



# ATHLETIC TRAINING RESIDENCY

Policies and Procedures

2021-2022

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# Welcome

Welcome to the University of Iowa Athletic Training Residency.

The University of Iowa Athletic Training Residency is housed within the Department of Orthopedics and Rehabilitation within University of Iowa Healthcare.

University of Iowa Healthcare is a fully integrated academic medical center that includes the University of Iowa Roy J. and Lucille A. Carver College of Medicine; University of Iowa Hospitals and Clinics; and University of Iowa Physicians, each playing a unique role in fulfilling shared missions of patient care, research and education. The Athletic Training Residency Program is supported and housed within the Orthopedics and Rehabilitation Department of the Carver College of Medicine.

This document outlines the policies and procedures of the Athletic Training Residency program. The University of Iowa Athletic Training Residency provides equal opportunity of clinical rotations, didactic instruction and educational activities for all residents in the program. Athletic training residents are also required to review and adhere to policies of the University of Iowa Hospitals and Clinics as published by the University of Iowa Human Resources.

Sincerely,



Anthony Pennuto MS LAT  
Athletic Training Residency Program Director

## Scope of Policy and Procedure Manual

This manual is not intended to be fully comprehensive. Additional policies and procedures for the University of Iowa and University of Iowa Health Care can be found on the University of Iowa Human Resources website.

# The University of Iowa Mission

The University of Iowa is a community of faculty, staff, students, alumni, and friends who seek to advance knowledge and foster learning across a broad range of academic endeavors. So that learning and creative expression may flourish, the University takes seriously its obligation to protect academic freedom and free expression; maintain a safe, supportive, healthy, and humane environment; and nourish a system of collaborative decision making based on mutual respect and shared governance. Because diversity, broadly defined, advances its mission of teaching, research, and service, the University is dedicated to an inclusive community in which people of different cultural, national, individual, and academic backgrounds encounter one another in a spirit of cooperation, openness, and shared appreciation.

The University recognizes its accountability to the people of Iowa and the need to exercise responsible stewardship over the intellectual and material resources entrusted to it, including the need to direct those resources to programs and initiatives that are central to the University's core mission. In all that it does, the University measures itself by exacting standards, promotes continuous improvement, honors excellence and high aspiration, and holds its community as a whole to the highest degree of honesty, fairness, and personal integrity.

# University of Iowa Hospitals and Clinics

## Mission

- Changing Medicine. Changing Lives.
- University of Iowa Health Care is changing medicine through pioneering discovery, innovative interprofessional education, delivery of superb clinical care, and an extraordinary patient experience in a multi-disciplinary, collaborative, team-based environment.
- University of Iowa Health Care is changing lives by preventing and curing disease, improving health and well-being, assuring access to care for people in Iowa and throughout the world.

## Vision

- World Class People: Building on our greatest strength.
- World Class Medicine: Creating a new standard of excellence in integrated patient care, research and education.
- For Iowa and the World: Making a difference in quality of life and health for generations.

## WE CARE - Core Values

- **Welcoming:** We strive for an environment where every voice is heard, emphasize regular communication, and seek transparency whenever possible.
- **Excellence:** We strive to achieve excellence in all that we do.
- **Collaboration:** We believe teamwork is the best way to work.
- **Accountability:** We behave ethically; act openly and with integrity in all we do, taking responsibility for our actions.
- **Respect:** We honor diversity and recognize the worth and dignity of every person.
- **Equity:** We dedicate ourselves to equity and fairness.

# University of Iowa Athletic Training Residency

## Description

The University of Iowa Athletic Training Residency Program is a 12-month formal educational program that offers structured curricula, including didactic, scholarly and clinical components to educate post-professional athletic trainers in the specialty area of orthopedics. The program builds upon the knowledge and experiences gained from professional entry level education and provides specialty training to advance the competency of athletic trainers and provide contemporary expertise for professional employment in the modern health care environment.

The University of Iowa Athletic Training Residency will accept two athletic training residents annually.

## Vision

Creating a new standard of excellence in post-professional athletic training residency programs, providing innovative interprofessional education and advanced clinical specialty training in a multi-disciplinary, collaborative, team-based health care environment.

