



Athletic Training Residency Program  
Policy & Procedures

## Welcome

The St. Luke's Athletic Training Residency Program would like to welcome you to the St. Luke's Health System (St. Luke's).

The following document contains the policies and procedures of the Athletic Training Residency Program at St. Luke's. It is the goal of this document to clearly outline the policies and procedures of the residency program. The St. Luke's Athletic Training Residency Program assures equal opportunity for didactic instruction, clinical experience, and other educational activities for all residents in the program.

In addition to the policies set forth in this document residents are also required to review and follow policies established by St. Luke's outlined in the St. Luke's Employee Handbook, the Standards of Business Conduct and other applicable employment policies.

## Scope of Athletic Training Residency Policy & Procedure Manual

The information in this manual is not intended to be fully comprehensive. Additional policies for St Luke's can be found in the Source under St Luke's Human Resources.

## St. Luke's Health System:

### Mission

To improve the health of people in the communities we serve.

### Vision

To be the community's trusted partner in providing exceptional, patient-centered care.

### ICARE Values

Provide the guidelines and expectations for our daily efforts. As a member of this outstanding team, you will be called upon to practice these values every day. This consistency of each of us living our values is the bedrock upon which St. Luke's operates.

- Integrity
- Compassion
- Accountability
- Respect
- Excellence

### Operational Philosophy: Improving Health and Lives

Caring people are the heart of St. Luke's. They're the reason the organization exists. Each member of the St. Luke's team has a part to play in our strategy and is key to our success.

St. Luke's is driven by our mission to improve the health of people in the communities we serve, which is grounded in our focus on population and community health. Our strategy leads us to achieving our vision as we build upon and enhance our reputation as the community's trusted partner in providing exceptional, patient-centered care.

St. Luke's strategy follows a clearly defined path: We're meeting people where they are on their health journey—improving health and lives by delivering exceptional performance and outcomes in quality, access, and affordability.

## Athletic Training Residency Program:

### Program Background

St Luke's Athletic Training Residency (SLATR) Program was founded in the fall of 2011. The twelve (12) month post professional educational program for certified athletic trainers (AT) within St. Luke's was created to provide advanced preparation of athletic training practitioners through a planned program of clinical and didactic education in specialized content area of orthopedics. St. Luke's Post-Professional Athletic Training Residency was the third athletic training residency program accredited by the Commission on Accreditation of Athletic Training Education (CAATE). The residency is housed with the physician practice setting at St Luke's Orthopedics using an evidence-based approach to enhance the quality of patient care, optimize patient outcomes, and improve patients' health-related quality of life.

As part of this program, you will practice advanced clinical decision-making skills as part of a multidisciplinary team working to optimize patient outcomes. Additionally, you'll learn how to contribute to the athletic training profession and your orthopedic/sports medicine team through team building, research, and leadership skills.

### Residency Program Mission Statement

To advance the athletic trainer resident's preparation as a provider of patient care in the specialty area of orthopedics and create the groundwork for athletic trainers to become a multifaceted and intricate member of the interdisciplinary healthcare team.

### Residency Program Vision

This program emphasizes a proactive approach to efficient and effective clinical management of injuries and medical conditions within a sports medicine and orthopedic clinic environment. We seek to establish a foundation of excellence for certified athletic trainers who seek to be employed within the physician practice setting.

### Residency Program Goals

- Advance the athletic trainer's knowledge within the specialty area of orthopedics
- Advance the athletic trainer's clinical decision-making skills and practice within orthopedics
- To participate as part of the intradisciplinary care team, optimizing the quality of care provided to patients.
- Contribute to the athletic training profession through research, teaching, and/or leadership skills

### Learning Objectives

- Provide an advanced plan of study in orthopedics through a detailed and structured curriculum
- Provide clinical rotations to allow the athletic training resident the opportunity to progress clinical decision-making skills and practice
- Provide opportunities for athletic training residents to participate in interdisciplinary collaboration
- Provide opportunities for the athletic training resident to participate in research, teaching, and/or leadership skills.

