

NATIONAL ATHLETIC TRAINERS' ASSOCIATION, INC.
Board of Directors Meeting Minutes
Orlando, FL
8:00 a.m. Eastern Time
June 23, 2025

Board

A.J. Duffy III, MS, ATC, PT, President
Rob Marshall, ATC, Vice President
Scott Galloway, MBA, LAT, ATC, Secretary/Treasurer
Vicky Graham, DAT, LAT, ATC
Tanya Dargusch, LAT, ATC
Ray Davis, Jr., MSS, LAT, ATC
Scott Lawrance, DHSc, LAT, ATC, MSPT, CSCS
Valerie Herzog, EdD, LAT, ATC
Cindy Clivio, MEd, ATC
Donna Wesley, MS, LAT, ATC
Kasee Hildenbrand, PhD, LAT, ATC
Ryan Wilkinson, EdD, LAT, ATC

Staff

Tamesha Logan, MBA, CAE
Drew Caffey
Karly Foster, M.Ed.
Robin Grossfeld
Deanna Kuykendall
Lori Marker, CMP, CEM - absent
Dylan Orrell
Cheryl Campbell – absent
Katie Scott, MS, ATC, CAE
Jessica Porter

Incoming Directors

Christina Emrich, MS, LAT, ATC
Rusty McKune, ATC
Lorna Strong, EdD, LAT, ATC

Guests

Lynne Young, Med, LAT, ATC, BOC Liaison
Trevor Bates, DHSc, AT, ATC, Co-Chair, DEIA Council
Rebecca Lopez, PhD, ATC, CSCS, Co-Chair, DEIA Council
Jen Sturtevant, MBA, LAT, ATC, Incoming Chair, DEIA Council
Joe Greene, MS, ATC, Third Party Reimbursement
Nikki Harris, DAT, LAT, ATC, Chair, CAC
Ty Hopkins, PhD, ATC, Chair, JAT
Emily Meyerl, MS, LAT, ATC, EPC
Michelle Odai, PhD, LAT, ATC, Chair, ECE
Stephanie Singe, PhD, ATC, FNATA, Chair, JAT-EP
Matt Smitley, DAT, LAT, ATC, Incoming Chair, EAC
Emily Stratmoen, MAT, LAT, ATC, Incoming Chair, EPC
Emily Swisher, MBA, MS, ATC, Chair, EPC

Topical Index

[2025-26 Secretary/Treasurer](#)
[2025-26 Vice President](#)
[BOC Report](#)
[CAATE Report](#)
[CAC Pathways for Career Advancement White Paper](#)
[Changing of the Guard](#)
[Committee Updates from Board Liaisons](#)
[CPC Update](#)
[District Business](#)
[ECE Update](#)

[EPC Literature Review of Volunteerism's Future](#)
[Government Affairs Update](#)
[JATO Update](#)
[KSI Update](#)
[NATA Collaborate Program Update](#)
[NATA Foundation Report](#)
[NATA Journals Update](#)
[President's Report](#)
[Third Party Reimbursement Initiative](#)

CALL TO ORDER

President Duffy called the meeting to order at 8:00 a.m. Eleven of the eleven voting members were present. The requirements for a quorum were met.

OPENING REMARKS

President Duffy welcomed the board, representatives of the AT Strategic Alliance and other guests.

BOARD QUOTABLE

Director Graham provided the board with some of her favorite inspirational quotes.

PRIDE POINTS

President Duffy opened the floor for the board and guests to share their recent highlights.

ANTITRUST GUIDELINES

President Duffy referenced the antitrust statement provided to the board prior to the meeting.

**VOTED: TO ACKNOWLEDGE THE NATA ANTITRUST GUIDELINES.
(2,3) PASSED (11-0-0)**

CAREER ADVANCEMENT COMMITTEE'S (CAC) PATHWAYS FOR CAREER ADVANCEMENT WHITE PAPER

Nikki Harris, chair, presented the "Pathways for Career Advancement" White Paper to the board. The paper addresses the challenges early professionals face, including limited career pathways, geographic constraints, and a lack of mentorship. It also outlines strategies to overcome these barriers and provides comprehensive resources for career advancement. Harris emphasized the need for ongoing research and updates to the paper to ensure its relevance and value for early professionals. If approved, the plan is to make the white paper available on the NATA website as a resource for members. Incoming Chair Matthew Smitley was also present to answer any questions.

Director Herzog recommended avoiding the title "Assistant Athletic Trainer" as the profession is moving away from it.

