

ATHLETIC TRAINING EMPLOYMENT CHECKLIST

College/University Setting

UPDATED SALARY REVIEWS

- Different opportunities within the local area
- Consider sign-on bonuses and/or retention bonuses
- Market Rate and Compa Ratios
- Compensation for increased roles, responsibilities and job duties



CONSIDER BENEFITS

- Paid continuing education
- Paid NATA and state licensure membership and dues
- Sign-on and retention bonuses that reflect current market practices

REVIEW JOB DESCRIPTIONS

Are the job descriptions reflective of ATs duties and responsibilities?

- Define autonomous authority in medical decision making
- Additional committees, roles and responsibilities within the local community and/or across campus
- Reflective of non-traditional working hours
- Includes medical clinical skills evaluations that should be performed without undue influence by coaches.



IMPROVE WORK ENGAGEMENT

Consider protocols that compartmentalize work and personal life

- Flexible work hours
- Include family on work trips
- Increase work flexibility utilizing a teach approach to healthcare
- Flexible time off when out of season
- Appropriate coverage models based on injury rates and staffing
- Effective communication from coaching staff with practice and game schedules
- Setting work boundaries
- Develop a mentorship program
- Reducing AT to Student-Athlete ratio

VISIT THE ICSM WHITE PAPER FOR MORE INFORMATION

COLLEGIATE_ATHLETIC_TRAINER_LABOR_CRISIS.PDF (NATA.ORG)