## Outcome Measures

### **Advance the AT depth of knowledge within the specialty area of orthopedics**

- Diagnostic Accuracy Log
- Pre- and post-test orthopedic knowledge accumulative scores
- Residency Milestones Evaluation
- Clinical Competency Evaluations
- Case Study and Question-of-the-Week (QOW) Presentations

### **Advance athletic trainer's clinical decision-making skills and practice within orthopedics**

- Diagnostic Accuracy Log
- Residency Milestones Evaluations
- Clinical Competency Evaluations
- Clinical Patient Care Evaluations

### **To participate as part of the interdisciplinary care team, optimizing that quality of care provided to individual patients.**

- Residency Milestone Evaluations
- Clinical Competency Evaluations

### **Contribute to Athletic Training profession through research, teaching, and/or leadership skills.**

- Question-Of-the-Week (QOW) presentations: assigned by residency Program Director
- Case study presentation assessments
- Submission for presentations at local, regional, and/or national conferences; and/or submission of manuscript of research project or case study into a professional journal.

## CAATE Accreditation

St. Luke's Athletic Training Residency Program is in good standing with the Commission of Accreditation on Athletic Training Education.



## Admission Requirements:

### Qualifications

- NPI Number
- Athletic Training Licensure (or eligibility) in the State of Idaho
- BOC Certification
- Bachelor's degree required
- Master's degree preferred
- 2 years' experience as a Certified Athletic Trainer (preferred)
- CPR/AED Certification (must be completed through the American Heart Association)

### Application

- NPI Number
- 2 years' experience as a Certified Athletic Trainer (preferred)
- Proof of CPR/AED Certification (must be completed through the American Heart Association, and be current)
- Cover letter
- Resume/Curricula Vita
- 3 letters of recommendation
- \$25 application fee made out to St. Luke's Health System Sports Medicine - AT Residency, to be included with application materials.

All application materials need to be mailed to:

**St Luke's Orthopedics**  
**Attn: St. Luke's Athletic Training Residency Program**  
**190 E. Bannock St.**  
**Boise, ID 83712**

## Residency Program Curriculum:

### Program Educational Components

Below is a sample of the educational components for the Athletic Training Residency, additional information regarding program curriculum can be found under the program documents section of the policy and procedures manual.

#### **Clinical and administrative responsibilities related to patient centered care**

- Orthopedics, sports medicine, primary care sports medicine, extremities, family practice and primary care settings
- Evaluations completed after each clinical rotation

#### **Radiology education: radiographs and advanced imaging (8 wks.)**

- Didactic and one-on-one with St Luke's MSK Radiologists

#### **Participation in Monthly Radiology MSK Grand Rounds**

- Assist with organization of grand rounds
- Discuss interesting or complicated cases with MSK radiologists, physicians, and athletic trainers
- Discuss radiology interventions and findings

#### **Operating Room Assisting: Didactic and Application**

- Complete OR curriculum designed by the St Luke's OR Educator including skills labs and performance assessments
- Training with St. Luke's OR Educator, SLSM orthopedic providers and PA-Cs

#### **Diagnostic Ultrasound training:**

- Didactic and one-on-one training with SLSM physician preceptor (6wks.)

#### **Casting application and techniques**

- Didactic and one-on-one with clinical casting specialists

#### **DME application and techniques**

- Didactic and one-on-one training with CME clinical specialist
- Residency Rotation in DME: business of DME, CMS compliance (2 wks. immersive)

#### **Question of the week (QOW) presentations**

- Residents will be given a medical question/pathology and will be required to write a short, one-page answer to the question, including references.
- Evidence based, epidemiologic presentation of common and complex orthopedic pathologies
- Present information to St Luke's AT and PT residency faculty and staff

#### **Case Study Presentations**

- Quarterly presentations in collaboration with St Luke's PT SCS Residency
- Presentations to St Luke's orthopedic faculty and staff
- Third case study is presented at St. Luke's Monthly Sports Medicine Conference Series

#### **Participation and/or attendance at conferences sponsored by St. Luke's Sports Medicine**

- Attendance at monthly sports medicine meetings which discuss various topic presents by MD, PTs, PA-Cs, and Athletic Trainers in the community

### Representation of St. Luke's Sports Medicine at designated athletic venues by providing medical coverage

- Collaborate with St. Luke's Sports Medicine Outreach program to assist with providing medical coverage for various events

### Exposure to rehabilitation concepts throughout the treatment process

## Instructional Resources

St Luke's athletic training residents will have unlimited access to Journals, eBooks, Databases, and Print Books via the St. Luke's website. Library resources can be found via:

<https://www.stlukesonline.org/health-services/health-information/health-library>

Additional instructional resources are provided to residents during the residency year are listed in the curriculum guide.

