

Residency & Fellowship Pillars: Developing Expert Clinicians and Advancing Specialty Practice

The Brooks IHL Residency Program is grounded in five key pillars that guide residents and fellows in becoming skilled clinicians, thoughtful leaders, and forward-thinking innovators. Through a blend of structured learning, hands-on clinical experience, and personalized mentorship, residents sharpen their clinical reasoning, embrace evidence-based care, and grow as educators. The program fosters a supportive, values-driven environment where collaboration, inclusion, and service are at the core. Residents and fellows work across disciplines, explore emerging technologies, and pursue specialty certification with confidence. With a strong focus on ethics, systems thinking, and innovation, graduates leave prepared not just to meet the demands of modern rehabilitation—but to raise the bar, drive change, and shape the future of the field.

Scholarship

Great clinical practice starts with curiosity and a drive to learn. The Scholarship pillar encourages residents and fellows to go beyond applying evidence—they contribute to it. Through activities like case studies, presentations, and research collaborations, residents and fellows learn to critically assess literature, identify gaps in their personal knowledge and in literature, and propose meaningful solutions. By the end of the program, they're confident communicators and analytical thinkers, ready to share their insights and help move the profession forward.

Education

Clinicians who teach help elevate the entire healthcare community. The Education pillar prepares residents to become effective educators—whether working with patients, mentoring students, or collaborating with peers. Residents and fellows gain experience in instructional design, apply educational theory, and learn to adapt their teaching to different audiences. By graduation, they're equipped to teach with clarity, foster understanding, and support growth in both academic and clinical settings.

Professionalism

Strong clinicians lead with integrity, empathy, and purpose. The Professionalism pillar helps residents and fellows develop the values and ethical grounding essential to healthcare. Through leadership roles, community service, and ethical decision-making, residents learn to handle challenges with resilience and a problem-solving mindset. They engage with professional organizations, contribute to team-based care, and reflect on their evolving role as healthcare leaders. By the end of the program, they consistently demonstrate accountability, compassion, and a commitment to lifelong growth.

Practice Management

Delivering excellent care is only part of the picture—understanding how care is delivered is just as important. The Practice Management pillar gives residents and fellows the tools to navigate the operational, ethical, and regulatory sides of clinical practice. They explore interdisciplinary collaboration, patient advocacy, and system-level thinking, gaining insight into metrics, referral networks, and service gaps. Residents and fellows learn to connect clinical excellence with organizational impact, preparing them to lead change and support sustainable, patient-centered care.

Advanced Clinical Competence

Expertise isn't accidental—it's built through focused practice, reflection, and a drive for excellence. The Advanced Clinical Competence pillar helps residents and fellows become highly skilled, efficient, and thoughtful clinicians. With close mentorship and supervised practice, they refine their reasoning, improve hands-on skills, and learn to deliver effective, personalized care. They're trained to handle complexity, embrace ambiguity, and always center the patient in their decisions. By the end of the program, residents and fellows consistently provide high-quality, evidence-based care with confidence, empathy, and precision.