Director Wilkinson requested the inclusion of the COPA Industrial Panel in future discussions regarding the white paper, noting recent turnover on the panel.

**VOTED: TO APPROVE THE CAREER ADVANCEMENT COMMITTEE (CAC) PATHWAYS FOR CAREER ADVANCEMENT
AS PRESENTED.
(9,5) PASSED (11-0-0)**

EARLY PROFESSIONALS COMMITTEE (EPC) LITERATURE REVIEW OF VOLUNTEERISM'S FUTURE

Emily Swisher, chair, presented the Literature Review of Volunteerism's Future to the board. She reported a decline in volunteer participation among early-career professionals and mentioned the formation of a task force to address this issue. The task force had a twelve-month charge to conduct a literature review on volunteerism as professionals, in general, and in the context of the athletic training profession, examining factors such as desires, barriers, and expectations.

Emily Meyerl, EPC member, highlighted that the project aims to understand perceptions of volunteerism and how these relate to athletic training. She noted the challenges of engaging early-career professionals and stressed the need for short-term commitments, meaningful projects, and clear communication of volunteer goals. Furthermore, transparency, defined roles, and the use of technology for flexible volunteering are crucial.

Swisher then shared recommendations to enhance engagement across NATA, including implementing skills-based opportunities aligned with modern volunteer preferences and investing in leadership development. Utilizing technology and social media for outreach, simplifying volunteer processes, and communicating the benefits of service will help reduce barriers. Building trust through authentic communication and recognizing contributions is essential to sustaining engagement and fostering a vibrant volunteer culture. Emma Stratmoen, incoming chair, was also present to answer questions.

THIRD PARTY REIMBURSEMENT INITIATIVE

Joe Greene updated the Board on the Third-Party Reimbursement Initiative (TPRI). He provided an update on the 2025-2026 strategic priorities, reviewed current activity, and shared new developments in states.

GOVERNMENT AFFAIRS UPDATE

Deanna Kuykendall, director of government affairs, reported that since June of last year, 2,700 bills have been tracked across the country, and 19 advocacy campaigns have been conducted using advocacy software to contact legislators. Over 21,000 emails have been sent, including 6,000 for state legislation. Alabama's student funding system was a model for other states, and Delaware reauthorized a program for free high school funding. Kansas updated its practice act, and Louisiana's practice act bill is pending the governor's signature. A significant EpiPen bill has been passed in a state, and 37 boot camps have been held. Federal legislative priorities include workforce skills and funding expansion.

NATA COLLABORATE PROGRAM UPDATE/NATA LIAISON REPORT

Director Davis gave a NATA CollaborATE Program Update. He then presented the report on NATA liaisons to external organizations.

CLOSED SESSION

The Board went into closed session at 10:01 a.m. and returned to open session at 3:40 p.m.

EXECUTIVE COUNCIL FOR EDUCATION (ECE) UPDATE

Michelle Odai, chair, provided updates on the council's progress and initiatives. Over the past year, the council has streamlined operations, launched an updated immersive clinical experience database, and discontinued the outdated master preceptor series. She reported new initiatives include preceptor 101 courses, a clinical education coordinator Learning Lab, and enhanced educational pathways resources. The council is also establishing new workgroups for clinical education coordinators and program directors. Additionally, the council is focusing on research, with the workgroups addressing preceptor development and social determinants of learning. Upcoming activities include a committee day discussion on the 2021 recommendations for the Future of Athletic Training Education document and assessing progress on addressing the recommendations, and a discussion on a town hall on governmental impact on education.

NATA JOURNALS

JAT

Ty Hopkins, editor-in-chief, reported a strong performance in 2024, with 972 submissions—double the number from a decade ago. The journal's impact factor stands at 2.6, with a ranking in the 76th percentile, up from the 73rd percentile the previous year. International traffic accounts for 56% of the 2.3 million downloads. The time to first decision and publication has been reduced to 21 days and 169 days, with a goal to further shorten the time to publication to 100 days. The journal prioritizes adding value for its members, authors, the sports medicine community, and the profession at large. Lastly, Chris Coons has been succeeded by Colby Mangan as the digital content editor, who now leads a team of five assistant digital content editors.

JAT-EP

Stephanie Singe, editor-in-chief, introduces the new name of the journal, Journal of Athletic Training, Education, and Practice, and discusses the increased number of submissions in 2025. The journal is expanding its scope to include practice, with 40 submissions in 2025. She mentions the need to define what "practice" means for the journal and how it will be reflected in the content. A readership and authorship feedback survey was conducted to understand the journal's value and areas for improvement. The journal is updating its author guidelines to reflect its new mission and vision. Several special issues are in the works, including clinical merger, EAP implementation, healthcare technology, and leadership.