## Mission

The mission of the University of Iowa Athletic Training Residency Program is to produce athletic training clinicians with advanced orthopedic knowledge and skills in a manner that emphasizes professionalism, evidence-based practice, quality improvement, and healthcare informatics, thus enabling them to provide patient-centered health care.

## Goals

- Expand the athletic trainer's knowledge in evaluation and diagnosis in the specialty area of orthopedics.
- Broaden the athletic trainer's understanding of the patient care team.
- Empower the athletic trainer to be an interprofessional leader.

# Objectives

- Develop athletic trainers with advanced clinical skills in the specialty area of orthopedics which optimizes patient outcomes.
  - Demonstrate the ability to implement systematic examinations and assessments to formulate valid clinical diagnoses and determine patients' plan of care.
  - Demonstrate improved diagnostic accuracy on imaging evaluations.
- Produce athletic trainers who deliver patient centered care as members of an interdisciplinary care team.
  - Demonstrate the ability to collaborate with orthopedic surgeons, sports medicine primary care physicians, physician assistants, physical therapists, orthopedic and primary care residents, and nursing staff to improve care of patients.
- Develop athletic trainers to be lifelong learners, committed to self-reflection, self-assessment, professionalism, and quality improvement allowing them to grow into healthcare leaders.
  - Demonstrate a high degree of professionalism as a healthcare provider.
  - Determine areas of improvement through self-reflection and self-assessment.

## Clinical Rotations

- Primary Care Sports Medicine
- Sports Medicine Orthopedic Surgery
- Hand & Upper Extremity
- Physiatry
- Trauma
- Spine

## Areas of Focus

- Deep dive questions
- Weekly Sports Medicine Conferences
- Iowa Sports Medicine Symposium
- Radiology lecture series
- Weekly personal development discussions
- Monthly leadership discussions
- Surgical skills lab
- 6 Video lectures

# Athletic Training Residency Curriculum

## Didactic

Deep dive questions, weekly sports medicine and orthopedic conferences, Iowa Sports Medicine Symposium, radiology lecture series, monthly leadership discussions, weekly personal development articles, surgical skills lab, case presentations, and video lectures.

## Clinical Education

Mentored time in physician's clinics and operating room by preceptors and physicians.

## Scholarship

Dissemination of didactic information through in-person lectures and video lectures, attending and delivering case presentations, and conducting professional development discussions.

## Clinical Rotation Sequence

- Primary Care Sports Medicine – 8 weeks
- Sports Medicine Orthopedic Surgery – 16 weeks
- Hand & Upper Extremity – 6 weeks
- Physiatry – 6 weeks
- Trauma – 4 weeks
- Spine – 4 weeks
- Elective – 8 weeks



# Outcomes

**Develop athletic trainers with advanced clinical skills in the specialty area of orthopedics which optimizes patient outcomes.**

## Objectives

- Demonstrate the ability to implement systematic examinations and assessments to formulate valid clinical diagnoses and determine patients' plan of care
- Demonstrate improved diagnostic accuracy on imaging evaluations.

## Assessment

- AT Milestones Evaluation
- Deep Dive questions
- Preceptor evaluations
- Case log reflection
- Radiology lecture assessments
- Surgical skills lab competency

**Produce athletic trainers who deliver patient centered care as members of an interdisciplinary care team**

## Objective

- Demonstrate the ability to collaborate with orthopedic surgeons, sports medicine primary care physicians, physician assistants, physical therapists, orthopedic and primary care residents, and nursing staff to improve care of patients

## Assessment

- AT Milestones Evaluation
- Preceptor evaluations
- Program director feedback

## **Develop athletic trainers to be lifelong learners, committed to self-reflection, self-assessment, professionalism, and quality improvement allowing them to grow into healthcare leaders**

### **Objectives**

- Demonstrate a high degree of professionalism as a healthcare provider.
- Determine areas of improvement through self-reflection and self-assessment.