## Example Schedule

	Monday	Tuesday	Wednesday	Thursday	Friday
August 6 - 10	<b>8:00 - 12:30</b> ATR shadow Dr Homaechevarria <b>1:00 - 4:00</b> Meet to discuss Hx & presentation	<b>8:00 - 12:30</b> ATR Shadow Dr Curtin <b>1:00-2:00</b> Meet with Leilani <b>2:30 - 5:00</b> ATR - shadow Katrina Johnson PA	<b>8:30</b> meet at Myrtle <b>9:30 - 11:00</b> Concussion Orientation Ortho-Neuro Conference Room <b>12:30 2:00</b> Injection prep & Post procedural protocol	<b>7:00 - 8:00</b> Clinical Eval Shoulder Dr Curtin <b>9:00 - 11:00</b> OR Orientation St Luke's Main Hospital basement <b>1:00 - 5:00</b> Dr Curtin Clinic	<b>6:45-7:30</b> Ortho Radiology <b>8:00</b> QOW Myrtle <b>2:00 - CITI</b> Training
August 13 - 17	<b>7:20 - 8:00</b> Clinical Eval Hip - Dr Beckmann <b>8:00 - 12:30</b> ATR - Shadow Dr Beckmann <b>1:00 - 3:00</b> meet with Clinical Applications Specialist	<b>7:20 - 8:00</b> Clinical Low back Eval Dr Homaechevarria <b>8:00 - 12:00</b> ATR with Dr Beckmann <b>1:00 - 5:00</b> OUC	<b>2:00 - 5:00</b> OUC Shadowing	<b>7:00 - 8:00</b> QOW <b>8:00 - 10:30</b> Intro Radiology Training Boise SLHS -MI dept <b>12:00 - 5:00</b> OUC	<b>7:00 - 8:00</b> Clinical Eval Knee & Ankle Dr Nilsson
August 20 - 24	<b>8:00 - 5:00</b> ATR: OUC Clinic	<b>8:00</b> Dr Nilsson clinic <b>1:00 - 2:30</b> Navigate Epic with Leilani <b>2:30 - 5:00</b> see patients at OUC	<b>8:00 - 11:00</b> review Clinic responsibilities <b>12:00 - 5:00</b> Dr. Gopon Clinic	<b>7:00 - 8:00</b> QOW <b>8:00 - 12:00</b> DME In-Service <b>1:00 - 5:00</b> OUC Clinic	<b>8:00 - 12:00</b> Cast In-service <b>1:00 - 5:00</b> OUC seeing patients
Aug. 27 - 31	AM: ATR with Dr Nilsson PM: OUC seeing patients	* <b>6:30 - 8:00</b> St Luke's Sports Medicine Quarterly Meeting	<b>7:00 - 8:00</b> Ultrasound Training Dr Nilsson	<b>7:00 - 8:00</b> QOW <b>8:00 - 10:00</b> Radiology Training	AM: Dr Beckmann PM: OUC
<b>Rotation 1 PCSM1</b>					
Sept 3 - 7	<b>8:00 - 5:00</b> Dr Nilsson Clinic	<b>8:00 - 5:00</b> Dr Nilsson Clinic	<b>7:00 - 8:00</b> Ultrasound Training Dr Nilsson <b>8:00 - 5:00</b> Dr Nilsson Clinic	<b>7:00 - 8:00</b> QOW <b>8:00 - 10:00</b> Radiology Training <b>10:00 - 5:00</b> Dr. Nilsson Clinic	<b>8:00 - 5:00</b> Dr Nilsson Clinic

## Facilities

St Luke's Athletic Training Residents have a dedicated desk and workspace available to them at the Myrtle Street office. They also have access to a meeting space at the Myrtle Street office and can reserve meeting rooms at other St Luke's facilities via St. Luke's Intranet. In addition, residents may travel to the following locations depending on provider schedules:

