURGERY		SURGERY	SURGERY	SURGERY Gosford	SURGERY Gosford	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE
2				Maitland					Maitland	Maitland			GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT
3	SURGERY	SURGERY	SURGERY	SURGERY	SURGERY	SURGERY	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	MEDICINE JHH Mater Belmont	HH JHH later Mater	MEDICINE	MEDICINE	MEDICINE Wyong	MEDICINE Wyong
4	Mater Belmont	Mater Belmont	Maitland	Maitland	Gosford	Gosford	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT			Maitland	Maitland		
5	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	MEDICINE JHH	MEDICINE JHH	MEDICINE	MEDICINE	MEDICINE	MEDICINE	SURGERY	SURGERY	SURGERY	SURGERY	SURGERY	SURGERY
6	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	GENERAL PRACTICE	COMMUNITY PLACEMENT	Mater Belmont	Mater Belmont	Maitland	Maitland	Wyong	Wyong	Mater Belmont	Mater Belmont	Maitland	Maitland	Gosford	Gosford

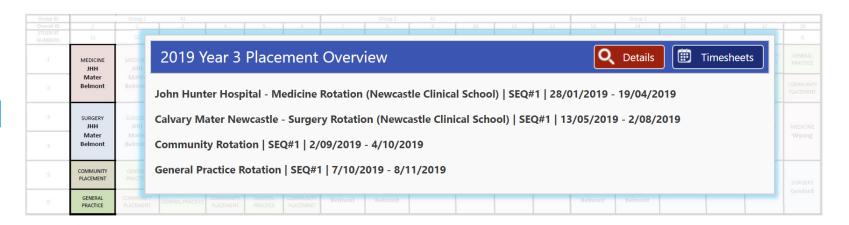
UNE

Group ID		Group 1: 32															
Group ID	ARM 1					ARM2				T1				T2			
Overal ID	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
STUDENT NUMBERS	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
1	Surgery Armidale	Medicine Armidale	Surgery Armidale	Medicine Armidale	Community Option	GP	Community Option	GP	Surgery Tamworth	Medicine Tamworth	Surgery Taree	Medicine Taree	Community Option	Community Option	GP	GP	
2	Community Option	GP	Community Option		Surgery Armidale	Medicine Armidale	Surgery Armidale	Medicine Armidale	Community Option	GP	Community Option	GP	0 /	Medicine Tamworth	0 ,	Medicine Taree	
3	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	
4	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	
5	Medicine Tamworth	0 ,	Medicine Taree	Surgery Taree	GP	Community Option	GP	Community Option		Surgery Armidale	Medicine Armidale	Surgery Armidale	GP	GP	Community Option	Community Option	
6	GP	Community Option	GP	Community Option	Medicine Tamworth	Surgery Tamworth	Medicine Taree	Surgery Taree	GP	Community Option		Community Option		Surgery Armidale		Surgery Armidale	
7	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	
8	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	

Group ID				Group 2:	32											
Group ID		ARM 3			ARM4				T3				T4			
Overal ID	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
STUDENT NUMBERS	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
1	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus
2	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus
3			Surgery Armidale	Medicine Armidale	Community Option	GP	Community Option		Surgery Tamworth	Medicine Tamworth	Surgery Taree			Community Option	GP	GP
4	Community Option		Community Option	GP	Surgery Armidale	Medicine Armidale	Surgery Armidale		Community Option	GP	Community Option		Surgery Tamworth	Medicine Tamworth	0 ,	Medicine Taree
5	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus
6	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus	On Campus
7	Medicine Tamworth		Medicine Taree	Surgery Taree	GP	Community Option	GP				Medicine Armidale	Surgery Armidale	GP	GP	Community Option	Community Option
8		Community Option	GP	Community Option		Surgery Tamworth	Medicine Taree	Surgery Taree	GP	Community Option	GP		Medicine Armidale	Surgery Armidale	Medicine Armidale	Surgery Armidale

