

FINAL GRANT REPORT
Ethnic Diversity Scholarship Program
College of William and Mary
Sports Medicine Workshop

Summary Statement

Since 1983, the College of William and Mary has offered a sports medicine workshop for high school students interested in careers in athletic training and other sports medicine fields. Following the 2005 workshop, we developed the Ethnic Diversity Scholarship Program to offer full registration scholarships (currently \$350) to students of ethnic heritage. The idea was conceived on the basis of several factors, including the relative low diversity of participants at our 2005 workshop, the increased emphasis placed on diversity across the board by the institution, and a field trip to our facility by students from a local urban high school who were interested in sports medicine but were without the financial means to attend our workshop.

In the winter of 2006, we developed our criteria for the scholarship which included an application by the student, a supporting letter from the supervising athletic trainer, and an essay describing the student's interview of an athletic trainer of ethnic heritage. Students were directed to the mentoring section of the EDAC website for possible candidates. In our workshop budget, we allocated the amount of 6 full registrations to support the ethnic diversity scholarship program.

In the spring of 2006, we began the marketing campaign for the Ethnic Diversity Scholarship Program. We placed the scholarship application on our workshop website. We sent email announcements to the various athletic training listserves as well as to the members of the Virginia Athletic Trainers' Association. We published an announcement of the program in the *From the Field* section of the NATA News.

In the first four years of the scholarship program, we had a total of 30 applicants and awarded scholarships to 25 of those students. Award winners are listed below:

Tracey Brown, African-American female, Woodbridge, VA
Jameel Character, African-American male, Conyers, GA
JaDonia Rawls, African-American female, Columbia, SC
Brycelyn Douglas, African-American female, Williamsburg, VA
Kareena Rios, Hispanic female, Lancaster, PA
TaShanee Williams, African-American female, DeSoto, TX
Sandra Ceja, Hispanic female, Wilmington, CA
Charlotte Armstead, African-American female, Williamsburg, VA
Denise Grissom, African-American female, Stokesdale, NC
Sophilia Hubbard, African-American female, Nathalie, VA
Brazil Johnson, African-American female, Williamsburg, VA
Kaliah Mason, African-American female, Atlanta, GA
Loren Royster, African-American female, Charlotte, NC
Desiree Sheffield, African-American female, Richmond, VA
Andrew Trahan, African-American male, Ft. Meade, MD
Janessa White, African-American female, St. Paul, MN
Joanna Brazzle, African-American female, Gardena, CA
Asia Jones, African-American female, Williamsburg, VA
Kedar Karkare, Asian male, Cary, NC
Jeffery Morris, African-American male, Gloucester, VA
Journey Dandridge, African-American female, Williamsburg, VA
Jaylen Hinton, African-American, male, Chesterfield, VA
Alexus Johnson, African-American female, Goochland, VA
Alston Peterson, African-American female, Greenville, NC
Lauren Pynch, Native American female, West Linn, OR

The initial goals of our scholarship program were to increase the diversity of students at our workshop and to offer opportunities to students who might not otherwise be able to attend the workshop. We also hoped to serve the local community and attract students from the surrounding areas, including the urban areas around Richmond and the Tidewater area.

Our marketing approach has been primarily facilitated through electronic advertising through our website, the NATA Think Tanks, and other email lists. We have also focused heavily on direct marketing to athletic trainers in Virginia and more broadly

in NATA District III. We have had a nice mix of local students as well as students from all over the country.

For our 2011 workshop, we saw a continuation of the decline in number of participants that began in 2009, due we believe to the poor economy. Likewise, we only received 5 applicants for our Ethnic Diversity Scholarship Program. All five applications were complete; therefore, all 5 applicants were awarded a scholarship to our camp. We requested that the committee allow us to retain the unused scholarship funding for our 2012 Sports Medicine Workshop. The five winners were as follows:

Gia Ervin, African-American female, Upper Marlboro, MD
Chelsea Eaves, African-American female, Upper Marlboro, MD
Monique Morman, African-American female, Goochland, VA
Daniela Romero, Hispanic female, Raleigh, NC
Jodi-Ann Smith, African-American female, Kingston, Jamaica

Our Ethnic Diversity Scholarship Program continues to be a very rewarding part of our summer workshop. Since its inception, the program has awarded nearly \$9,000 to 30 students who would have likely not been able to attend our workshop. We plan to continue both our workshop and the Ethnic Diversity Scholarship Program for years to come.

Project Outcomes

Our original goal and benchmark for success for the scholarship program was to introduce students to the field of athletic training through our sports medicine workshop and produce some certified athletic trainers from the ranks of our scholarship winners. While will still anxiously await our first ATC, we have come to realize that the measure of success for us may be more fundamental in that we may be introducing these high school students to a path toward involvement in high school activities and college

attendance, regardless of their chosen profession. Our sports medicine workshop is structured such that we not only teach students skills such as CPR, taping, and basic injury recognition, but we also encourage them to serve alongside their supervising athletic trainer at their high schools. Through the “College Fair” session of our workshop, we introduce them to athletic training educators who discuss the educational pathway to careers in sports medicine. We have a few students who are still following a path toward athletic training. However, we take the most pride in the overall accomplishments of the group in leadership, service, and excellence on the field and in the classroom. To date, the most rewarding aspect of the workshop has been seeing some of our award winners become the first generation in their families to attend college.

