

Carolinas Rehabilitation

Orthopaedic Physical Therapy Residency Program

Frequently Asked Questions

1.) What is Carolinas Rehabilitation (CR) versus Atrium Health (AH)?

Carolinas Rehabilitation (CR) is a part of the greater healthcare organization known as Atrium Health (AH). CR includes multiple inpatient rehabilitation hospitals and outpatient therapy clinics.

2.) When does the program begin?

Our year-long program begins on the first workday of the calendar year and continues through mid-December. Lecture/lab classes will typically begin on the first Tuesday of January. The mentoring sessions will usually begin in February. The unofficial end date for the program is when you make your final case study presentation which is typically the second or third Friday of December.

3.) What is the tuition for the program?

Residents are paid 90% of their normal starting salary as calculated by HR based on years of experience and other factors. This represents your schedule at 90% patient care (36 hours patient care/week). For your convenience, payment will be done through an adjustment in your annual salary by this amount.

4.) How is my salary determined?

For new employees of AH, your salary offer is determined by Human Resources. Starting salaries will be greater for those with more experience. Exact annual salary offers will be determined by Human Resources once a formal offer is made. For current employees of AH, your annual salary will be reduced by the tuition amount (10%) during the program.

5.) What type of position will I have within Atrium Health?

If you are currently an employee of AH you may participate in the residency while remaining at your current location. However, you will need to have an appropriate orthopaedic caseload in order to meet program requirements. After the residency is complete your status as 'resident' will end and you will return to your pre-residency job responsibilities. For those applying outside of AH, you have two options. We currently offer a one year, full-time position at our Ballantyne office in Charlotte. You will work in this position for the year of the residency and then vacate this position after the residency is complete. If you would like to remain with AH, we would encourage you to apply for any open, permanent positions. If there are no permanent positions available, you may opt to apply for our float pool. If you are not selected for this one year, rotating position in Ballantyne, we may have full-time, permanent openings where you can be placed and participate in the residency. If you were to select this option, you would continue to work with our organization after the completion of the residency as a full-time therapist.

6.) Do residents receive the same benefits as other employees?

Yes. All residents receive the same benefits as other full-time employees of AH. This includes options for health, dental, and vision insurance, as well as optional life and accident insurance. You will also be eligible for a health savings account. Your paid time off is dependent on the number of years you have worked for the system. Paid time off is not only used for vacation and sick days, but also holidays. You are also eligible for \$1000.00 in continuing education reimbursement beginning after 90 days of employment. This is to be used for reimbursement of course tuition only (not hotels, food, airfare, etc.) and must be pre-approved.

7.) How many hours per week will residents be treating patients during the residency year?

Residents will work a full 40 hours per week. At the start of the year the resident will have 4 hours of lab/lecture every Tuesday morning and 36 hours of patient care. Mentoring sessions will also be in 4-hour blocks each week and take place on either Wednesdays or Thursdays beginning in February. These 4 hours are factored into your patient care time (36 hours per week) and will consist of a faculty member travelling to your site of employment to mentor you with your own caseload.

8.) When do residents start work? Is it different than the start date of the residency program?

We ask that any resident that is not currently an employee of AH start no later than the middle of October. We would like our residents to become accustomed to our documentation system, billing/coding processes, and other clinical duties prior to the start of the program. Proficiency with these responsibilities will allow the resident to focus on patient care and residency coursework once the program begins in January.

9.) For the resident placed at the Ballantyne location, where will they work prior to the start of the program?

The resident placed at our Ballantyne location will work PRN (as needed) for the system prior to the start of the program in January. They may cover at various CR outpatient facilities, not just the Ballantyne location. The resident may start doing this work as soon as they would like, though we would prefer they start by the middle of October (see question 8). Residents will be compensated a flat PRN rate, which is currently \$42.00 per hour, but benefits are not included. Previous residents have even worked over 40 hours per week, with some of their hours at our acute care or inpatient rehabilitation sites to earn extra money prior to the start of the program.

10.) Are there opportunities to continue working within Atrium Health after the residency is completed?

Our hope and desire is that the residency graduates remain with AH after the completion of the program. Every effort will be made to find the resident a suitable position. **Thus far, every graduate that has wanted to remain with the system has been placed in a role that fits well with their professional goals.**

11.) After completion of the residency program, are there opportunities for fellowship training through Carolinas Rehabilitation?

Our organization does not currently have a fellowship program but there have been some early discussions on this topic.

12.) Are there any required textbooks for the residency program?

Yes. Prior to the start of the program, each resident will receive a list of required and recommended textbooks and other materials.

13.) How is each resident evaluated throughout the program?

Residents are evaluated through a number of written assignments, examinations (written, oral, and practical), live patient examinations, and a final project (written case study with oral presentation).

14.) How well will the SFMA lectures prepare residents for the official workshops/certification exams? Will I be able to sit for the certification exams after your lectures or will I still need to attend the official SFMA live workshops?

Residency instruction focuses on the SFMA (Selective Functional Movement Assessment) since it is most applicable to us as physical therapists. After completion of the SFMA instruction within our residency, residents will be expected to be well-versed in the application of these diagnostic and treatment principles during patient encounters. Residents will need to attend these courses through Functional Movement Systems and complete their online instruction and testing in order to pursue more thorough training and certification.

15.) How is myofascial trigger point dry needling incorporated into the residency curriculum? What dry needling organizations are Carolinas Rehabilitation associated with?

Myopain Seminars is affiliated with our residency program. DN1 is offered as an **optional part** of our program instruction. It is encouraged that interested residents take DN-1 sometime during the middle of the program. Attendance at DN2 and DN3 is encouraged anytime after, whether it be during or after the residency. Residents who have not taken any dry needling courses prior to the start of the residency year are encouraged **not** to do so prior to starting. Dry needling can be a powerful modality, but we do not want it to be the only thing that our residents use during their year of study. After three months of employment, tuition reimbursement for course registration is available.

16.) What opportunities exist for residents to work with athletes while performing their residency?

Residents would be encouraged to communicate with residency faculty member, Michael Agnone, if they are interested in working with a higher percentage of athletes. Three of our outpatient sites are within area YMCA's. Our therapists have opportunities to be assigned to one or more area high schools for outreach and sports coverage experiences (primarily done in the

fall). Residents may also volunteer to assist physicians with annual health screenings, health fairs, and various athletic events (typically running events). We have an exercise specialist who works at our Randolph Road location and continues to develop our sports performance and wellness services for employees and the community. There may also be opportunities to assist with ASAP, our sports program for athletes with disabilities. Gary Of, residency faculty member, may assist with this.

17.) I am practicing outside the US, can I still apply for AH employment and the PT Residency?

Residency applicants must be graduates from a CAPTE-accredited PT program or if foreign-trained, must have a visa credential verification certificate from FCCPT (Foreign Credentialing Commission on Physical Therapy) and an H-1B visa. All residency applicants must be licensed to practice in NC.