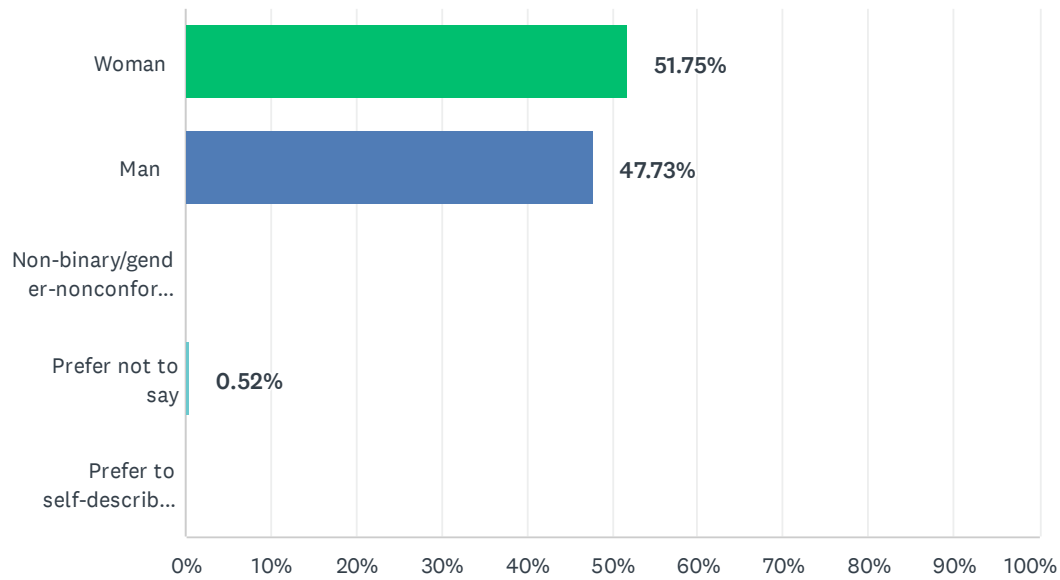


Q1 Gender:

Answered: 1,146 Skipped: 0

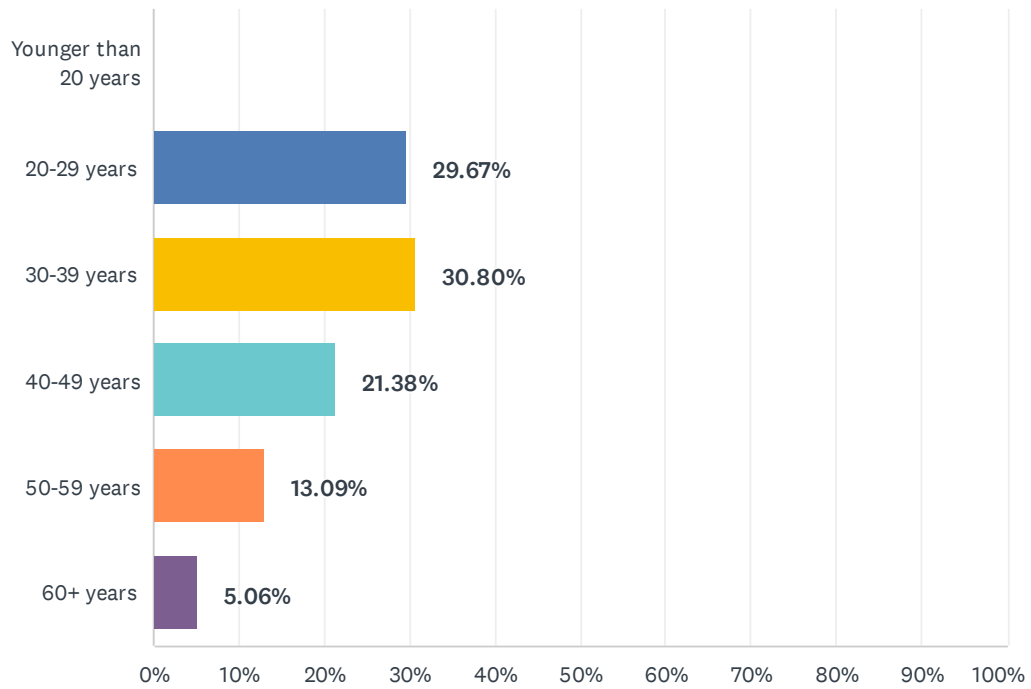


ANSWER CHOICES	RESPONSES	
Woman	51.75%	593
Man	47.73%	547
Non-binary/gender-nonconforming/third gender	0.00%	0
Prefer not to say	0.52%	6
Prefer to self-describe (please specify)	0.00%	0
TOTAL		1,146

#	PREFER TO SELF-DESCRIBE (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Age:

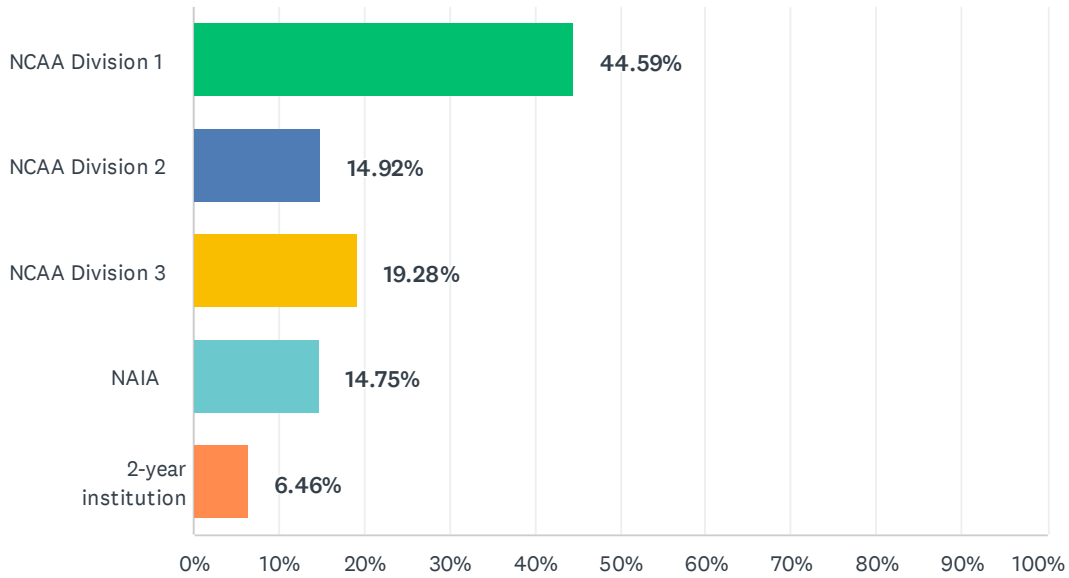
Answered: 1,146 Skipped: 0



ANSWER CHOICES	RESPONSES	
Younger than 20 years	0.00%	0
20-29 years	29.67%	340
30-39 years	30.80%	353
40-49 years	21.38%	245
50-59 years	13.09%	150
60+ years	5.06%	58
TOTAL		1,146

Q3 Level of collegiate athletics:

