



Sports Medicine Institute

A Division of Spartanburg Regional Healthcare System

Athletic Training Residency Policy and Procedures Manual 2022-2023

June 1, 2022

Spartanburg Regional Healthcare System
Sports Medicine Institute
Athletic Training Residency Program

Athletic Training Residents,

The following policy and procedure manual contains the expectations and requirements of the SMI Athletic Training Residency program with the Spartanburg Regional Healthcare System (SRHS). It is assumed that all persons enrolled in this program have read, understood, and accepted these policies and procedures. These policies are in addition to those established by SRHS and the respective clinical sites for staff and the supervisor of each respective athletic training services venue (Wofford College, Spartanburg Methodist College, or the University of South Carolina – Upstate).

Please review this manual. Updated information or additions will be provided as necessary.

We are excited to have you as a member of our team and look forward to growing with you throughout your time here with Spartanburg Regional Healthcare System.

Sincerely,

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SMI Athletic Training Residency Program Mission and Goals

Mission:

- The mission of the Sports Medicine Institute Athletic Training Residency Program is to enhance the athletic training residents' knowledge to make appropriate clinical decisions within rehabilitation while maximizing the effectiveness of patient care and clinical practice within the domains of athletic training.

Goals

- Advance the residents' knowledge of musculoskeletal evaluation/ diagnosis and rehabilitation of orthopedic injuries/ illnesses.
- Educate residents on evidence-based return to play protocols of surgical and non-surgical musculoskeletal injuries.
- Expose residents to a diverse atmosphere of collegiate, secondary school, and clinical settings to engage in a variety of injury and illness domains.
- To participate as part of a multidisciplinary care team, optimizing the quality of care provided to patients.

Objectives

- Provide residents with a 12-month rehabilitation based educational experience that will improve their athletic training skill set through didactic sessions and clinical exposure.
- Enhance resident's care through a multidisciplinary team approach of athletic trainers, physical therapists, sports performance coaches, and physicians.
- Provide evidence-based training for each topic of rehabilitation within the program curriculum.

Program Outcomes

- Utilize acquired knowledge provided by the residency program to advance the athletic training profession based on the most current evidence-based research.
- Determine and implement appropriate rehabilitation plan of care for individuals with orthopedic related injuries/ illnesses.
- Demonstrate confidence in clinical decision making for each topic of rehabilitation within the program curriculum.

Program Curriculum

Admission Requirements

- Must be BOC certified by 9/3/2022
- Current CPR certification
- Eligible for SC DHEC certification (SCAT)
- Valid Driver's License
- Graduated from a CAATE accredited professional athletic training program.

Program Retention Requirements

- Failure to meet the quarterly benchmarks in each quarterly assessment or failure to meet programmatic benchmarks on various assessment measures may result in termination of

enrollment in the program. There is a formal remediation process for any missed benchmarks or behaviors that hinder necessary progression along the targeted trajectory for development through and “graduation from” the residency program.

- Failure to comply with any SRHS associate policies as well as any respective policies from clinical sites will result in a

Curriculum

- The residency is a 12-month didactic and clinical assignment beginning on June 1, 2022 and ending on May 31, 2023.
- Didactic
 - o Critically appraised topics, journal clubs, didactic lectures by PTs, ATs, and team physicians within SRHS, case reviews, hands-on labs, required reading(s), staff professional development, interprofessional discussion and learning with residents from Physical Therapy residency.
- Clinical Education
 - o Individual team assignment allowing the AT resident to grow as a professional within the athletic setting, mentored time within athletic training, time spent with team physician and PTs to discuss rehabilitation timelines and apply didactic knowledge gained to current practice.

Program Completion Requirements

- Resident must demonstrate:
 - o the ability to provide patient care that is compassionate, appropriate, and effective for the treatment of health problems and the promotion of health.
 - o knowledge of established and evolving biomedical, clinical epidemiological and social-behavioral sciences, as well as the application of this knowledge to patient-centered care.
 - o the ability to investigate and evaluate their care of patients, to appraise and assimilate, scientific evidence, and to continuously improve patient care based on constant self-evaluation and lifelong learning.
 - o Interpersonal and communication skills that result in an effective exchange of information and collaboration with appropriate stakeholders.
 - o Commitment to professionalism and adherence to ethical principles.
 - o Awareness and responsiveness to the larger context and system of healthcare including the social determinants of health as well as the ability to call effectively on other resources to provide optimal healthcare.
 - o An increase in depth and breadth of an individual’s global acquisition of knowledge and abilities in the ACGME Core Competencies.
 - o An increase in depth and breadth of knowledge, skills, behaviors, and abilities across the specialty area.

