Under the direction of the University of Michigan-MedSport Residency Program Coordinator, this is a post-graduate athletic training position participating in a clinical residency that provides athletic training services under the supervision of the Medical Director. Patients cared for include an age scope of pediatric, adolescent, adult and geriatric populations referred from within the hospital as well as from external sources. The impact of these services is widespread. The incumbent will participate in the department’s education, program development, and community service activities. The incumbent will also be responsible for meeting all the curriculum requirements of the MedSport Athletic Training Residency Program.

General supervision and direction will be provided in patient care responsibilities. Didactic instruction, clinical instruction and 1:1 mentoring during provision of patient care will also be provided per the curriculum requirements of the residency program.

Problems encountered are of a moderate level of difficulty and can usually be solved by referring to program resources, subject matter experts, and/or supervisors. A considerable amount of innovation is utilized in problem-solving.

Effective verbal and written communication skills, including the proper use of relevant medical terminology are essential.

A wide variety of internal and external contact relationships are involved in performance of the duties of this position. Internal contacts include, but are not limited to staff members of the department of Orthopaedics and Rehabilitation and include physicians, nursing personnel, medical assistants, physical therapists, physician assistants, nurse practitioners, musculoskeletal radiologists, radiology technicians, cast technicians, orthotic technicians, clerical staff and patient escort staff. External contacts include, but are not limited to physicians and providers from other institutions, equipment vendors, Insurance representatives and case workers, patients and patients’ family members.

Organizational skill, resourcefulness, and self-discipline are crucial to successful completion of patient care responsibilities and clinical training requirements.

The incumbent has access to and knowledge of the confidential medical history of patients treated. Access to this information is crucial in the evaluation and treatment of patients. Access to this information is on a regular basis.
CORE ORGANIZATIONAL COMPETENCIES

Technical Skill: Incumbent performs his/her job demonstrating technical ability, understanding of job expectations and compliance with organizational policies and procedures. The incumbent performs the following job responsibilities:

60% MedSport Sports Medicine Clinic and Orthopedic Clinic Physician Extender

1. The performance of an appropriate medical history on each patient seen that must include, but is not limited to:
   - A thorough history of injury or condition
   - A primary complaint
   - A pain level assessment
   - Past medical history
   - Review of medications
   - Review of allergies
   - Quality of life and how it is affected

2. The performance of an appropriate physical examination on each patient seen. This includes, but is not limited to:
   - Range of motion testing
   - Strength and/or manual muscle testing
   - Sensation testing
   - Palpation
   - Functional testing
   - Ligamentous testing
   - Special tests as needed

3. The ordering of diagnostic studies or other referrals under the direction of the attending physician to include, but is not limited to:
   - Radiographs
   - MRIs
   - EMG Studies
   - CT Scans
   - Ultrasounds
   - Rehabilitation referrals
   - Physician referrals

4. The performance of educational responsibilities is specific to the needs of each individual patient. This includes, but is not limited to:
   - Exercise instruction
   - Answering patient questions in regards to the treatment plan, surgery, rehabilitation and future care
5. Providing initial rehabilitation exercises and the instruction, demonstration, and feedback on patient performance of the exercises as directed by the attending physician.

6. Fitting the patient with splints, crutches, braces, wraps, and other various equipment as directed by the attending physician. The incumbent will also educate the patient on the appropriate use of equipment provided to the patient.

7. Removal of sutures and providing dressing changes to post-surgical patients as directed by the attending physician.

8. Aiding the physician in preparing patients for injections that will be performed by the attending physician. Preparations include cleaning and disinfecting the area to be injected and preparing materials to be utilized both prior to and after injection.

9. Dictation and documentation of each patient visit following guidelines outlined in the dictation template. To include:
   - History (including pain rating and problem list updates)
   - Physical examination
   - Diagnostic test results
   - Impression
   - Plan
   - Patient Learning
   - Copy of dictated note to appropriate healthcare providers

**Casting and Splinting**

1. Casts: Collaborates with all medical staff to determine the most appropriate cast or brace for a patient with particular diagnosis and treatment(s).
2. Application of casts and splints. She/he possesses knowledge of types of casts and splints and demonstrates the proper procedure in applying them.
3. Individualizes splints/casts to reflect the entire range of physician orders and patient needs.
4. Utilizes the appropriate padding, wrapping and molding techniques to ensure proper fit and placement of a cast or splint.
5. Possesses advanced skill and knowledge for selecting the proper procedure for the removal of a cast or splint. When using a cast saw, scissor, or other device, she/he must maintain proper alignment of the fracture in each and every phase of treatment: application, adjustment, and removal.
6. It is essential for athletic trainer to document patient care according to MedSport policies and procedures both inpatient and outpatient. The athletic trainer must be fluent in documentation standards and understands the following policies.