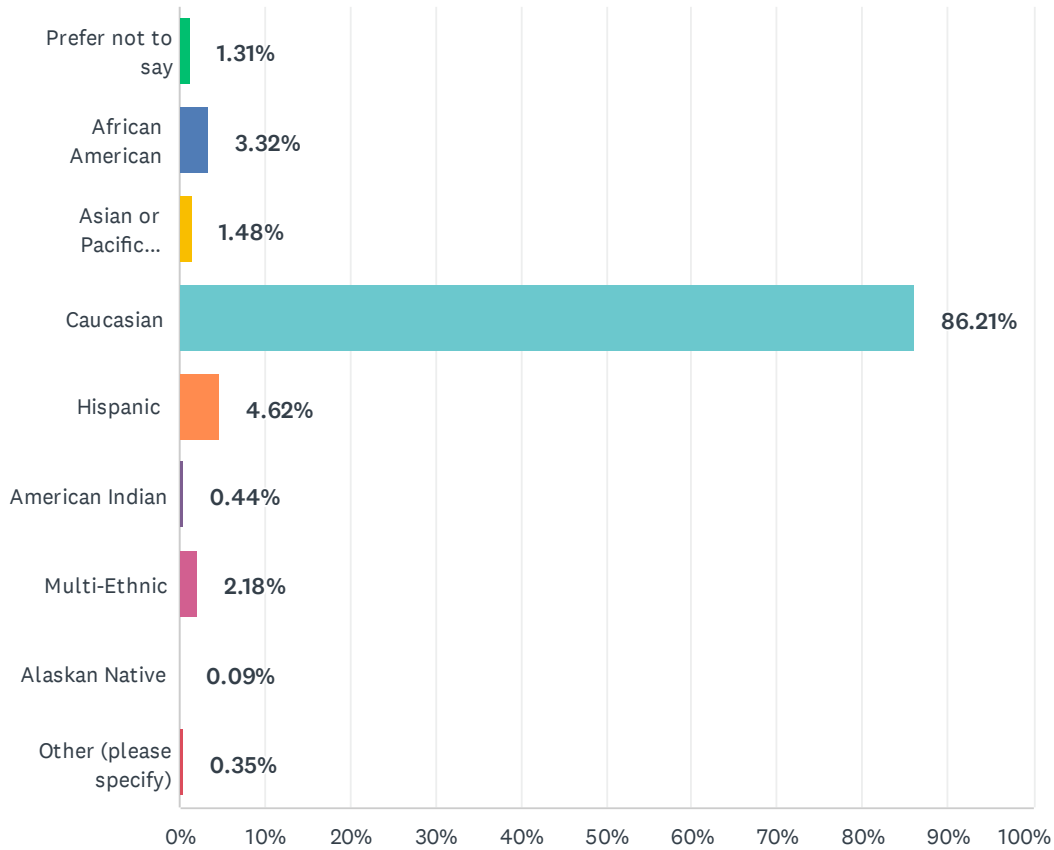
Answered: 1,146 Skipped: 0



ANSWER CHOICES	RESPONSES	
NCAA Division 1	44.59%	511
NCAA Division 2	14.92%	171
NCAA Division 3	19.28%	221
NAIA	14.75%	169
2-year institution	6.46%	74
TOTAL		1,146

Q4 Ethnicity:

Answered: 1,146 Skipped: 0



ANSWER CHOICES	RESPONSES	
Prefer not to say	1.31%	15
African American	3.32%	38
Asian or Pacific Islander	1.48%	17
Caucasian	86.21%	988
Hispanic	4.62%	53
American Indian	0.44%	5
Multi-Ethnic	2.18%	25
Alaskan Native	0.09%	1
Other (please specify)	0.35%	4
TOTAL		1,146

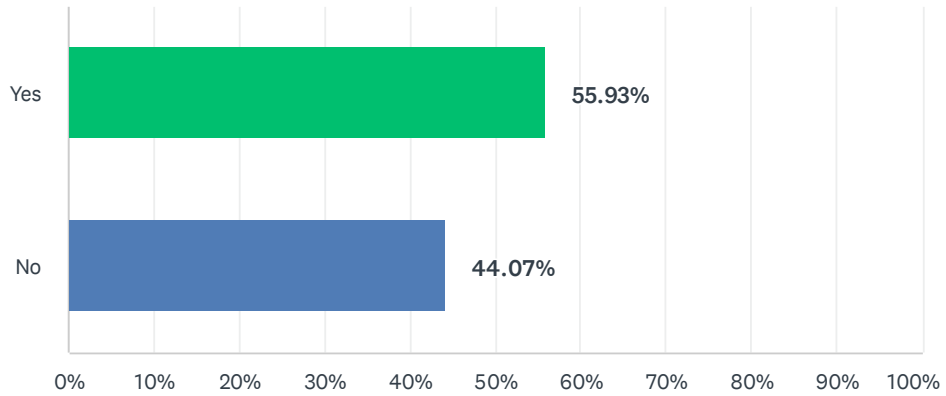
#	OTHER (PLEASE SPECIFY)	DATE
1	Black	8/2/2022 1:42 PM

NATA ICSM Compensation Task Force

2	Latino	7/25/2022 4:19 PM
3	Caucasian/Middle Eastern	7/25/2022 3:50 PM
4	Portuguese	7/25/2022 11:34 AM

Q5 Married or domestic partner?

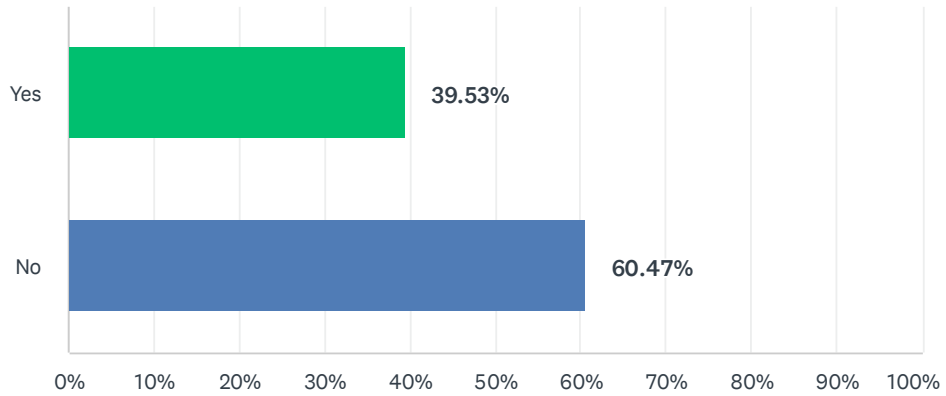
Answered: 1,146 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	55.93%	641
No	44.07%	505
TOTAL		1,146

Q6 Do you have children?

