

TIRR Memorial Hermann Neurologic Residency Comparison

Click on hyperlinks to learn more.

Criteria	TIRR Memorial Hermann Neurologic Physical Therapy Residency	Residency #2	Residency #3
Mentorship and Education			
Does the residency provide in-person didactic education?	✓ Didactic Education		
Does the residency allow for flexibility of schedule, allowing for self-directed learning?	✓ Flexibility of Scheduling		
Does the residency encompass the continuum of care?	✓ Continuum of Care		
Does the residency include exposure and mentorship of pediatrics?	✓ Pediatrics		
Does the residency provide more than the minimum # of mentor hours?	✓ Mentor Hours		
Do the residents meet with the residency director?	✓ Residency Director		
Human Resources			
Does the residency provide comparable financial compensation to experience-matched employees?	✓ Financial Compensation		
Does the residency program retain its graduates?	✓ Past Resident Employment Rate		
Does the supporting organization of the residency provide additional benefits to employees?	✓ Additional Benefits		
Additional Opportunities			
Does the residency include research opportunities?	✓ Research		
Does the residency include teaching opportunities?	✓ Teaching		
Does the residency include varied specialists as part of instruction?	✓ Specialists		
Does the residency prepare the resident to pass the NCS?	✓ NCS Pass Rates		
Does the residency provide for inter-professional collaboration?	✓ Inter-Professional Collaboration		
Do the residency's graduates participate in continued professional growth?	✓ Graduate Professional Growth		

Mentorship and Education

1) Didactic Education:

- Allows for a customizable education experience and modification of content based on resident feedback
- Module based didactic education provided through a combination of in person, pre-recorded lectures and live virtual. Education provided virtually during the COVID-19 pandemic.
 - Education developed through the TIRR Memorial Hermann Education Academy with collaboration with TIRR Memorial Hermann Residency Advisory Council and residency director
- University based didactic education provided in person and online
 - Education provided by greater Houston area physical therapy programs: Texas Woman's University and University of Texas Medical Branch at Galveston

2) Flexibility of Scheduling:

- Afternoons are available for scheduled and unscheduled didactic education, module education, research, literature review, and self-directed study.
- 20 hours of the 40-hour work week is dedicated to patient care, allowing the remainder of the week as dedicated to supplemental education.
- Residents build up paid time off (PTO) hours at the part time rate and accrue flex time for time spent in the clinic in the afternoon that is part of their onboarding process at the beginning of each rotation
- Residents are provided the opportunity to take a 2 week break over the winter holidays using PTO or flex time that has been accrued.

3) Continuum of Care:

- Residents start at Memorial Hermann Hospital
 - Adult acute care/ICU in a level 1 trauma center for 7 weeks
 - Children's Memorial Hermann for 5 weeks
- Residents transition to TIRR Memorial Hermann Rehabilitation
 - Inpatient Rehabilitation for 11-13 weeks on the Spinal Cord Injury/Specialty Rehab team
 - Inpatient Rehabilitation for 11-13 weeks on the Brain Injury/CVA team
 - Outpatient Rehabilitation for 10 weeks
 - Community re-entry program for individuals with brain injury/memory impairment with the Challenge Program for 6 weeks

4) Pediatrics:

- Residents spend 5 weeks at Children's Memorial Hermann Hospital within the NICU, PICU and acute care floors
- Residents can continue exposure to pediatrics within the inpatient and outpatient setting depending on their interest

5) Mentor Hours:

Our residency is a 2:1 model with 2 residents per mentor. The mentor's schedule is blocked for mentorship for the entire time that the residents are in the clinic (Monday- Friday from 8am-12pm)

Our residents consistently receive greater than 6 hours of mentorship each week, far surpassing the required 3 hours of mentorship a week.

6) Residency Director:

- Scheduled meeting two times a month and frequently interact throughout the week
- Residency director has 20 hours of dedicated time for the residency

Human Resources

7) Financial Compensation:

- New graduate residents are paid the entry level rate for the facility.
- Residency position is a full time job with part time pay and benefits
- Resident treats patients in the clinic every morning 8am-12pm

8) Past Resident Employment Rate:

- We love to have resident graduates sign on as employees after the residency year concludes
- We have an immediate past resident employment rate within the Memorial Hermann system of 65%

9) **Additional Benefits:**

- Loan Repayment: provides financial assistance (up to \$4,800/yr (\$400/month) for a total of \$20,000) to full and part time employees with six months' tenure who have earned degrees at accredited institutions within the last three years. Employees must continue working for Memorial Hermann for a minimum of 2 years after receiving the last payment
- Tuition reimbursement: provides financial assistance (\$3,500-5,000/yr depending on degree type) to full and part time employees with six months' tenure to earn degrees at accredited institutions. Employees must continue working for Memorial Hermann for a minimum of 2 years after receiving the last payment
- Continuing education support: provides financial and time off support to attend relevant continuing education courses. In addition, Memorial Hermann and TIRR Memorial Hermann host many continuing education courses throughout the year that are provided free or at a reduce cost to employees.