### **Myrtle Street Sports Medicine Office**

1109 W Myrtle Street #200  
Boise ID 83702

### **Meridian Medical Center- Orthopedic Office #3213**

520 S Eagle Rd  
Suite 3213  
Meridian, ID 83642

### **Portico East- Orthopedics Office**

3399 E. Louise Dr., 2<sup>nd</sup> Floor  
Meridian, ID 83642

### **Americana Orthopedics Clinic and Orthopedic Urgent Care**

703 S. Americana Blvd., Suite 120  
Boise, ID 83702

### **Nampa Medical Center**

9850 W St. Luke's DR  
Suite 215  
Nampa, ID 83687

### **River Street Orthopedic Surgery Center**

1425 W River Street  
Boise, ID 83702

### **Elks Rehabilitation Clinic**

600 N Robbins Rd #100  
Boise, ID 83702

### **Meridian Medical Center**

520 S Eagle Rd  
Meridian, ID 83642

### **Boise Medical Center**

190 E Bannock St  
Boise, ID 83712

## Athletic Training Residency Policies:

### Retention Policy

#### **ATRs must fully participate in all required didactic and clinical experiences.**

- If an ATR is unable to attend any didactic or clinical experiences, due to illness, travel, etc., a written request must be submitted to the Residency Program Director (PRD) and Residency Medical Director (RMD) for approval. As required by law, St. Luke's will make reasonable accommodations to qualified individuals with disabilities, so they are able to have equal access to the Program.

#### **ATRs must maintain minimum satisfactory scores on all clinical evaluations pertaining to each rotation within the SLATR.**

- If at any time an ATR is evaluated as "unsatisfactory" within any rotation, the ATR and RPD will meet weekly to determine and implement educational steps and actions required to obtain satisfactory scores.

#### **ATRs must adhere to St. Luke's Health System mission and ICARE values.**

- ATRs are introduced to St. Luke's mission and values through new employee orientation and evaluated by the RPD after 90 days of employment.

**ATRs must adhere to policy and procedures set forth in St. Luke's Employee handbook**, the Standards of Business Conduct and other applicable employment policies.

### Resident Hours Policy

The daily demands of the residency will vary according to specific schedule of the physician clinic who they will be supporting each day. It is critical that the ATR is aware of the specific demands of each clinic in accordance with the specific requirements of each physician practice. The schedule of daily activities and expectations of the ATR will come directly from the program preceptor, physician supervisor, clinical athletic training staff, or the Residency Program Director. Residents will be allotted one half day (4 hours) period per week dedicated to research and scholarly activities. St. Luke's Athletic Training Residency falls under the duty standards from the ACGME.

### Leave of Absence

A resident may apply for a leave of absence from St. Luke's following the proper procedures applicable to all St. Luke's employees. A resident may not apply for a leave of absence to avoid dismissal for from the residency.

Residents are afforded all rights in this regard as outlined in St. Luke's policies. However, to successfully complete the residency, the resident may miss no more than six weeks of time engaged in the residency, consistent with CAATE standards. Extension or exception to this policy will be determined based on student performance solely by the Residency Program Director in consultation with the Residency Medical Director.

### Corrective Action, Suspension or Dismissal from Residency Program

St. Luke's Athletic Training Residency Program reserves the right to discipline, suspend or dismiss any resident from the program for failure to maintain a satisfactory academic record, acceptable personal behavior, or for other reasons of health, safety, or welfare of our patients and as described in St. Luke's policies. It is our policy that no progress can be made toward completion of the residency during a period in which the resident is suspended from the program for disciplinary reasons.

## Grievances

The St. Luke's Athletic Training Residency program follows the St. Luke's Fair Treatment Appeal Process specified in Policy HR088 SLHS which can be found on the SOURCE where other applicable policies can also be located.

## Withdrawal

If the resident wishes to withdraw from the residency program, they must notify the Residency Program Director and the Residency Medical Director in writing.

Due to the resident's employment status with St. Luke's a resident's continued employment is contingent upon good status within the residency program.

## Compensation and Benefits Information:

St. Luke's Athletic Training Residents are full time exempt employees of St. Luke's. As full-time employees, their compensation, eligibility for health and welfare programs and other benefits (i.e. paid time off accrual, extended sick leave accrual, long term disability, group and supplemental term life insurance, leaves of absence, tuition/certification reimbursement, etc.) can be found on the St. Luke's Employee Handbook, by contacting St. Luke's Human Resources or HR Service Center at [HR@slhs.org](mailto:HR@slhs.org).

## Continuing Education Funding

Residents may have the opportunity to attend multiple athletic training events and educational conferences throughout the year. Funding for continuing education opportunities is at the discretion of the Residency Program Director (RPD) and Orthopedic Service Line Leadership.