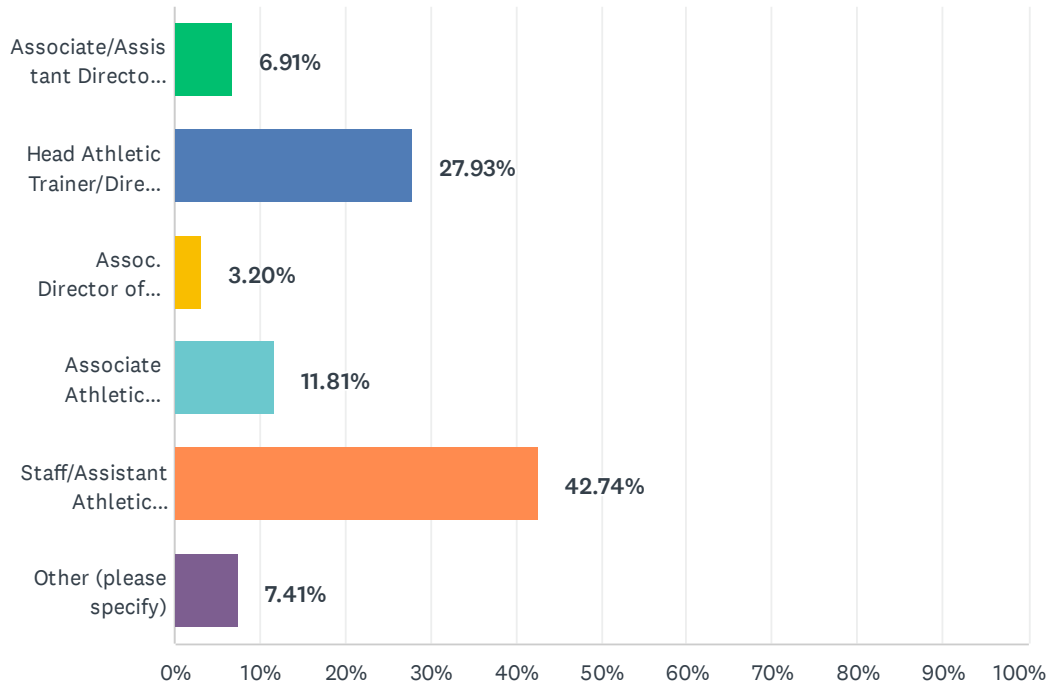
Answered: 1,146 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	39.53%	453
No	60.47%	693
TOTAL		1,146

Q7 Independent of how you were hired, what is your position title or closest equivalent?

Answered: 999 Skipped: 147



ANSWER CHOICES	RESPONSES
Associate/Assistant Director of Athletics	6.91% 69
Head Athletic Trainer/Director of Sports Medicine	27.93% 279
Assoc. Director of Sports Medicine	3.20% 32
Associate Athletic Trainer	11.81% 118
Staff/Assistant Athletic Trainer	42.74% 427
Other (please specify)	7.41% 74
TOTAL	999

#	OTHER (PLEASE SPECIFY)	DATE
1	Athletic Director	8/7/2022 6:03 PM
2	Health and Human Performance Faculty	8/6/2022 8:38 AM
3	Assistant Professor of AT	8/5/2022 9:53 AM
4	AT/PT	8/3/2022 8:40 PM
5	Associate Head Athletic Trainer	8/3/2022 7:14 PM
6	Athletic training student	8/3/2022 4:28 PM
7	Assistant professor of AT	8/3/2022 3:45 PM

NATA ICSM Compensation Task Force

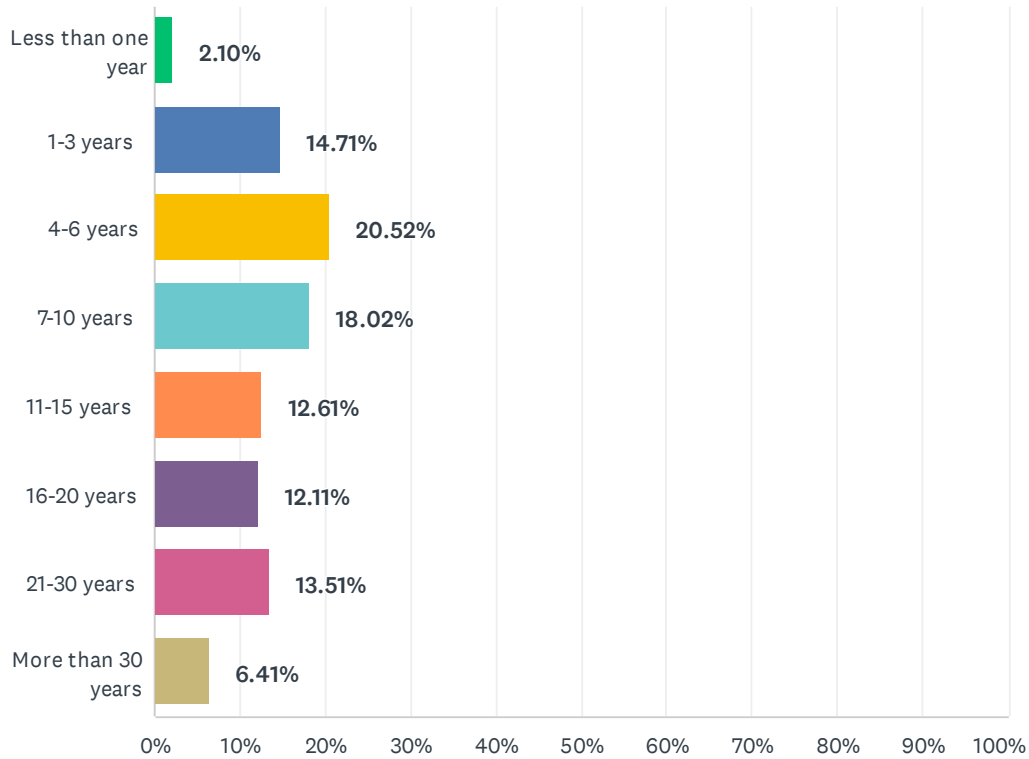
8	Durable medical fitter	8/3/2022 3:42 PM
9	Associate Head Athletic Trainer	8/3/2022 9:30 AM
10	Athletic trainer	8/3/2022 7:36 AM
11	Dean	8/2/2022 10:25 AM
12	Left position in May due to salary. Am now in industrial athletic training	8/1/2022 1:57 PM
13	Healthcare Administrator	8/1/2022 1:12 PM
14	Athletic Trainer	8/1/2022 1:09 PM
15	education program director	8/1/2022 12:45 PM
16	Athletic trainer	8/1/2022 12:26 PM
17	Athletic Trainer, Manager; Head Football Athletic Trainer	8/1/2022 12:19 PM
18	Only athletic trainer and adjunct teacher	8/1/2022 12:10 PM
19	Rehabilitation Specialist	8/1/2022 11:18 AM
20	Assistant athletic trainer head of athletic performance	8/1/2022 11:00 AM
21	Athletic Trainer	8/1/2022 10:58 AM
22	Athletic Training Program Director and Department Chair	8/1/2022 10:37 AM
23	Associate professor - staff ATC	8/1/2022 10:32 AM
24	Athletic trainer	8/1/2022 10:27 AM
25	Head Athletic Trainer	8/1/2022 10:25 AM
26	Clinical Education Coordinator and clinical athletic trainer	7/28/2022 10:32 AM
27	Head Football Athletic Trainer	7/28/2022 7:51 AM
28	Intern Athletic Trainer	7/27/2022 6:36 PM
29	Director of Athletic Training and Physical Therapy	7/27/2022 7:44 AM
30	Clinical Coordinator for PT clinic at Campus Health and Staff AT	7/27/2022 6:58 AM
31	Assistant Athletics Director for Sports Medicine	7/26/2022 4:17 PM
32	Head Athletic Trainer and Assistant Professor of Exercise Science	7/26/2022 11:09 AM
33	Assistant Head Athletic Trainer, which is a step above a staff athletic trainer but not yet considered Senior Staff	7/26/2022 10:03 AM
34	Sr. Assoc AT- FB	7/26/2022 9:02 AM
35	Fellowship athletic trainer	7/25/2022 10:45 PM
36	Graduate Assistant Athletic Trainer	7/25/2022 9:40 PM
37	Associate Head Athletic Trainer	7/25/2022 9:20 PM
38	Associate Professor & Clinical Education Coordinator	7/25/2022 6:37 PM
39	Athletic Trainer	7/25/2022 6:09 PM
40	Clinical Faculty/ Instructor	7/25/2022 5:38 PM
41	Program Coordinator	7/25/2022 4:53 PM
42	Athletic Trainer	7/25/2022 4:09 PM
43	Athletic Trainer	7/25/2022 3:50 PM
44	Chief Medical Officer	7/25/2022 2:53 PM