### **Assessment**

- Preceptor evaluations
- Case presentation evaluation
- Deep dive presentations
- Self-reflection log
- Case log
- AT Milestones
- Video lecture feedback
- Monthly leadership discussions
- Personal development discussions
- Program director feedback

# Admission Requirements

## Qualifications

- BOC Certification
- Master's degree required
- 2 years' experience as a Certified Athletic Trainer (Preferred)
- CPR/AED Certification
- NPI Number
- Iowa Athletic Trainer License or Athletic Trainer License in state where the applicant currently resides; or, license eligible (will be required to obtain State of Iowa Athletic Training License)
- Ability to work within a medical team model and promote a positive attitude.
- Excellent verbal and written communication skills, including proper use of medical terminology
- Excellent organizational skills
- Knowledge and skills of obtaining, evaluating, and treating orthopedic conditions
- Knowledge of common sports medicine and orthopedic surgical procedures
- Knowledge of common post-operative rehabilitation programs
- Ability to lift 50 lbs.
- Strong computer-related skills and experience using Microsoft Office
- Ability to exercise independent initiative and judgement are required

## Desirable Qualifications

- Experience using EPIC
- 3-5 years of experience as an Athletic Trainer

## Application Requirements

- Resume/Curriculum Vitae
- Cover letter

Applications will be submitted electronically at <https://jobs.uiowa.edu/>  
Incomplete applications will not be considered

## Application Process:

In order to be considered, applicants must submit a resume to [kate-sharp@uiowa.edu](mailto:kate-sharp@uiowa.edu) which clearly addresses how they meet the listed required and desired qualifications of this position. Clearly list your licensure and credentials. Cover letter highly encouraged, but not required.

Applications will be accepted until 11:59 PM on the date the posting closes.

Successful candidates will be subject to a criminal background check and a reference check. This position is not eligible for University sponsorship for employment authorization.

## Interview Process

- Candidates will be contacted for a phone interview
- Selected candidates will be selected for on-site interview
- Candidates are responsible for lodging and travel costs to and from Iowa City, IA.
- Meals will be provided by the University of Iowa Athletic Training Residency Program
- Candidates will be selected by Program Director after discussion with core faculty

## Diversity, Equity & Inclusion

**Non-Discrimination Statement:** The University of Iowa does not discriminate in its educational programs and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The university also affirms its commitment to providing equal opportunities and equal access to university facilities. For additional information on nondiscrimination policies, contact the Coordinator of Title IX and Section 504 and the ADA in the Office of Institutional Equity, 319-335-0705 (voice) or 319-335-0697 (text), 202 Jessup Hall, The University of Iowa, Iowa City, Iowa 52242-1316.

**Statement on Diversity:** The University of Iowa values diversity among students, faculty, and staff, and regards Equal Employment Opportunity and Affirmative Action as tools to achieve diversity. The university believes that a rich diversity of people and the many points of view they bring serve to enhance the quality of the educational experience at the University of Iowa.

# Schedule & Hours

The athletic training residency is 12 months in length beginning on July 1<sup>st</sup> and concluding on June 30<sup>th</sup> the following year.

Monday – Friday

Clinic Hours: 7:30am – 5:00pm

Athletic Training Residency Program Director is available for counseling and discussion during open office hours on Fridays 7:30am-12:00pm, by appointment or dropping in to determine availability.

Athletic Training Resident schedules are individualized and developed by the program director.

## **Residency Days – Includes any of the following components on a weekly basis**

All clinical rotations, didactic sessions, Case Presentation and project days are residency days. Residents are expected to focus on residency-related work during these days.

- Clinical work: Sports medicine, primary care sports medicine, and general orthopedics
- Radiology lecture: Weekly lecture by program faculty; Individualized didactic review
- Surgical observation/Assist: Mentored time with UIHC Orthopedic surgeons
- Weekly sports medicine conference: Attendance at weekly sports medicine conference featuring presentations by MDs, PTs, and ATs
- Surgical skills lab: Didactic and skills lab to be completed prior to mentored time with UIHC Orthopedic surgeons
- Ultrasound scanning skills: Didactic and individualized education with physician preceptor
- Deep dive discussion: Provided bi-weekly medical question or topic and instructed to provide a 1-2-page response with references
- Video lecture/Case presentation: 2 case study presentations required to be performed at weekly sports medicine conference
- Admin/Project day: Considered scheduled residency days. Residents are expected to be working on their projects during this time. If project work is not available or possible, the resident should use this time to do other meaningful residency-related