Program Policies and Procedures

Grievance Policy

- SRHS has an “Open Door Policy” which simply states that all associates have access to all levels of leadership and HR as a means of problem resolution.
- Residents with programmatic grievances should bring them to the attention of the residency director, sports medicine manager, or any member of the residency committee.
- All grievances will be reviewed and a plan for resolving any issues will be handled with the appropriate parties at the discretion of the program director.

Leave of Absence Policy

- The following types of leave will be permitted to residents within the program with adequate notice and program director’s approval:
 - o Family Leave
 - o Military Leave
 - o Jury Duty Leave
 - o Sick/ Illness Leave
- Residents are afforded all rights in this regard as outlined by SRHS policy. However, time in didactic courses and within clinical patient care are vital to the successful completion of this program.
- Appropriate length of absence will be determined based on student performance solely by the Residency Director, Sports Medicine Manager, and supervisor at the resident’s respective clinical site.
- Leave of absence is cumulative and will be documented over the course of the resident’s time in the program. Extensive time lost due to leave can result in removal from the residency program at the discretion of the program director.

Withdrawal Policy

- Residents who wish to withdraw from the program are required to provide their program director with a verbal and written notice of withdrawal from the program and their respective position 30 days prior to their intended date of withdraw to remain in good standing without completion of the program. The manager will note the date received and sign the notice of resignation upon receipt. Resignation means that the resident will no longer work at any location in the Healthcare System. If an associate no longer wishes to work their primary position but still wants to work within the Healthcare System, the associate shall contact Employment and Recruitment to determine any possible changes to the associate’s work status. When an associate voluntarily resigns without notice or is discharged from employment, the associate is terminated from all locations within the Spartanburg Regional Healthcare System and shall not be allowed to continue employment in a secondary position.
- Immediate withdrawal from the program without 30 days’ notice will result a breach of contract with the employer and will result in an incompleteness of the program as determined by the SMI manager and program director.

Employee Retention

- Employee retention is contingent upon the resident's maintenance of didactic coursework and adequate attendance to all required didactic lectures and labs.
- Failure to maintain adequate participation in the didactic course, or withdrawal/termination of the resident from the program will result in termination from SRHS and the respective clinical site.

Academic Dishonesty Policy

- SRHS and the athletic training residency have a zero-tolerance policy for academic dishonesty.
- All reports of academic dishonesty will go through a review process by the residency director, sports medicine manager, and all other relevant parties as deemed by the residency director.
- Academic dishonesty is described as cheating, misrepresentation, or stealing of academic or intellectual work from another with the intention of submitting it as one's own, independent work.

Non-Discrimination Policy

- SRHS and all affiliated clinical sites do not discriminate on the basis of race, color, creed, religion, sex, age, national origin, disability, veteran status, sexual orientation, or any other legally protected status.

Protection of Resident Health & Safety

- Residents must report all threats to personal safety to the residency director and appropriate entities of SRHS.
- Residents should have access to campus security at their respective clinical sites as well as security at the appropriate campus of SRHS where necessary.
- Residents are required to disclose all blood-borne pathogens, infections, and potential exposures to these to SRHS for appropriate handling and infection prevention.
- Residents will undergo corporate health and safety training prior to starting in patient care to ensure proper understanding of blood borne pathogens, ergonomics, and overall health and safety for all potential tasks during the residency.

Program Related Costs

Salary and Compensation

- Wofford and USC-Upstate:
 - o \$20,000 stipend distributed over 12-month contract
 - o Meal plan provided by respective school (valued at \$5,000 annually)
- Spartanburg Methodist
 - o \$15,000 stipend distributed over 12-month contract
 - o Housing provided on-campus (valued at \$5,000 annually)
 - o Meal plan provided by respective school (valued at \$5,000 annually)

Financial Responsibility

- Residents are required to maintain South Carolina DHEC athletic training certification, BOC certification and CPR/AED certification at the professional rescuer/healthcare provider level. Cost associated with these certifications are the responsibility of the resident.

Continuing Education

- SRHS provides monthly opportunities for CEUs in the form of lunch and learn meetings, sports medicine symposiums, and miscellaneous educational opportunities that the residents are welcome to attend at their discretion.
- SRHS will not provide any monetary assistance to residents for continuing education. It is the residents' responsibility to maintain certification and be in good standing with the BOC and DHEC.

Miscellaneous

Aggregate Data (3-year aggregate)

- Retention Rate: 100%
- Placement Rate: 100%
- Completion Rate: 100%
- Pass Rates: 100%