In our scholarship application, students are required to interview an athletic trainer of ethnic heritage to not only get a sense of their educational and professional path but to also plant the seed for a mentorship relationship to potentially develop. For the 2011 workshop, we invited Xavion Carter, an African-American athletic trainer to serve as a guest instructor. She was the supervising athletic trainer for scholarship winners Gia Ervin and Chelsea Eaves. For the workshop faculty (all white and primarily college athletic trainers), she provided both ethnic and professional diversity to our slate of instructors. While Xavion delivered lectures and instructed in the labs, we plan to expand on this guest instructor position in future years to include a spot on the College Fair panel for questions and answers and post-workshop follow-up.

To evaluate our success, we have attempted to follow our scholarship winners as they learn and grow. We have had limited success in maintaining communication with our scholarship winners when they transition from high school to college. Often times,

these students change their email addresses when they get to college. For the future, we plan to utilize social media to track the award winners along the way. Two of our 2011 winners—Chelsea Eaves and Gia Ervin—attended our 2012 Advanced Track Workshop. From our 2011 winners, we had the following feedback and communication:

My senior year in high school I was the student athletic trainer for varsity football and varsity men's basketball I also took sports med 3 honors and with the information I learned at the workshop and being a trainer I finished the class with a strong A. I am going to UNC-Wilmington and majoring in biology to hopefully then go to medical school. The workshop was a lot of fun and really helped me be a better trainer my senior year hopefully I can volunteer or join a sports med club in college because I really love it! Thank you and sorry for the late response I had acl reconstruction surgery (where my student trainer vocab really helped here too because I understood what my doctor was talking about!)

*Daniela Romero
Email Follow-Up*

I joined the athletic training club because I wanted to investigate the world of medicine and sports. My athletic trainer, Xavion Carter, is an amazing (athletic) trainer and is able to share her experience and knowledge with us. She says that things are always changing and you can always learn something every day no matter how smart you are. You'll never know something if you don't ask questions. This (Xavion Carter) is one of the main reasons I am interested in athletic training.

*Chelsea Eaves
2012 Scholarship Application*

Ms. Chelsea Eaves has been a part of the St. Mary's Ryken Sports Medicine Club for two years now. I have had the pleasure of watching her grow as a student and use the skills she acquired last summer at the Cramer Sports Medicine Workshop. She has been a faithful member of the sports medicine club and student aid program since it began. She has also been very helpful educating the newest members of the club by sharing what she learned last year at camp. By attending camp again this summer, she will gain even further detailed knowledge as well as vital information for her college search process.

*Xavion Carter, ATC
Supervisor of Chelsea Eaves*

This is my second year in our school's athletic training program run by our athletic trainer. I've worked under Xavion Carter with both JV and Varsity sports and attended field trips with the sports medicine club.

*Gia Ervin
2012 Scholarship Application*

Gia Ervin is one of my faithful returning student aides. She attended last year's camp with the EDAC scholarship. Her experiences at the 2011 camp have furthered her passion for a profession in the medical field. She has made it a point to visit colleges with noteworthy athletic training or pre-PT programs, as she plans for college. Attending the 2012 Cramer sports medicine workshop at the College of William and Mary would be highly beneficial to her future college and career choices. Gia has been looking forward to attending the advanced track portion of camp since the busride back to campus last year. I am excited to have such an enthusiastic young lady join the field of athletic training.

*Xavion Carter, ATC
Supervisor of Gia Ervin*

Publication of Ethnic Diversity Scholarship Program

Winners are published in the Scholarships section of our Sports Medicine Camp webpage—www.wm.edu/sportsmedicine/sportsmedcamp.htm. The website gives credit to the Ethnic Diversity Advisory Committee for the funding for the scholarship program.

Photo of 2011 Scholarship Winners



L-R: Jodi-Ann Smith, Gia Ervin, Chelsea Eaves, Daniela Romero, Monique Morman

Expenditure Summary

Line Item	Amount Requested	Awarded	Actual Spent
Reimbursement for 5 full camp registrations for the 2011 William and Mary Sports Medicine Workshop	\$350 x 6 = \$2,100 Less \$350 retained from 2010 TOTAL = \$1,750	\$2,100	\$1,750*

*In a letter to the Ethnic Diversity Advisory Committee dated March 29, 2012 that accompanied our 2012 Grant Proposal, we requested that the \$350 in unused funds from this grant be applied to our 2012 scholarship program.

PRIMARY GRANT WRITER

Andy Carter, MS, ATC
Senior Associate Athletic Trainer

Andy, a former Tribe student athletic trainer, joined the William and Mary staff in 2000 as the Director of the Athletic Training Education Program to take the program through the two-year process of CAAHEP candidacy and accreditation. As a member of the faculty of the Department of Kinesiology, Andy developed and taught the five athletic training courses offered by the College of William and Mary. At the end of the two-year period, the decision was made to discontinue the pursuit of accreditation, so, in the summer of 2003, Andy moved into the athletic training room full time as the Senior Associate Athletic Trainer.



Andy now oversees the health care for the football and men's and women's golf programs. In addition to his clinical responsibilities, Andy is also involved in sports medicine education on many levels. He is a partner and an instructor for the ACES Preparatory Workshop. He coordinates the Sports Medicine rotation for the Riverside Family Medicine Residency Program in which resident physicians rotate through the Division of Sports Medicine to learn sports medicine techniques and orthopedic exam skills. Andy also assists with the athletic training aide program in which pre-med and pre-physical therapy students work alongside the staff in the clinic and on the field.

Originally from Fieldale, VA, Andy resides in Williamsburg with his wife, Kristina, who is a physical therapist at Williamsburg Physical Therapy, and his son Spencer.