## Program Costs

There are no associated program costs outside of living expenses. Residents must submit expenses related to the program via St. Luke's ERM for reimbursement with approval from RPD and consistent with St. Luke's expense reimbursement policies.

## Equal Opportunity Employer

St. Luke's is an equal opportunity employer and does not discriminate against any person on the basis of race, religion, color, gender, gender identity, sexual orientation, age, national origin, disability, veteran status, or any other status or condition protected by law.

## Confidentiality

St. Luke's requires all employees to protect and maintain the confidentiality of all information regarding patients, customers, physician credentialing, peer review, quality review, committee records, personnel records (including employee health-related information), electronic communications (including hardware, software, voice and electronic mail, and Internet communications), and business affairs and operations information. In accordance with HIPAA regulations, and St. Luke's Policies, residents should access confidential patient and/or employee information only in accordance with their job responsibilities and according to St. Luke's policies. All employees must review and abide by St. Luke's HIPAA policies.

Nothing in this Confidentiality section or in St. Luke's policies is intended to or will be interpreted to prohibit the discussion of wages or other terms and conditions of employment with other employees or individuals.

## Residency Program Directory:

### Medical Director:

**James T Beckmann, MD, MS:**

James Beckmann is fellowship trained in sports medicine and a board-certified orthopedic surgeon specializing in arthroscopy of the hip, knee, and shoulder. Dr. Beckmann completed medical school at Case Western Reserve University as a part of the Cleveland Clinic followed by his orthopedic residency at the University of Utah and then a fellowship at Stanford University. He serves as an orthopedic team physician for US national soccer teams, local

professional teams and many high school and local community events. His research interests include measuring patient outcomes in non-arthritic hip surgery. In 2017, he was selected as 1 of 2 individuals by the International Society of Hip Arthroscopy for a traveling fellowship which included 6 individual opportunities to work with and learn from international leaders in hip arthroscopy.

## Residency Program Director

- JJ Wetherington, MS, ATC, LAT

## Associate Residency Program Faculty

- JJ Wetherington, MS, ATC, LAT – Preceptor
- Lora Atchison, LAT, ATC – Preceptor
- Tim Nicoletto, MS, ATC, LAT – Preceptor

## Associated Residency Physician Faculty

- James Beckmann, MD, MS – Medical Director
- Michael Curtin, MD, AAPS, ABOS
- Alex Homaechvarria, MD, ABFP, CAQSM
- Kurt Nilsson, MD, ABFP
- Tobias Gopon, MD
- Dustin Judd, MD
- Trek Lyons, MD
- Kaleb Redden, DO
- Buzz Showalter, MD, AAOS, ABOS
- Krysten Bell, MD
- Tracye Lawyer, MD, PhD
- Chris Lawler, MD

## Athletic Training Residency Faculty

- Lauren Smith, MSN, RN – Orthopedic Service Line Director
- Leilani Treasure – Orthopedic Service Line Director
- Kathleen Rohn, LAT, ATC– Durable Medical Equipment Coordinator
- Kip Dribnak, LAT, ATC – Manager of Outreach and Athletic Training Services
- Malcom Brown, MS, LAT, ATC– AT for Alejandro Homaechvarria MD
- Cali Van Valkenburg, MS, LAT, ATC- AT for Alejandro Homaechvarria MD
- Lora Atchison, LAT, ATC – AT for Kurt Nilsson, MD
- Ashley Hudson, MS, LAT, ATC - AT for Kurt Nilsson, MD
- Dalton Harmon, LAT, ATC – AT for Tobias Gopon, MD
- Mariah Nunes, LAT, ATC – AT for Tobias Gopon, MD
- Austin Strabala, MS, LAT, ATC – AT for James Beckmann, MD
- Laurel Evans, MS, LAT, ATC - AT for Michael Curtin, MD
- Logan Ellis, MAT, LAT, ATC – AT for James Beckmann, MD
- Emily Flannery MAL, LAT, ATC – AT for Chris Lawler, MD
- Jessa Cook LAT, ATC – AT for Krysten Bell, MD
- Jessica Regnier, LAT, ATC – AT for Pediatric Orthopedics
- Ethan Roberts, DAT, LAT, ATC – AT for Orthopedic Urgent Care
- Gina Cordero, LAT, ATC – AT for Orthopedic Urgent Care