**Fitting of Orthopedic Devices and Bracing**

1. Fits orthopedic device/brace per physician orders. These devices/braces may include, but are not limited to:
   - Boots
   - Humerus braces
Cervical collars  Knee braces  
Darco shoes  Lumbar braces  
Diabetic shoes/boots  Night splints  
Hand splints  Post-op shoes  
Hip braces

2. Possesses superior knowledge regarding custom braces. This knowledge includes proper fitting and measuring techniques to ensure optimal patient comfort and care.
3. Must comply with the documentation guidelines set forth by MedSport and be able to teach other technicians on the appropriate information to document.

Miscellaneous Cast Room Responsibilities
1. Maintains proper equipment, tools, and supplies for the cast room.
2. Identifies cast room problems and inefficiencies and brings these to the attention of the clinic manager.
3. Ability to assist with development and follow policies and procedures relating to cast room staff duties.
4. Assist in the development of cast room related competencies and training programs for staff.
5. Provides and assists with compliance to standards and regulations such as Joint Committee on Hospital Accreditation, Health Information Privacy and Portability Act and other hospital or governmental regulations as they become known to the staff.
6. Receives training and competency in obtaining vital signs on all patient populations as deemed appropriate.

Triage and Urgent Care
1. Assists with incoming patient problem calls and outside physician or health care staff question.
2. Consults with the triage personnel in determining the appropriate level of care for cast related questions and scheduling appointments.
3. Responsible for ensuring adequate coverage in the event of unexpected absences.

Performance Measures
- Demonstrates ability to assess data reflective of the patient’s status.
- Demonstrates the ability to interpret relevant information needed to identify each patient’s care requirements.
- Demonstrates the ability to record accurate patient dictation notes as evidenced by annual chart review for each specific age group identified.
- Accurately documents the results of evaluation completed by attending staff physicians.
- Demonstrates willingness, flexibility, and positive attitude toward performing substitute clinic coverage.
- Delivers patient care in a positive, caring, and empathetic manner while working to assure all patient questions are answered in a helpful manner.

35% Actively participates in the department’s research, outcomes, educational programs and activities
1. Attends in-service programs, and participates in intra-departmental educational programs
2. Participates in departmental community outreach programs
3. Participates in athletic training residency program review and development
4. Continually attempts to broaden own scope of knowledge in the field of athletic training
5. Independently reviews scientific journals and literature
6. Actively learns in all areas of experience
7. Assists the Coordinator of Research in the collection and interpretation of outcomes data
8. Participates in a focused and well defined research project at the discretion of the Coordinator of Research

Performance Measures
- Incumbent is an active, contributing member of the department’s educational and research programs
- Incumbent in an active participant in program development

5% Miscellaneous
1. Assists in triage and communication between the MedSport Orthopedic Clinic and the MedSport Sports Medicine Clinic
2. Provides the athletic training coverage for events supported by MedSport
3. Organizes and/or participates in group or individual community outreach programs
4. Participates in MedSport committee activities, especially those related to area of clinical expertise
5. Assists in maintaining orderly and professional appearance of clinical treatment and education areas
6. Writes articles and presents professional presentations
7. Assists in maintaining a neat, orderly, safe, and organized clinic area
8. Regularly attends department and unit meetings, as well as multidisciplinary meetings as appropriate
9. Follows all hospital and departmental policies and procedures

Performance Measures
- Incumbent is an active participant in a variety of activities related to sports medicine

QUALIFICATIONS
Education
- Minimum
  - An undergraduate degree is required from an accredited Athletic Training Education Program
- Preferred
  - Masters Degree in a healthcare related field

Required Licenses/Certifications
- Minimum
  - Athletic Training Licensure or eligibility for Athletic Training Licensure in the State of Michigan

Required Skills, Knowledge, and Abilities
- Ability to work in a team environment with a variety of health care professionals and promote a positive working environment
- Excellent verbal and written communication skills
- Excellent organizational skills
- Must demonstrate knowledge and skills in the mechanism, evaluation and treatment of medical and orthopedic conditions
- Common sports medicine and orthopedic surgical procedures and post-operative rehabilitation programs
- Strong computer-related skills and experience with Microsoft Office Suite of applications
- Excellent verbal and written communication skills
- Prefer excellent working knowledge of current technological and audiovisual interactions as well as the ability to maintain portions of an internet and intranet site
- Ability to lift 50lbs
- Ability to exercise independent judgment and individual initiative