# THE CHALLENGE

UON



UNE



# MEDICINE REQUIREMENTS

#### Non-traditional placement pattern

- Cohort attends placements at different times
- Placement duration varies

#### Ultimately allocated to Sites but preferences to concepts, including:

- Clinical School (CS): a geographic area possibly containing multiple hospitals (i.e. Sites)
- Sequence: order in which they undertake Activities (e.g. MED : SURG : GP/COM)

#### multiple inter-related placements / student / year

- Each student must undertake 1 of each Activity
- Activities must occur in a specific order
- Duration varies between Activities
- Placement availability varies between CSs
- Not all hospitals in a CS offer all Activities

#### 2 different Universities with different rules

# TALE OF TWO UNIVERSITIES

### UON

- 4 placements / student
- Activities: MED, SURG, GP, COM
- Can preference from NCS, MCS & CCCS
- MED & SURG occur in same CS
- Can preference from Sequence 1-3

### UNE

- 6 placements / student
- Activities: MED, SURG, GP, COM, ON-CAMPUS
- Can preference from MnCS & PCS
- 1 MED or SURG occurs in preferenced CS, the other MED or SURG must occur in TCS
- Can preference from Sequence 4-7

## MUST HAVES

- We had to use SONIA (no more Excel!)
- Students had to preference via SONIAonline (no more paper!)
- We had to utilize the SONIA auto-allocation algorithm (reduce workload and risk)
- Student experience had to be simple and consistent

# MAKE IT WORK

- Create non-traditional Sites
  - Make the Sequences and the Clinical Schools SONIA Sites
- Sequential Placement Groups (PG)
  - Capture preferencing by using 3 linked PGs
- Student, Site & Placement Request (PR) Checks used to:
  - Limit SONIAonline visibility/preferencing and auto-allocation
  - Link PGs

### THE PROCESS LINKED PGs

PLACEMENT GROUP 1
CLINICAL SCHOOL PREFERENCE

PLACEMENT GROUP 2
SEQUENCE PREFERENCE

PLACEMENT GROUP 3
ALLOCATION OVERVIEW

### THE PROCESS PG 1

#### **CLINICAL SCHOOL PREFERENCING PG**

STUDENTS PREFERENCE TO CS

PROCESS: manual allocations, run auto-allocation

**APPLY CS CHECKS** (Students have a total of 2 Checks)

#### SEQUENCE PREFERENCING PG

STUDENTS PREFERENCE TO SEQUENCE

PROCESS: manual allocations, run auto-allocation

**APPLY CHECKS** (Students have a total of 3 Checks)

#### YEAR 3 PLACEMENT OVERVIEW PG

MULTIPLE ALLOCATIONS PROCESSEI

DOUBLE-CHECKING: Allocations exported to Exce

Apply Student Checks based on Campus

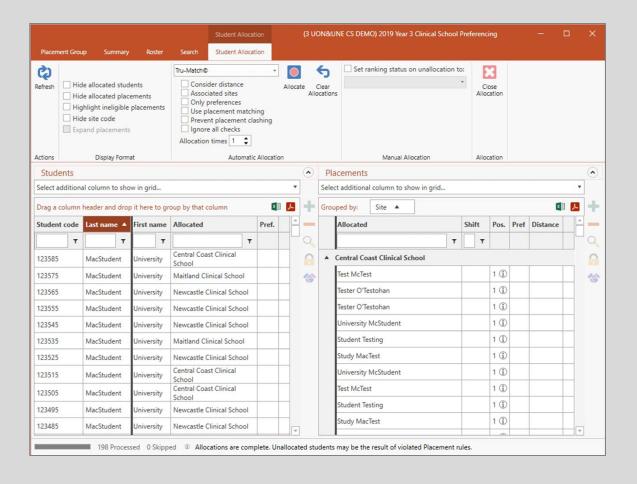
SITE	CHECK	#PR
Central Coast Clinical School (CCCS)	UON	45
Maitland Clinical School (MCS)	UON	21
Manning Clinical School (MnCS)	UNE	30
Newcastle Clinical School (NCS)	UON	72
Peel Clinical School (PCS)	UNE	30