NATA ICSM Compensation Task Force

45	Assistant Director, Athletic Trainer	7/25/2022 2:03 PM
46	Assistant Director of Athletics/Head Athletic Trainer	7/25/2022 1:51 PM
47	Assistant Director of Sports Medicine	7/25/2022 1:34 PM
48	Sports Medicine Assistant Teaching Professor	7/25/2022 1:14 PM
49	Associate Professor with release time as 1 sport's AT	7/25/2022 1:08 PM
50	Director of Sports Medicine for MBB	7/25/2022 12:43 PM
51	Lead Athletic Trainer	7/25/2022 12:24 PM
52	Sr. Assoc AD for Sp Medicine/ SWA / Head AT	7/25/2022 12:13 PM
53	Concussion clinic director/Athletic trainer	7/25/2022 11:56 AM
54	Tenured Graduate Faculty	7/25/2022 11:49 AM
55	Faculty	7/25/2022 11:36 AM
56	Faculty Athletic Trainer	7/25/2022 11:21 AM
57	Resident Athletic Trainer	7/25/2022 11:19 AM
58	Intern Athletic Trainer	7/25/2022 11:11 AM
59	Associate Head Athletic Trainer	7/25/2022 11:08 AM
60	Faculty and Athletic Trainer	7/25/2022 11:08 AM
61	Head AT, Assist AD & Director of Human Performance	7/25/2022 11:06 AM
62	Clinical Assistant Professor, Coordinator of Clinical Education	7/25/2022 11:06 AM
63	Professor	7/25/2022 11:03 AM
64	Assistant Professor	7/25/2022 10:55 AM
65	outreach ATC, head ATC, EKG stress testing.	7/25/2022 10:52 AM
66	Faculty	7/25/2022 10:47 AM
67	Athletic Trainer	7/25/2022 10:46 AM
68	Assistant AD/director of sports medicine/athletics health care administrator	7/25/2022 10:43 AM
69	Director of Health and Wellness	7/25/2022 10:43 AM
70	Athletic Trainer	7/25/2022 10:39 AM
71	Clinical Professor/Head Athletic Trainer	7/25/2022 10:34 AM
72	Athletic Trainer	7/25/2022 10:33 AM
73	Assistant Professor	7/25/2022 10:29 AM
74	Full-time Administrator/Faculty memeber	7/25/2022 10:28 AM

Q8 How long have you been employed in collegiate athletics (this includes graduate assistantship, fellowship or internship years)?