work. Under no circumstances are these days to be considered days off. Residents should use their project days wisely as they are limited in number. This will require planning and organization.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	<h1>Sample Schedule</h1>			Administrative Time 8:00-12:00	Conference/Didactics 6:30-11:00
PM				Suture Skills Lab 1:00-4:30	Clinic - Dr. Marcussen 1:00-4:30pm
AM	Clinic - Dr. Thomsen 8:00-12:00	Clinic - Dr. Peterson 8:00-12:00	Radiology Lecture 7:15 Clinic - Dr. Marcussen 8:00-12:00	Clinic - Dr. Peterson 8:00-12:00	Conference/Didactics 6:30-11:00
PM	Clinic - Dr. Woodroffe 1:00-4:30	Research Time 1:00-4:30	Clinic - Dr. Peterson 1:00-4:30	Suture Skills Lab 1:00-4:30	Clinic - Dr. Marcussen 1:00-4:30pm
AM	Administrative Time 8:00-12:00	Clinic - Dr. Peterson 8:00-12:00	Radiology Lecture 7:15 Clinic - Dr. Marcussen 8:00-12:00	Clinic - Dr. Peterson 8:00-12:00	Conference/Didactics 6:30-11:00
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PM	Clinic - Dr. Thomsen 1:00-4:30	Clinic - Dr. Peterson 1:00-4:30	Research Time 1:00-4:30	Suture Skills Lab 1:00-4:30	Clinic - Dr. Thomsen 1:00-4:30

# Facilities

University of Iowa Athletic Training Residents are provided dedicated workspace at the University of Iowa Sports Medicine Center.

## **University of Iowa Sports Medicine Center**

2701 Prairie Meadow Drive  
Iowa City, IA 52242

## **University of Iowa Hospitals and Clinics Orthopedics Clinic – Pappajohn Pavilion**

200 Hawkins Drive  
Elevator I, Lower Level  
Iowa City, IA 52242

# Salary & Benefits

## Salary

Athletic training residents will receive a salary of \$35,000 for the residency year paid on a monthly basis.

## Insurance

The Athletic Trainer Resident position is eligible for University House Staff Benefits. An overview of those benefits can be found here: [House Staff Benefits | University Human Resources - The University of Iowa \(uiowa.edu\)](https://hr.uiowa.edu/benefits/benefits-overview/house-staff-benefits) (<https://hr.uiowa.edu/benefits/benefits-overview/house-staff-benefits>).

Payroll issues or questions will be directed to UI Payroll Services (<https://hr.uiowa.edu/pay/payroll-services>)

Benefits questions will be directed to UI Benefits Office (<https://hr.uiowa.edu/benefits>) and Human Resources. (<https://hr.uiowa.edu/benefits>)

## Continuing Education Funding

Residents are provided \$1,000 for continuing education funding. Residents must apply for receive approval from program director.

## Vacation

Athletic Training Residents are granted 10 days of vacation time. Time off must be submitted to the program director for approval. Residents are encouraged to use this vacation time to relax and rejuvenate, travel, or for interviews.

## Requesting Time Off

Athletic Training Residents must submit a written request for time off by the 10<sup>th</sup> of the preceding month to be considered. Requests must be submitted via email to the program director.

## Holiday Pay

Residents receive 9 scheduled paid holidays and 2 personal holidays each year:

- New Year's Day
- Martin Luther King Day



- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday following Thanksgiving Day
- Christmas Day
- One additional day near Christmas as designated by the university
- Two personal holidays are to be taken as vacation days

## **Sick Time**

The AT resident shall notify, as soon as possible and preferably prior to the start of the business day:

- Program Director
- Their preceptor

If the resident requires sick leave of two or more consecutive days, a physician's note certifying the illness is required.

The Program Director will track resident sick days.

Residents are not entitled to any specific number of "sick days". When a resident is sick, the Program Director, in consultation with the preceptor, will determine whether the missed days due to illness need to be made up and how this is to occur. The timing of the absence in the rotation, the duration of the absence and its actual or potential impact on the resident's ability to meet the objectives and requirements of the Program will be considered when making these decisions.

## **Leave of Absence**

A resident shall be eligible for compassionate leave (e.g., death in the family) to a maximum of five days during the Residency Program year. A record of such leave shall be maintained, and all such days shall be considered as residency days for the purpose of granting a certificate of completion of the Program.

## Other Extenuating Circumstances

Contact the Program Director immediately should any of the following arise.