DISTRICT BUSINESS

President Duffy requested district directors to provide their district's annual meeting dates to Senior Board Relations Coordinator Jessica Porter.

CHANGING OF THE GUARD

President Duffy thanked Vice President Marshall and Director Dargusch for their service and accomplishments. He officially welcomed Directors Emrich and McKune to the Board.

2025-26 SECRETARY/TREASURER

President Duffy presented Director Galloway as his choice for 2025-26 Secretary/Treasurer and Finance Committee chair.

**VOTED: TO ENDORSE DIRECTOR GALLOWAY AS 2025-26 SECRETARY/TREASURER.
(4,8) PASSED (10-0-1) (ABSTAIN: D6)**

2025-26 VICE PRESIDENT

President Duffy asked for nominations for vice president. Directors McKune, Herzog, Wesley and Wilkinson were nominated. Director Wesley was elected through a confidential ballot and voting process, verified by the President and staff.

CONSENT AGENDA

Appropriate information on the following items was provided to the board through background materials, e-ballots or previous discussions.

VOTED: TO APPROVE:

- MINUTES FROM THE MAY 2025 BOARD OF DIRECTORS MEETING (ALL)
- APPROVE LINDA MAZZOLI (D2) AS COPA HEALTH CARE ADMINISTRATION PANEL MEMBER EFFECTIVE JUNE 2025.
- APPROVE KARA WERNER-SANDERS (D4) AS ICSM CHAIR EFFECTIVE JUNE 2025.
- APPROVE NICOLE FILLINGAME (D5) AS COPA VICE CHAIR EFFECTIVE JUNE 2025.
- APPROVE MICHELLE MENARD (D9) AS COPA SOCIAL MEDIA AT-LARGE MEMBER EFFECTIVE JUNE 2025.

(3,11) PASSED 11-0-0

ADJOURN

After appropriate thank you's, President Duffy adjourned the meeting at 5:04 p.m.

NATIONAL ATHLETIC TRAINERS' ASSOCIATION, INC.
Board of Directors Meeting Minutes
Orlando, FL
9:30 a.m. Eastern Time
June 27, 2025

Board

A.J. Duffy III, MS, ATC, PT, President
Donna Wesley, MS, LAT, ATC, Vice President
Scott Galloway, MBA, LAT, ATC, Secretary/Treasurer
Vicky Graham, DAT, LAT, ATC
Christina Emrich, MS, LAT, ATC
Ray Davis, Jr., MSS, LAT, ATC
Scott Lawrance, DHSc, LAT, ATC, MSPT, CSCS
Rusty McKune, ATC
Valerie Herzog, EdD, LAT, ATC
Cindy Clivio, MEd, ATC
Kasee Hildenbrand, PhD, LAT, ATC
Ryan Wilkinson, EdD, LAT, ATC

Staff

Tamesha Logan, MBA, CAE
Drew Caffey
Karly Foster, M.Ed.
Robin Grossfeld
Deanna Kuykendall
Lori Marker, CMP, CEM - absent
Dylan Orrell
Cheryl Campbell – absent
Katie Scott, MS, ATC, CAE
Jessica Porter

Incoming Directors

Lorna Strong, EdD, LAT, ATC
Chris King, LAT, ATC

Guests

Lynne Young, Med, LAT, ATC, BOC Liaison
Jim Pavletich, MHA, CAE, Executive Director, CAATE
Ken Cameron, PhD, MPH, ATC, CSCS, President, NATA Foundation
Jen Sturtevant, MBA, LAT, ATC, Chair, DEIA Council
Michelle Boling, PhD, LAT, ATC, Chair, CPC
Landon Murray, ATC
Atsuko "Sue" Onishi, PhD, ATC, President, JATO
Daisuke "Dice" Shibata, PhD, LAT, ATC
Rebecca Sterns, PhD, ATC, COO, KSI

CALL TO ORDER

President Duffy called the meeting to order at 9:46 a.m. Eleven of the eleven voting members were present. The requirements for a quorum were met.

OPENING REMARKS

President Duffy welcomed the board, representatives of the AT Strategic Alliance and other guests. He noted minor changes to the agenda.

ANTITRUST GUIDELINES

President Duffy referenced the antitrust statement provided to the board of directors prior to the meeting.