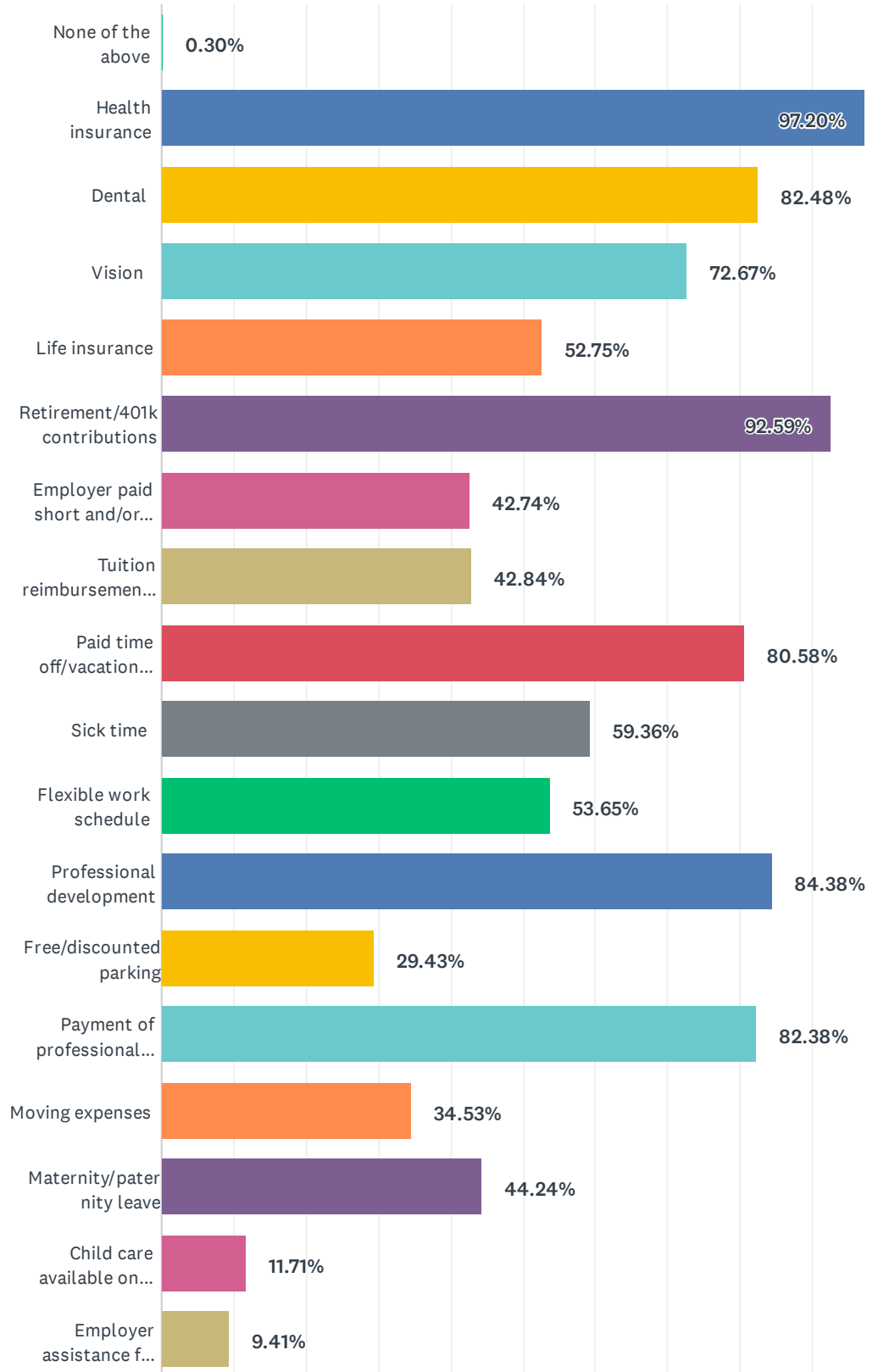
Answered: 999 Skipped: 147



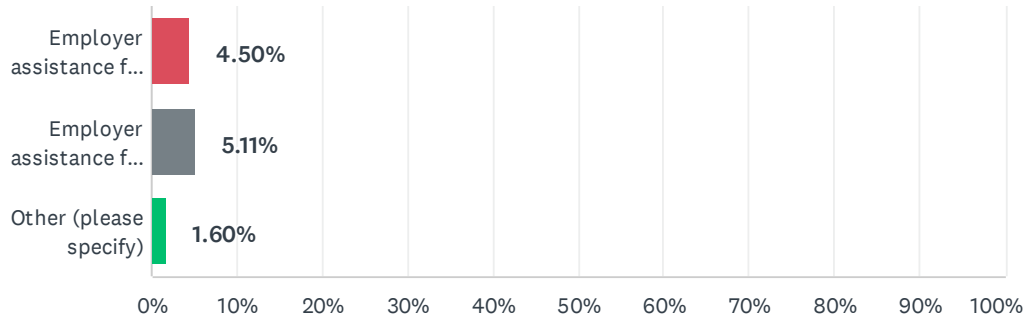
ANSWER CHOICES	RESPONSES	
Less than one year	2.10%	21
1-3 years	14.71%	147
4-6 years	20.52%	205
7-10 years	18.02%	180
11-15 years	12.61%	126
16-20 years	12.11%	121
21-30 years	13.51%	135
More than 30 years	6.41%	64
TOTAL		999

Q9 What forms of compensation and benefits are important to you when choosing an employer? (Check all that apply)

Answered: 999 Skipped: 147



NATA ICSM Compensation Task Force



ANSWER CHOICES	RESPONSES	
None of the above	0.30%	3
Health insurance	97.20%	971
Dental	82.48%	824
Vision	72.67%	726
Life insurance	52.75%	527
Retirement/401k contributions	92.59%	925
Employer paid short and/or long-term disability	42.74%	427
Tuition reimbursement/student loan repayment	42.84%	428
Paid time off/vacation days	80.58%	805
Sick time	59.36%	593
Flexible work schedule	53.65%	536
Professional development	84.38%	843
Free/discounted parking	29.43%	294
Payment of professional memberships and/or state licensure	82.38%	823
Moving expenses	34.53%	345
Maternity/paternity leave	44.24%	442
Child care available on campus	11.71%	117
Employer assistance for admittance into child care programs	9.41%	94
Employer assistance for child care availability towards children with special needs	4.50%	45
Employer assistance for dependent care	5.11%	51
Other (please specify)	1.60%	16
Total Respondents: 999		

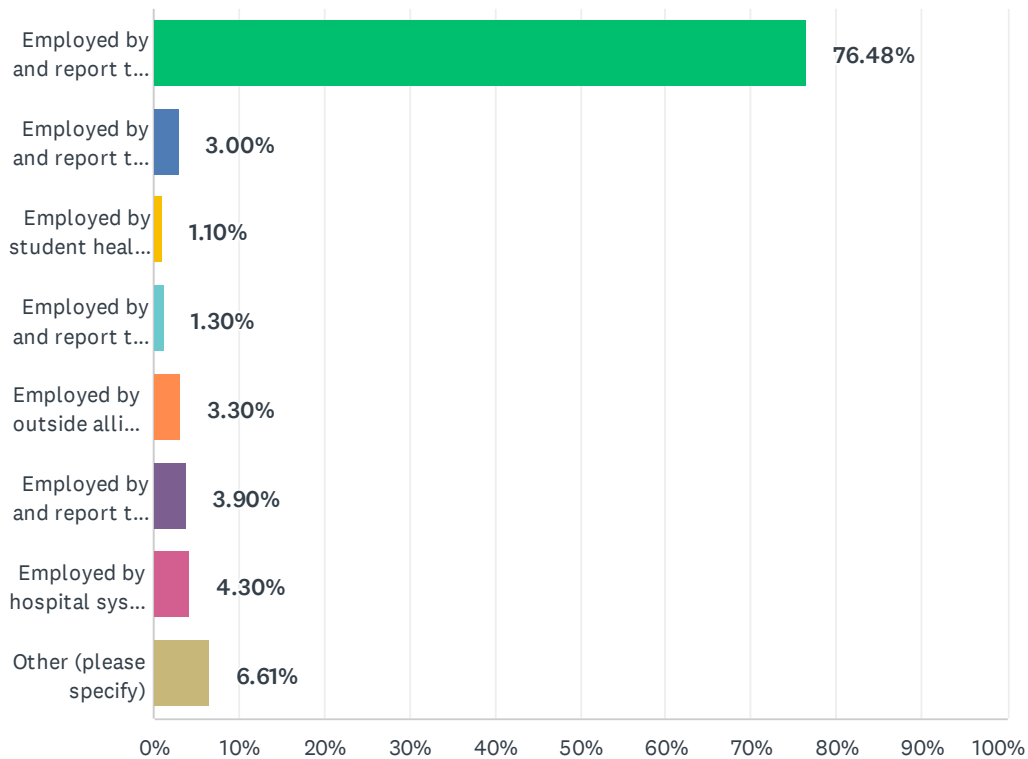
#	OTHER (PLEASE SPECIFY)	DATE
1	Pension	8/3/2022 8:10 PM
2	considerate work schedule (i.e. not there just to be there)	7/27/2022 10:27 AM

NATA ICSM Compensation Task Force

3	Meal plans if exempt employees	7/26/2022 3:36 PM
4	Salary	7/26/2022 12:11 PM
5	salary	7/26/2022 10:43 AM
6	Wage/Salary	7/26/2022 9:52 AM
7	dealer car/car stipend; additional compensation opportunities	7/25/2022 9:53 PM
8	Salary	7/25/2022 1:08 PM
9	Mobile Phone Allowance	7/25/2022 12:25 PM
10	Will Pay for dependents education at the institution	7/25/2022 12:17 PM
11	Free gear	7/25/2022 12:16 PM
12	Tuition for dependents and spouses	7/25/2022 11:49 AM
13	Salary	7/25/2022 11:42 AM
14	Employer assistance for mental health/counseling services	7/25/2022 11:05 AM
15	Salary	7/25/2022 10:34 AM
16	Payment	7/25/2022 10:32 AM

Q10 What is the current employment model at your institution?