- **Compassionate Leave**

A leave of absence for non-death related purposes may be granted at the discretion of the Residency Program Director. A record of such leave shall be maintained, and all such days shall not be considered as residency days for the purpose of granting a certificate of completion of the Program. The number of remaining vacation or education / conference leave days shall be reduced by the number of deferred residency days to complete the Residency Program as close to the originally scheduled completion date as possible.

- **Maternity, paternity or adoptive leave**

With the approval of the Program Director, the resident may choose to defer rotations for up to 30 residency days for the purpose of parenting or maternity leave. A record of such leave shall be maintained, and all such days shall not be considered as residency days for the purpose of granting a certificate of completion of the Program. The number of remaining vacation or education / conference leave days shall be reduced by the number of deferred residency days to complete the Residency Program as close to the originally scheduled completion date as possible.

- **Court Leave**

In the case that a resident is required to serve as a witness or juror in a court of law occasioned by non-personal affairs, the resident shall be permitted to defer a rotation for a maximum of 30 residency days or until the duty is completed (whichever one is shorter). A record of such leave shall be maintained, and all such days shall not be considered as residency days for the purpose of granting a certificate of completion of the Program

- **Sick Leave**

A resident who is sick shall call the Residency Coordinator and (if applicable) the rotation preceptor no later than 6:30 am that morning. If the Resident requires sick leave of two or more consecutive days, a physician's note certifying the illness shall be required. A record of such leave shall be maintained and applied towards allowed sick days according to each individual institution's policies

# Criteria for Successful Completion of Residency

- Completion of all didactic, clinical and scholarly requirements
- Achieve satisfactory scores on all clinical and didactic education during each rotation.
  - If the athletic training resident earns an unsatisfactory evaluation, the resident and program director will meet weekly to determine appropriate educational remediation to reach satisfactory scores.
- An average score greater than 3.25 on AT Milestones evaluation at final
- Present a minimum of 2 case presentations at weekly sports medicine conference. Program Director will evaluate the resident's performance as pass/fail following the criteria outline in the evaluation form.
  - If resident receives a Fail grade, resident will be provided an additional opportunity to present
- Resident must complete preceptor evaluation and program evaluation at the end of the residency.
- Resident must complete Portfolio, case log, and AT Milestones self-evaluations.

## Retention

Residents are expected to complete the curriculum over a minimum 52-week period from the first day of the residency. If at any point the resident receives an unsatisfactory score from a preceptor, the program director, resident and preceptor who evaluated the resident will meet to determine appropriate remediation/improvements to meet a satisfactory score. Athletic Training residents must adhere to the University of Iowa Hospitals and Clinics' policies and procedures in addition to the University of Iowa Hospitals and Clinics' Code of Ethical Behavior.

## Withdraw

Athletic Training Resident may withdraw from residency program at any time. They must notify the Residency Program Director and Residency Medical Director in writing. Athletic Training Resident employment status is contingent upon status within the residency program.

# Evaluation of Preceptors and Program

Athletic Training residents will complete an AT Milestones assessment during their first week, mid-way point, and finally with one month remaining in the program. These assessments are completed by the AT residents, preceptors and program director.

Each athletic training resident will complete rotation specific and preceptor evaluations at the end of their rotations

Athletic training residents will participate in regular program review with the program director and formal exit interviews for continued program refinement.

## Grievance

The University of Iowa hospitals and Clinics strives to make the AT Residents' and Preceptors' experiences as rewarding as possible. However, questions and concerns can arise during the training period. A mechanism for residents and preceptors to obtain answers to or resolve disputes or disagreements that arise with respect to the work environment, academic performance, issues related to the program or faculty or administrative matters can be initiated by filing a grievance through the process described below.

Athletic Training Residents and Faculty may file a grievance through the process outlined in the University of Iowa Operations Manual

(<https://opsmanual.uiowa.edu/human-resources/conflict-management-resources-university-staff/grievance-procedures-professional-and>)

## Cost

- State of Iowa License \$120
- BOC Maintenance Fees \$55 annually
- OTC Exam Registration \$475 Covered (after passing)
- Housing \$1000 ( $\pm$ 150)
- Parking Sports Medicine - ~\$600/yr; Main Hospital - \$1.20/hour

## Scholarships

The University of Iowa does not offer any type of scholarships to the athletic training residents.