#### Apply Student Checks based on CS Allocation

#### STEPS:

- > Student Window
- ➤ Search Tab
- > Add Criteria (PG & Allocation)
- ➤ Search
- Checks Wizard

# THE PROCESS APPLYING STUDENT CHECKS



### THE PROCESS PG2

CLINICAL SCHOOL PREFERENCING PG

STUDENTS PREFERNCE TO CS

PROCESS: manual allocations, run auto-allocation

APPLY CS CHECKS (Students have a total of 2 Checks)

#### SEQUENCE PREFERENCING PG

STUDENTS PREFERENCE TO SEQUENCE

PROCESS: manual allocations, run auto-allocation

**APPLY CHECKS** (Students have a total of 3 Checks)

YEAR 3 PLACEMENT OVERVIEW PG

MULTIPLE ALLOCATIONS PROCESSED

DOUBLE-CHECKING: Allocations exported to Exce

SEQ	SITE	SITE	PR	#PR	
SE 🗖	SIIE	CHECK 🔼	CHECK 🔽	W	
SEQ#3	GP/COM: MED: SURG	UON	CCCS	15	
SEQ#3	GP/COM: MED: SURG	UON	MCS	7	
SEQ#3	GP/COM: MED: SURG	UON	NCS	24	
SEQ#1	MED: SURG: GP/COM	UON	CCCS	15	
SEQ#1	MED : SURG : GP/COM	UON	MCS	7	
SEQ#1	MED : SURG : GP/COM	UON	NCS	24	
SEQ#4	MED/GP: ON-CAMPUS: SURG/COM: ON-CAMPUS	UNE	MnCS	8	
SEQ#4	MED/GP: ON-CAMPUS: SURG/COM: ON-CAMPUS	UNE	PCS	8	
SEQ\$6	ON-CAMPUS: MED/GP: ON-CAMPUS: SURG/COM	UNE	MnCS	8	
SEQ\$6	ON-CAMPUS: MED/GP: ON-CAMPUS: SURG/COM	UNE	PCS	8	
SEQ#7	ON-CAMPUS: SURG/COM: ON-CAMPUS: MED/GP	UNE	MnCS	8	
SEQ#7	ON-CAMPUS: SURG/COM: ON-CAMPUS: MED/GP	UNE	PCS	8	
SEQ#2	SURG : GP/COM : MED	UON	CCCS	15	
SEQ#2	SURG : GP/COM : MED	UON	MCS	7	
SEQ#2	SURG : GP/COM : MED	UON	NCS	24	
SEQ#5	SURG/COM: ON-CAMPUS: MED/GP: ON-CAMPUS	UNE	MCS	8	
SEQ#5	SURG/COM: ON-CAMPUS: MED/GP: ON-CAMPUS	UNE	PCS	8	