Answered: 999 Skipped: 147



ANSWER CHOICES	RESPONSES	
Employed by and report to an athletic department.	76.48%	764
Employed by and report to student health services.	3.00%	30
Employed by student health services and report to athletic department.	1.10%	11
Employed by and report to outside allied health professional group/office.	1.30%	13
Employed by outside allied health professional group and report to athletic department.	3.30%	33
Employed by and report to hospital system.	3.90%	39
Employed by hospital system and report to athletic department.	4.30%	43
Other (please specify)	6.61%	66
TOTAL		999

#	OTHER (PLEASE SPECIFY)	DATE
1	Combination of the last two (employed by hospital system and report to both said employer and athletic department)	8/8/2022 2:20 PM
2	I am employed by hospital system and report to athletic department, our staff is 50/50. half employed by hospital, half employed by the university	8/4/2022 1:43 PM
3	Employed by hospital and report to both hospital and athletic dept	8/4/2022 8:38 AM

NATA ICSM Compensation Task Force

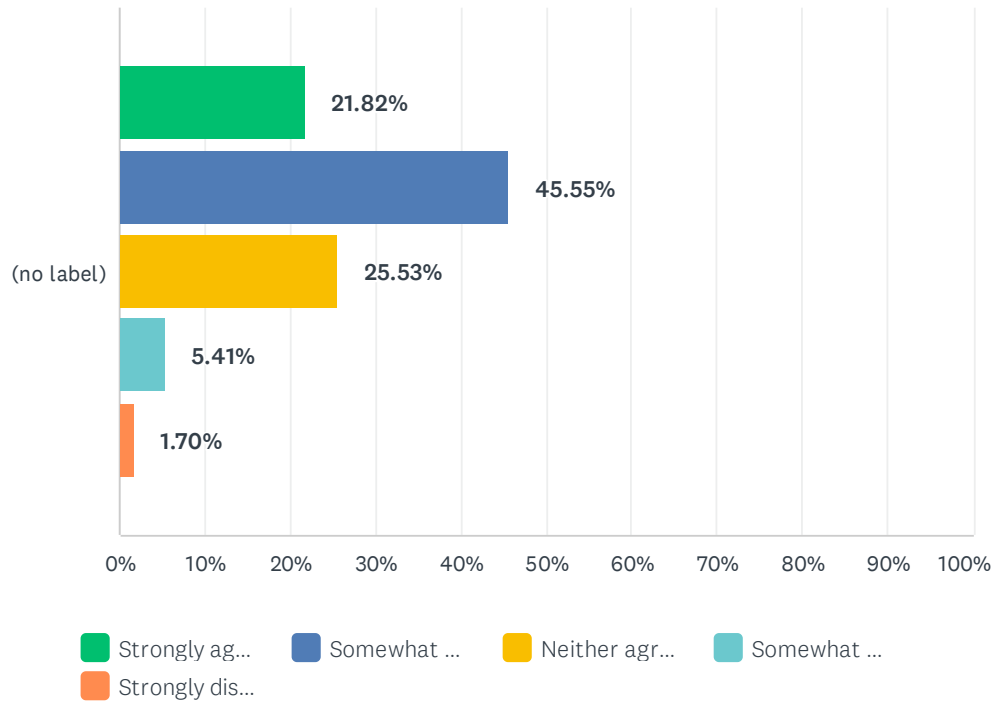
4	Employed by and report to Provost	8/3/2022 6:25 PM
5	Employed by university academics	8/3/2022 3:45 PM
6	Employed and report to Academic Dean	8/3/2022 11:36 AM
7	combination of hired by athletic department and hired by outside Dr, report to both	8/3/2022 7:36 AM
8	Employed by institution and report to athletic department.	8/2/2022 11:04 AM
9	Academic Program	8/2/2022 10:25 AM
10	I am employed by and report to university, my assistant ATs are employed by and report to a hospital system and myself	8/1/2022 6:40 PM
11	employed by the university, report to associate vp	8/1/2022 2:48 PM
12	ATI work site Solutions_left college I	8/1/2022 1:57 PM
13	Employee by institution and under physician. Evaluations completed through CBA	8/1/2022 1:39 PM
14	Report to department chair & AD	8/1/2022 12:00 PM
15	employed by athletic department and report to medical center	8/1/2022 11:26 AM
16	Not currently employed in this setting	8/1/2022 11:18 AM
17	Hired By Athletic Department. Evaluated on administrative aspects of job by AD, all healthcare related evaluation done by Team Physician	8/1/2022 10:48 AM
18	Employed by Athletics and have dual report to Athletics and Health Services	8/1/2022 10:47 AM
19	employed by the university and report to the dean of the college of health sciences	8/1/2022 10:37 AM
20	employed by the university - report to the dean and athletics	8/1/2022 10:32 AM
21	Employed by athletic department, report to student health services	8/1/2022 10:28 AM
22	Employed by university as faculty	7/28/2022 10:32 AM
23	employed by university report to academic dean	7/27/2022 4:04 PM
24	employed by athletic department and report to student health services and athletic department	7/27/2022 10:27 AM
25	Employed by Student Health and Athletics report to both	7/27/2022 6:58 AM
26	Under Student Development & report to Athletic Director	7/26/2022 1:54 PM
27	Employed by hospital, report to both athletic department and hospital	7/26/2022 11:59 AM
28	Employed by and report to the athletic department (staff) and the education department (faculty)	7/26/2022 11:09 AM
29	Our department is split so some of our staff are employed by the local hospital and some are employed by the university. We all in some way report to the athletic department, but the hospital staff directly report to the hospital as well and the hospital has more of a management say than the university does for these employees.	7/26/2022 10:40 AM
30	Employed by and report to college of medicine and health sciences	7/26/2022 9:13 AM
31	Employed by athletics department, report to athletics dept and health services	7/26/2022 7:37 AM
32	Employed by hospital system and report to athletic department and hospital system.	7/26/2022 7:33 AM
33	Employed by hospital system, report to school employed Head AT (athletics department) as well as hospital system	7/26/2022 7:32 AM
34	Employed by institution, report to kinesiology department. Provide services to athletics	7/25/2022 8:27 PM
35	Academics	7/25/2022 6:37 PM
36	Academic Model, report to department chair and dean	7/25/2022 5:38 PM
37	Just left a position as an individual reporting to the athletic department.	7/25/2022 5:37 PM

NATA ICSM Compensation Task Force

38	Employed by recreational department. Report to student health services	7/25/2022 4:03 PM
39	Some are employed by and report to the AD, others are employed by student health and report to both AD and student health (collaborative efforts)	7/25/2022 3:59 PM
40	Employee by University and Report to VP	7/25/2022 3:11 PM
41	employed by institution and report to Senior VP/Chief Health Officer	7/25/2022 3:05 PM
42	employed by athletic department, report to athletic director and director of health services	7/25/2022 2:54 PM
43	employed by hospital system and report to hospital system and athletic department	7/25/2022 2:31 PM
44	Employed by Athletic Department and also report to Student Health Services.	7/25/2022 1:51 PM
45	Employed by athletics and report to student health services	7/25/2022 1:51 PM
46	Employed by Academic Affairs and provide medical care to 1 sport	7/25/2022 1:08 PM
47	Head AT employed by and report to AD. Asst. ATs employed through local hospital and report to hospital	7/25/2022 12:18 PM
48	Employed by hospital system and report to hospital and athletics	7/25/2022 11:50 AM
49	Employed by the college and report to VPAA	7/25/2022 11:49 AM
50	Academic	7/25/2022 11:36 AM
51	Employed by college and report to the provost.	7/25/2022 11:17 AM
52	Employed by University report to Sports Medicine Department Chair	7/25/2022 11:08 AM
53	1/2 Faculty-1/2 Staff Report to Dean of Health Science and AD	7/25/2022 11:06 AM
54	Employed by athletics and report of outside physician group for state licensure only.	7/25/2022 11:05 AM
55	Academic	7/25/2022 11:03 AM
56	University Department	7/25/2022 10:55 AM
57	Employed by School of Medicine and hospital system	7/25/2022 10:54 AM
58	Employed by and report to academic dean	7/25/2022 10:50 AM
59	Faculty	7/25/2022 10:47 AM
60	Half of the staff are employed by athletics, half by hospital. I am employed by the school.	7/25/2022 10:42 AM
61	Academic appointment with release time for athletic responsibilities	7/25/2022 10:34 AM
62	Report to academia/provost	7/25/2022 10:33 AM
63	Med school employment contracted to athletics department	7/25/2022 10:32 AM
64	Employed by and report to College of Education/Health, Recreation & Community Services	7/25/2022 10:31 AM
65	Report to the dean of the college that houses the athletic training education programs/PT etc.	7/25/2022 10:30 AM
66	Academic model	7/25/2022 10:29 AM

Q11 Rank your agreement with the following statement: An institution's employment model is a deciding factor when evaluating collegiate athletic training employment opportunities.

