

# **Northwestern Medicine/Northwestern University Athletic Training Residency Policies & Procedures**

## *Northwestern Athletic Training Residency*

### **Mission**

Improve the healthcare experience through the development of specialists in rehabilitation that advance clinical practice.

### **Goals**

- Develop a specialist in rehabilitation who demonstrates advanced clinical practice with particular focus in areas of clinical reasoning, sports science, leadership, and professionalism.
- Meet and exceed residency program expectations while the resident is consistently fulfilled by the work they do.
- Demonstrate excellence by delivering patient-centered, quality health care in service to patients and our department.

### **Outcomes**

1. Identify, select, and implement a variety of tools to demonstrate outcome measured practice
2. Demonstrate advanced practice leadership consistent with the values of the department and organization
3. Demonstrate a continuous process of self-reflection, assimilation of evidence, and critical thinking to enhance clinical reasoning abilities and delivery of patient care
4. Improve clinical practice and health care through scholarship
5. Contribute to the residency program by fostering an educational, collaborative, and challenging environment
6. Meet stated program resident achievement measures and obtain employment providing advanced practice in rehabilitation
7. Demonstrate equity and inclusivity in clinical care with a focus on population health

## *Northwestern University Sports Medicine*

### **Our Why**

Improve the experiences of health care and collegiate athletics by putting people first in everything we do.

### **Our Just Cause**

To create an environment of excellence within collegiate athletics healthcare, focused on quality service and staff fulfillment, where those we serve thrive.

### **Our Core Values**

- Lead with empathy – seek first to understand, not to be understood
- Be curious – pursue excellence through evidence
- Serve yourself by serving others
- Solve problems, not symptoms
- Measure your progress, show your work

## *Northwestern Medicine*

### **Mission**

Our mission is to put Patients First. We exist to **make people better** by **making medicine better**.

- We are all caregivers or someone who supports a caregiver.
- We are here to improve the health of our community.
- We have an essential relationship with Northwestern University Feinberg School of Medicine.
- We integrate education and research to continually improve excellence in clinical practice.
- We serve a broad community and strive to bring the best in medicine closer to where patients live and work.

### **Vision**

We aspire to be a destination **for world-class care** and talent, globally recognized for the advancement of health care from **discovery to delivery**.

### **Values**

- Patients first: Putting our patients first in all that we do
- Integrity: Adhering to an uncompromising code of ethics that emphasizes complete honesty and sincerity
- Teamwork: Team success over personal success
- Excellence: Continuously striving to be better

### Admission Requirements

- **Required:**
  - Current Board of Certification (BOC) Inc. certification as an Athletic Trainer, or successful completion of the BOC examination and able to show proof of BOC Inc. certification within three month of start date.
  - Illinois Department of Financial and Professional Regulation (IDFPR) Athletic Training License, or IDFPR license eligible and able to show proof of license within six months of start date.
  - Master's degree, or Bachelor's degree from a Commission on Accreditation of Athletic Training Education (CAATE) accredited program.
- **Preferred:**
  - 1-2 years of previous job-related experience

### Policies & Procedures

- Termination of employment is a personnel action that can be initiated by Northwestern Memorial HealthCare or by the employee, as outlined in the [termination policy](#).
- The resident will follow the Northwestern Medicine policy for [family and medical leave](#).
- Grievance policies can be found within the [NMH fair treatment policy](#).
  - [Fair Treatment Process Overview](#)
- The resident will follow the Feinberg Medical student policy for [academic honesty](#) which aligns with the Northwestern University guidelines.

### Employee Retention Requirements

Northwestern Medicine employees remain in an orientation period for the first 180 consecutive days of employment or new role. The resident is expected to meet employee minimum requirements and standards.

### Program Completion Requirements

Completion of the residency program is contingent on fulfilling the following requirements: minimum program sequencing hours, didactic assignments and evaluations, scholarship project, and meeting comprehensive assessment plan standards.

### Organizational Fair Practice Policies

The resident is subject to and protected by the University [non-discrimination policies](#) and health system's health and safety resources that can be found on the [employee resource center](#). The complete policies and forms related to protection of health and safety of the resident can be found on Northwestern Medicine Interactive in the [Policy Manager](#) under [NMHC - Health and Safety \(HS\)](#).

### Salary and Financial Responsibility

There are no program related costs to the resident.

### ACGME Duty Hours

The Northwestern Medicine/Northwestern University Athletic Training Residency follows AGCME standards of duty hours. [Duty hours](#) are limited to 80 hours per week, averaged over a 4-week period, inclusive of all in-house and remote activities and all moonlighting.

### Scholarship Requirement

Residents will complete a scholarship experience before the conclusion of the program. The project will be selected by the resident and must meet a category within Boyer's model of scholarship. The resident will submit a proposal to residency faculty for approval before executing the project. The project proposal outlines key components including the project's purpose, timeline, ACGME core competencies, and relevance to rehabilitation. The proposal must be submitted by August of the second year (Month 15) for approval by September (Month 16). The project is expected to be completed by the end of February (Month 21), which is the final month of the program.

### Resident Achievement Measures

Aggregate data for the following resident achievement measures will be gathered upon completion of the first cohort in Spring 2025.

- Program completion rate
- Resident placement rate