Additional Opportunities

10) **Research:**

- Residents participate in university led didactic coursework in the fall including statistics and research design leading towards performance of research in the spring and presentation locally by the end of the residency year.
- Residents are encouraged to submit their research abstracts to state or national conferences for presentation and/or submit manuscript for publication.

11) **Teaching:**

- Residents participate in teaching at our two greater Houston areas universities: Texas Woman's University and University of Texas Medical Branch at Galveston
 - Residents assist throughout the year with teaching lectures, assisting in labs, discussion groups with students, and grading during check off of skills. These events occur at the invitation of the professor/school and are not a consistent number of hours each week.
- Residents present in-services and journal clubs at each rotation.

12) **Specialists:**

Mentorship and education provided by a variety of experts, including the following specialists

- Neurologic Clinical Specialists
- Child Life Specialist
- Doctor of medicine
- Doctor of pharmacy
- Doctor of philosophy
- Music therapy
- Occupational therapy
- Orthotists
- Pediatric Clinical Specialists
- Prosthetist
- Speech Language Pathology

13) **NCS Pass Rates:**

- Our past residents have a 100% pass rate of the neurologic clinical specialty exam.

14) **Inter-Professional Collaboration:**

Residents are provided the opportunity to observe and collaborate in the many specialty clinics located in the Texas Medical Center including

- Hanger Orthotics & Prosthetics Clinic
- TIRR Memorial Hermann Polio Clinic
- TIRR Memorial Hermann Limb Loss Clinic
- UT Move Clinic
- Baylor Medicine's ALS Clinic
- Baylor Medicine's Maxine Mesinger MS Clinic
- TIRR Memorial Hermann Seating and Mobility Clinic

15) **Graduate Professional Growth:**

Residents have contributed to the profession in a variety of ways, including the following

- Poster presentations at the local, state, national and international level
- Platform presentations at state and national level
- Published article
- Professional organization leadership positions at chapter, state and national level
- Center Coordinator for Clinical Education
- Faculty at university in DPT programs
- Residency mentor

Resident testimonials

As a new graduate with a passion for patients with neurologic diagnoses, I knew I wanted to have more exposure working with these individuals in a variety of settings. The residency has allowed for me to work with these individuals in acute care, inpatient and outpatient settings. In addition to clinical time, the residency has dedicated times for observation in specialty clinics which has allowed for me to network with other healthcare professionals and gain an appreciation for the management of a patient as a whole. When selecting a residency program, the TIRR residency stood out to me because it had the balance that I was looking for in a program. It was the perfect blend of clinical time, teaching, research and educational modules which have helped lay down good clinical practice foundations. The TIRR Residency has exceeded my expectations for a residency program and I am confident that the decision to partake in the TIRR Residency program will be one of the best professional and personal decisions I have made.

Margaret McKinney, PT, DPT

Neurologic Physical Therapy Resident 2016-2017

When I was looking to apply for a residency, in addition to personal factors that were keeping me in the Houston area, it was without hesitation that I applied for TIRR's residency. On the surface one can easily find that TIRR is ranked the #2 rehabilitation hospital in the country. For good reason, they are good at what they do. I was lucky, however, to have the opportunity to be exposed to much more of TIRR during physical therapy school through labs and a clinical rotation. Not only do they have cutting edge technology and strive for the highest level of evidence based practice, they truly have a commitment to excellence in all that they do. The biggest selling point for me, however, was what I think is the heart of TIRR - the clinicians. In my opinion, having been exposed to other rehabilitation hospitals, they truly are the best of the best. Their passion for patient care and constant pursuit of growth is what I wanted to surround myself with. I knew that if I did the residency at TIRR, not only would I be working in such an outstanding place surrounded by incredible people, but I would have the opportunity to receive consistent and intentional mentoring throughout my entire first year following PT school. This residency has stretched and grown my professional skills continually and I know that I am a better clinician for my patients because of it.

Lauren Norris, PT, DPT

Neurologic Physical Therapy Resident 2016-2017

When applying for residency programs, I was drawn to the TIRR Neurologic PT Residency program for two distinct reasons: opportunity and community. "Opportunity" refers to gaining experience across the continuum of care and across the lifespan, teaching at neighboring PT programs, participating in research, and collaborating in specialty clinics within the largest medical center in the world, the Texas Medical Center. "Community" illustrates the relationships built between the resident and residency director, residency advisory committee, mentors, coworkers, co-resident, and interdisciplinary team. As a resident, you are embraced as a part of the TIRR family.

While competence and foundational knowledge are undoubtedly important, these can be gained in *any* program. Under praised are innovation, initiative, self-directed learning, and, in the healthcare field in particular, empathy. These are the intangible qualities, reinforced by TIRR's residency, that separate a novice clinician from an expert clinician. The words "challenging, yet rewarding" have been used to describe this program, and I agree 100%. With less than 2 years of experience, I have the confidence to boldly pursue opportunities at my workplace and in my professional organization, but also the humility to relentlessly continue to learn and grow.

I am a proud graduate of the TIRR Memorial Hermann Neurologic PT Residency, and I *highly* recommend pursuing this opportunity for an exceptional residency experience!

Libby Anderl, PT, DPT

Neurologic Physical Therapy Resident 2015-2016