Answered: 999 Skipped: 147



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	21.82% 218	45.55% 455	25.53% 255	5.41% 54	1.70% 17	999	3.80

Q12 Why does an institution's employment model matter to you or not matter to you when evaluating collegiate athletic training employment opportunities?

Answered: 999 Skipped: 147

#	RESPONSES	DATE
1	If the model isn't developed, then it is hard to go through	8/8/2022 3:34 PM
2	There are benefits and downsides to both. I look at the position itself	8/8/2022 2:20 PM
3	I have had negative experiences when working in an athletics department-led athletic training staff.	8/8/2022 10:23 AM
4	Room for growth	8/8/2022 7:28 AM
5	determines working enviroment	8/7/2022 6:03 PM
6	It matters to me due to the fact that I want to have a personal relationship with whoever I am reporting to and sometimes certain settings are impersonal.	8/7/2022 5:11 PM
7	Its harder for administration to know the athletics realm especially if they were not athletes.	8/6/2022 5:11 PM
8	N/A	8/6/2022 1:04 PM
9	N/a	8/6/2022 9:15 AM
10	Want to have a good team to work with. Everyone knows what to do and you have to trust them as well as yourself.	8/6/2022 9:02 AM
11	The situation I am in currently causes me to wonder how our institution views the need for athletic trainers and if they are that valuable to them or not.	8/6/2022 8:38 AM
12	It matter to make sure that there is never an athletic trainer never reports to a coach. I highly agree with the medical model but small schools struggle for stability with their Health Center when there is lots of turnover and they are employed by an outside medical group	8/6/2022 7:16 AM
13	It can determine where the budget is coming from, where the value and decision making process is coming from, and the level of interaction	8/5/2022 11:16 PM
14	Employment at this level can vary so knowing the model the institution uses is extremely important to the decision making process	8/5/2022 6:20 PM
15	It can dictate how and what type of healthcare you provide	8/5/2022 12:01 PM
16	I like directly being involved with the athletic department instead of being contracted out.	8/5/2022 11:19 AM
17	n/a	8/5/2022 11:17 AM
18	Employment model can dramatically effect how athletic training is viewed and valued. If its viewed from a medical model, athletic training can be viewed only as plugging in bodies based on numbers and you can lose the personal touch of having assigned teams or traveling. However, it can protect the time of the ATC. From an athletics stand point, ATCs usually are assigned to teams and there is better quality care due to the personal nature. There also will probably be more actual ATCs employed. However, there can be an abuse of the ATCs time. There a pros and cons for all structures, and they can all dramatically effect employment opportunities.	8/5/2022 11:06 AM
19	N	8/5/2022 10:29 AM
20	To me employment by the athletic department shows a stronger belief in the department.	8/5/2022 10:06 AM
21	It is a factor, but not deciding factor. It is more about the support in place no matter which model is used. The culture, the perspective on AT services, etc.	8/5/2022 9:53 AM

NATA ICSM Compensation Task Force

22	It is becoming more important as I become more seasoned in the profession. Will help with many areas such as pay, work/life balance, understanding of the profession as truly health care providers and not just a warm body.	8/5/2022 9:48 AM
23	The management in place, regardless of the model, is the deciding factor. ATs must be able to have independent authority, if the model provides that, I'm okay with it.	8/5/2022 8:33 AM
24	It determines the level of care, consideration, and representation of where you're about to invest you life into.	8/5/2022 8:16 AM
25	Sometimes, when athletics is in charge, they have different expectations for the AT staff that health services would not (ex, hours, being on call, etc.)	8/5/2022 7:50 AM
26	It matters to me because of my experience. No matter the changes in employment status, I've always been treated the same, with a boss type point person. So the jobs that choose to hire me as an independent or contracted employer devalue my compensation while treating and demanding the same (sometimes more) from my time/overtime.	8/5/2022 6:55 AM
27	matters for promoting	8/4/2022 8:54 PM
28	To me, being part of the institution provides more buy-in and a feeling of stability at the school rather than being a contracted employee.	8/4/2022 8:50 PM
29	not sure	8/4/2022 7:32 PM
30	It matter's due to the fact that an athletic department can alter an Athletic trainers ability to work efficiently or try to override a medical decision all for the benefit of a the team record.	8/4/2022 7:07 PM
31	If hired directly within the Athletic department, job security is higher than if contracted through an outside agency. Salary might be slightly lower however.	8/4/2022 6:29 PM
32	I don't know	8/4/2022 5:09 PM
33	It matters because I want to know if I'll have extra duties outside of the college setting that I will also be asked to do such as work in clinic or report to other schools in the area.	8/4/2022 4:19 PM
34	It determines the value placed on the profession.	8/4/2022 4:09 PM
35	Having a supervisor that actually knows what we do and how many hours we truly put in.	8/4/2022 3:39 PM
36	The institution's employment model can positively or negatively affect how the athletic trainers are valued.	8/4/2022 3:27 PM
37	Demonstrates the concern of the employee so that it's not just transaction employment.	8/4/2022 2:07 PM
38	I've worked in both scenarios and they've both worked great.	8/4/2022 1:54 PM
39	In my particular institution, this model works well.	8/4/2022 1:43 PM
40	I want to have the same employment model with my peers (coaching staff, administration, etc)	8/4/2022 1:38 PM
41	I have had the opportunity to be employed by a good hospital that staffed ATs at colleges with great contract stipulations regarding who to report to. It does not matter to me because I have had great experiences. I'm sure it matters to others.	8/4/2022 1:07 PM
42	It depends on the institution and how they operate.	8/4/2022 12:53 PM
43	An institution's employment model matters because it can directly affect my daily duties as an athletic trainer and who I report to.	8/4/2022 12:40 PM
44	Contracted through sports medicine clinics allow for more time off during seasons vs 10 month contract where there is no screwed time off	8/4/2022 12:36 PM
45	compensation and location matters more than who employs me	8/4/2022 12:34 PM
46	I would prefer to be under health instead of athletics. This would reinforce that we are healthcare providers and less pressure to release players from the AD.	8/4/2022 12:16 PM
47	It decides who I report to and what actions I will take	8/4/2022 12:11 PM
48	It matters because a good employment model shows how much the university with care and appreciate their athletic trainers.	8/4/2022 10:59 AM