VOTED: TO ACKNOWLEDGE THE NATA ANTITRUST GUIDELINES.
(29,4) PASSED 11-0-0

KOREY STRINGER INSTITUTE (KSI) UPDATE

COO Rebecca Stearns provided an update on the projects KSI and NATA are partnering on, including ATLAS, Team Up for Sport Safety, and the Athletic Trainers in the Occupational Setting Task Force Meeting: Emerging Needs Related to Heat Safety, which will take place in October 2025 in Washington, DC.

BOARD OF CERTIFICATION (BOC) REPORT

Lynn Young, BOC liaison, provided an update on the BOC annual awards. She reminded the board that this is the final year of the current renewal period. The BOC is transitioning the certification renewal date to January 31. Additionally, the deadline for BOC Approved Provider renewals will also be adjusted to align with the new AT renewal period, which will now be January 31. The AT Compact Model language is close to being finalized, and the group is expected to meet in August. Lastly, she thanked NATA for agreeing to collaborate on the microcredentialing initiative.

COMMISSION ON ACCREDITATION OF ATHLETIC TRAINING EDUCATION (CAATE) REPORT

President Duffy welcomed the new CAATE Executive Director, Jim Pavletich, and introduced him to the board.

Pavletich reported that the CAATE Board of Commissioners is continuing to work on the new Strategic Plan. Once the plan is completed, it will be shared with the Strategic Alliance Partners. The recipients of the inaugural CAATE Quality Improvement and Innovation Awards have been selected. After the winners are notified, their names will be announced publicly. Currently, the ATCAS applications are averaging a 6% increase each month compared to last year. The CAATE is conducting an on-site peer review on July 10 and 11 in Chicago. The next town hall meeting is scheduled for August 13.

NATA FOUNDATION REPORT

President Duffy expressed gratitude to Ken Cameron, the outgoing president of the Foundation, for his valuable contributions to the Foundation.

Cameron reported that the Foundation board convened on Monday to discuss development, training, and strategic planning. The Top Golf fundraising event surpassed expectations by selling over 300 tickets and achieving a record number of sponsors. Additionally, the Distinguished Scholar Session took place yesterday, featuring guest speakers from the American College of Sports Medicine (ACSM), American Medical Society for Sports Medicine (AMSSM), and American Orthopaedic Society for Sports Medicine (AOSSM), along with the recognition of research coordinators. The deadline for scholarship applications has been extended to July 15 to align with the new student recruitment dates.

THE FUTURE IS NOW

President Duffy invited newly certified athletic trainer Landon Murphy to present to the Board on why he wanted to become an athletic trainer.

JAPANESE ATHLETIC TRAINERS' ORGANIZATION (JATO) UPDATE

President Duffy welcomed special guests Atusko "Sue" Nakaniida, the President of JATO, and Daisuke "Dice" Shibata to the meeting.

Onishi provided an overview of JATO's activities, including annual symposiums, seminars, and scholarship awards. She also discussed recent challenges facing the organization, such as a decline in membership, the impact of COVID-19 and virtual education, and rising costs. She urged the board to explore ways to support JATO by providing financial assistance for the JATO president to attend the annual NATA conference each year, inviting international speakers to their conferences, and assisting with the organization's operations and outreach efforts.

Shibata shared survey results that highlighted the concerns and challenges faced by Japanese athletic trainers in the United States. The survey pointed out issues related to visa restrictions, educational qualifications, and job opportunities.

President Duffy encouraged the directors to share the survey results with their districts.

CONVENTION PROGRAM COMMITTEE (CPC) UPDATE

Michelle Boling, chair, thanked the current members and recognized their contributions. She introduced the new members, including incoming chair Kevin Miller, and discussed the success of blended sessions, which provided attendees with more hands-on experience. The committee plans to continue enhancing hands-on education. They developed pathways tailored to different settings and demographics based on attendee feedback. She emphasized the importance of in-person meetings for the CPC, highlighting that they are essential for effective planning and collaboration. The deadline for session proposals is July 22.

PRESIDENT'S REPORT

President Duffy informed the board to be on the lookout for a Doodle poll for the 2025-26 board meeting schedule.

COMMITTEE UPDATES FROM BOARD LIAISONS

Director Wilkinson reported that the Convention Program Committee (CPC) intends to submit a funding request for an in-person site visit in Philadelphia. The Council on Practice Advancement (COPA) is continuing its efforts to support athletic trainers in military settings through the Holistic Health and Fitness (H2F) program. There are ongoing discussions within the council about the possibility of changing or removing the term "emerging," as athletic trainers in this field are now well-established.