SEQ#1 GP/COM: MED: SURG

SEQ#1A MED: SURG: GP: COM SEQ#1B MED: SURG: COM: GP

### THE PROCESS PG3

CLINICAL SCHOOL PREFERENCING PG

STUDENTS PREFERNCE TO CS

PROCESS: manual allocations, run auto-allocation

APPLY CS CHECKS (Students have a total of 2 Checks

#### SEQUENCE PREFERENCING PG

STUDENTS PREFERENCE TO SEQUENCE

PROCESS: manual allocations, run auto-allocation

**APPLY CHECKS** (Students have a total of 3 Checks)

#### **YEAR 3 PLACEMENT OVERVIEW PG**

**MULTIPLE ALLOCATIONS PROCESSED** 

**DOUBLE-CHECKING:** Allocations exported to Excel

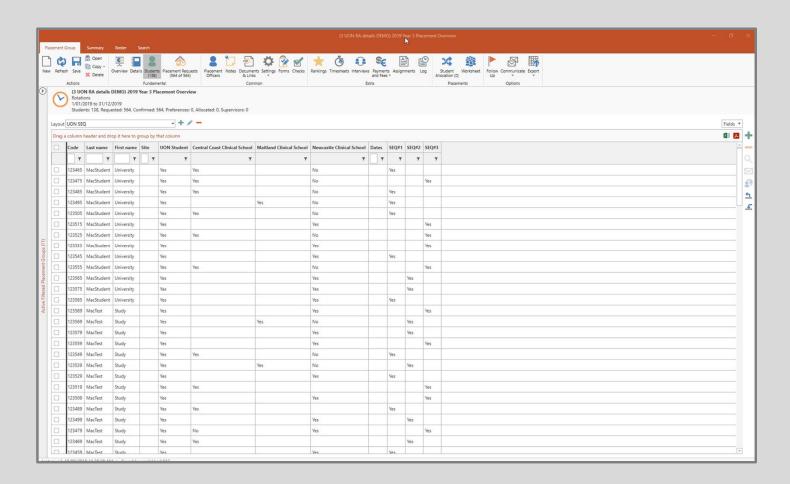
### **UON OVERVIEW PG**

SONIA SITE	ACTIVITY	cs	SITE CHECK	PR CHECK	#PR
Gosford Hospital - Surgery Rotation	SURG	cccs		SEQ#1-3	45
Wyong Hospital - Medicine Rotation	MED	cccs		SEQ#1-3	45
The Maitland Hospital - Medicine Rotation	MED	MCS		SEQ#1-3	21
The Maitland Hospital - Surgery Rotation	SURG	MCS		SEQ#1-3	21
Belmont Hospital - Medicine Rotation	MED	NCS		SEQ#1-3	9
Calvary Mater Newcastle - Medicine Rotation	MED	NCS		SEQ#1-3	18
Calvary Mater Newcastle - Surgery Rotation	SURG	NCS		SEQ#1-3	18
John Hunter Hospital - Medicine Rotation	MED	NCS		SEQ#1-3	45
John Hunter Hospital - Surgery Rotation	MED	NCS		SEQ#1-3	54
Community Rotation	COM	-		SEQ#1-3	144
General Practice Rotation	GP	-		SEQ#1-3	144

- Auto-allocation algorithm settings:
  - Random Allocation
  - Allocation Times = 4

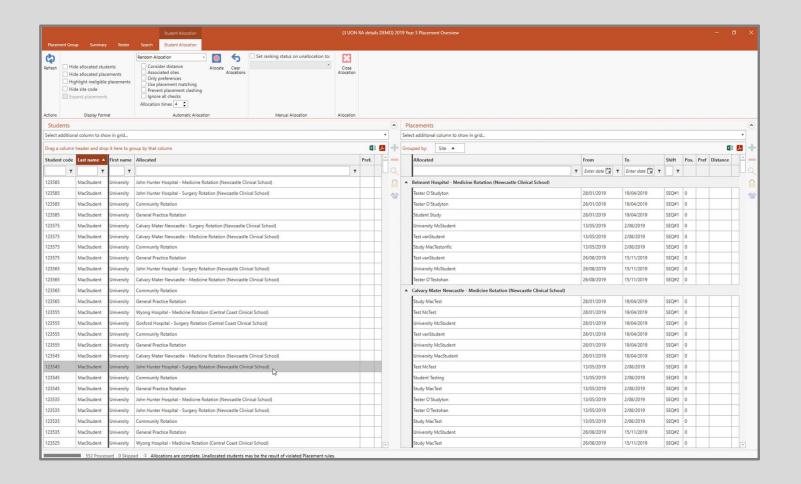
### THE PROCESS

### **RUNNING A MULTIPLE AUTO-ALLOCATION**



### THE PROCESS

### **RUNNING A MULTIPLE AUTO-ALLOCATION**



### THE PROCESS

### **CHECKING ALLOCATIONS ARE CORRECT**