Director Hildenbrand requested that directors promote the Immersive Clinical Experience Database to schools and educators. As of June 1, the Education Journal has been renamed the Journal of Athletic Training Education and Practice (JAT-EP). They are currently developing policies and procedures for committees planning to use the journals for publishing their work.

Vice President Wesley reported that the ATs Care Committee has welcomed a new chair, Tanya Marquez. The committee is currently working on a CIS and a refresher proposal for 2026, as well as updating their volunteer onboarding process. The Career Advancement Committee (CAC) has also appointed a new chair, Matt Smitley. They held a successful town hall and are focused on developing specific resources to help this demographic advance in their settings. Additionally, the committee is seeking guidance on the roles of the board and the executive director. They suggested that NATA organize a "Day in the Life" event to highlight these specific roles. The Secondary Schools Athletic Trainers Committee (SSATC) continues to advance their microcredential initiative and is preparing for the launch of the investigATE pilot on August 4th. Starting July 1st, the Safe Sports School Award will have a flat fee of \$150 for both initial and renewal applications.

Director Clivio reported that the Connection and Engagement Committee (CEC) is actively working on enhancing digital connections for members during the convention. They requested that the convention application include a simple way for members to access GATHER. The Ethnic Diversity Advisory Committee (EDAC) has welcomed its new chair, Shaketha Pierce. This committee would like NATA to consider offering name badges for all committee volunteers. The Committee on Professional Ethics (COPE) is reviewing its current sanctions and deciding how long these will remain publicly accessible.

Director Herzog reported that the Fellows Committee is seeking additional methods to engage fellows. The Professional Responsibility in Athletic Training (PRAT) Committee is exploring ways to promote articles in the Sports Medicine Legal Digest through social media. The committee has temporarily paused its work on updating the Oath due to Executive Orders. The Pronouncements Committee is set to publish several position statements in the Journal of Athletic Training (JAT) in late 2025 and early to mid-2026.

Treasurer Galloway reported that the District Secretaries/Treasurers Committee recently held their chair election and is still waiting for the results.

Director McKune provided an update on the International Committee (IC) meeting. He announced that the World Federation's World Congress Conference will take place in Ireland in October. He advised the Board to keep manual therapy in mind, as employers are seeking athletic trainers with this expertise. The Intercollegiate Council for Sports Medicine (ICSM) has added two-year institutions to their interactive map to help identify athletic trainers at those colleges.

Director Lawrance reported that the AT Public Health Committee held its second meeting this week. They initiated a committee roadshow to inform other committees about their charge and to foster collaborations on various projects. The committee is working on establishing a formal relationship with the American Public Health Association (APHA), as several committee members are currently members of this organization. The Presidential Election Oversight Task Force (PEOTF) has reconvened with new members and is already preparing for the upcoming election. He then asked the Board to consider bringing back the annual committee reports.

Director Davis announced that the Student Leadership Committee has filled all its vacancies. The committee now has a new chair, Jackson Grant, and a new lead mentor, Nicole Wilkins. They have collaborated with NATA to create student tip sheets and other media projects. The Early Professionals Committee (EPC) has welcomed eight new members and a new chair, Emma Stratmoen. The EPC is excited to build upon their white paper and develop a toolkit.

Director Emrich reported that the Historical Committee plans to travel to the NATA office in September to see what is available for archiving.

Director Graham reported that the NATAPAC Bylaws are currently under legal review following some suggested updates to procedures. The legislative strategy approved by the NATA Board has proven effective in raising funds for NATAPAC. The State Association Advisory Committee (SAAC) successfully hosted a State Leadership Forum this week. The LGBTQ+ Advisory Committee (LGBTQ+AC) welcomed a new chair, Kirk Armstrong, as Jennifer Sturtevant transitions to the role of Chair for the DEIA Council. There is a growing demand for Safe Space training, and the committee has initiated virtual town halls. The Diversity, Equity, Inclusion, and Accessibility (DEIA) Council welcomed new members: Jennifer Sturtevant as Chair, Danae Deflin as Vice Chair, Shaketha Pierce as EDAC Chair, and Kirk Armstrong as Chair of the LGBTQ+AC.

CLOSED SESSION

The board went into closed session at 1:06 p.m.

ADJOURNMENT

Following a closed and executive session, President Duffy adjourned the meeting at 5:30 p.m.

Submitted by:



Scott Galloway
Secretary/Treasurer
NATA Board of Directors