NATA ICSM Compensation Task Force

49	We need to have autonomy. If you can have that through working with an athletic department then good if not then you need to seek employment that allows you to make the decisions.	8/4/2022 10:58 AM
50	I am not quite sure what this means. However, to me, I am interested in working model that prioritizes the wellness of its staff including support and access to various resources. A culture that cultivates a mutual respect for work life balance between the employer and its employees.	8/4/2022 10:39 AM
51	It can tell me a lot about who will be supervising me and evaluating me and my medical skills. I believe this can impact my ability for advancement and pay increases.	8/4/2022 10:24 AM
52	Determines who I will report to and how convenient it will be or not	8/4/2022 10:01 AM
53	If the higher ups have no idea what we do how can they be in charge of us	8/4/2022 9:55 AM
54	Opportunities for better quality of life (better pay scale and time off through hospital employment model)	8/4/2022 9:42 AM
55	I am going to get the job done regardless. It comes down to relationships and if you do not build those, the models do not matter.	8/4/2022 9:20 AM
56	Being hired through the Hospital and reporting to the hospital provides better security and less of a conflict of interest in providing care to student athletes. I can focus on following a healthcare model with the understanding that they are student athletes instead of treating them as they are a student athlete that I provide health care too that fits in athletics timelines. Becomes a more patient centered approach instead of what the coaching staff wants	8/4/2022 9:14 AM
57	It seems that employment models including outside health professional group are able to offer higher salaries while single entity athletic departments struggle to match this number	8/4/2022 8:58 AM
58	Shows support system	8/4/2022 8:54 AM
59	Part of a team is a positive, athletic department could be a toxic team in the area of healthcare	8/4/2022 8:52 AM
60	The process of doing things, resources, and decision making are different when in a traditional athletics model vs a medical model.	8/4/2022 8:40 AM
61	na	8/4/2022 8:38 AM
62	I believe that it is the staff that determines if the employment model works. You can have it both ways and still work you just need the right people. But I do understand that in general a medical model is the best fit for most places.	8/4/2022 8:22 AM
63	The medical model is best practice for patient centered care	8/4/2022 8:01 AM
64	I want the person who evaluates me and supervises healthcare to understand how and why healthcare is done the way it is.	8/4/2022 7:49 AM
65	For me, the employment model has not been a factor in determining job options in the past. I do see the value in the medical model, but also have only considered jobs at institutions that value independent medical care and unchallengeable medical authority of the medical staff.	8/4/2022 7:07 AM
66	Reporting to health care professionals is an important factor to me because they understand what the job entails and are qualified to provide feedback in that area.	8/4/2022 6:39 AM
67	N/A	8/4/2022 6:28 AM
68	If the model includes reporting to an AD, then the success of the department is largely dependent on that AD's understanding of the importance of the ATs. When a new AD is hired, they usually don't ask for input from the ATs but it can have a huge impact if the new leadership doesn't respect or understand athletic training	8/4/2022 4:24 AM
69	Our profession is changing. The landscape of collegiate athletics is changing. It is important to me to understand what the priorities and values of both the athletic training unit and athletic department are. I.e. Does the model provide approximate compensation for job demands? Allow for work-life balance? Allow for development both within the department and professionally?	8/4/2022 12:55 AM
70	.	8/3/2022 11:32 PM
71	I personally want the person I'm reporting to; to be on the same campus, not through a clinic or hospital where I may have duties there as well.	8/3/2022 10:45 PM

NATA ICSM Compensation Task Force

72	n/a	8/3/2022 10:14 PM
73	who to report to- whether my boss/associate AD	8/3/2022 8:40 PM
74	I would like to be employed by a medical model but there are not enough of them across the country for me to be picky about where I go.	8/3/2022 8:34 PM
75	Ultimately I'm concerned with you makes medical decisions, not solely based on who I report to directly	8/3/2022 8:10 PM
76	Makes choosing a department that values its employees easier	8/3/2022 8:02 PM
77	It shows how they view/treat employees both short and long term	8/3/2022 8:01 PM
78	The structure of who you report to is very important! No athletic trainer should be directly supervised by a coach.	8/3/2022 7:46 PM
79	I want the person I report to to have an understanding of athletic training so they know what I can and can't do.	8/3/2022 7:45 PM
80	Potential higher base pay in a medical model	8/3/2022 7:44 PM
81	Important as it reduces conflict of interest. Reduces chances of non health care individuals supervising health care people.	8/3/2022 7:41 PM
82	If there is good leadership in place it shouldn't matter	8/3/2022 7:24 PM
83	I'd like to be with an institution that follows the medical model vs reporting to an athletic director	8/3/2022 7:19 PM
84	It depends on what the structure is. Sometimes athletics oversight is light and they defer to ATs. Sometimes it's not as supportive.	8/3/2022 7:14 PM
85	Generally speaking, if the position is through the campus health services, the pay is better.	8/3/2022 7:10 PM
86	Having the admins understand what our job is and the role we play in the healthcare field is crucial	8/3/2022 7:01 PM
87	.	8/3/2022 6:56 PM
88	It may affect compensation but most importantly, it plays a role in our reporting structure for things like making changes to any of our policies (i.e. mental health)	8/3/2022 6:55 PM
89	I think it represents how they consider all departments and employees.	8/3/2022 6:40 PM
90	It is important that employment models are built to support athletic trainers. Also whether the entities they are employed by have a true understanding of the athletic trainer role.	8/3/2022 6:30 PM
91	I don't want to be hired by an outside entity like hospital.	8/3/2022 6:25 PM
92	I believe medical professionals should be led by other medical professionals, rather than school administrators or coaches. There are sometimes different mindsets when it comes to patient care and competition when led by a non medical professional. However, when hired under academics are sometimes compensated more or closer to teacher pay scale.	8/3/2022 6:15 PM
93	I want to make sure that I will have total medical decision making autonomy.	8/3/2022 6:10 PM
94	I feel like being employed by the institution they have a more vested interest in you	8/3/2022 5:50 PM
95	Maybe it should but I feel like we have a good system where our place is secure and I don't worry about coaches trying to influence what we decide	8/3/2022 5:50 PM
96	I look at the communication between everyone involved and how each party is respected.	8/3/2022 5:48 PM
97	Does not have significant effect on employment opportunities.	8/3/2022 5:48 PM
98	Support	8/3/2022 5:44 PM
99	Other benefits are more important	8/3/2022 5:07 PM
100	N/a	8/3/2022 4:39 PM
101	N/a	8/3/2022 4:28 PM

NATA ICSM Compensation Task Force

102	protection from non-medical personnel when making medical decisions (admin, coaches, etc.)	8/3/2022 4:09 PM
103	I have worked as an athletic trainer within athletics and transitioned to academics because of the abuse when employed under a traditional athletic model rather than a medical model	8/3/2022 3:45 PM
104	? I work in a clinic	8/3/2022 3:42 PM
105	It is important to have access and engagement to the hospital in this setting.	8/3/2022 3:27 PM
106	Different employment model has different employment forms of compensation and benefits. Some institutions can't afford to have the best compensation or benefits.	8/3/2022 3:26 PM
107	It in no way evaluates our ability to perform athletic training services. Rehab, modalities, evaluation, etc	8/3/2022 3:20 PM
108	N/A	8/3/2022 3:15 PM
109	My Athletic Director is neutral and very supportive. I have medical autonomy in the athletic department. So I am allowed to execute my position with out any problems for many years.	8/3/2022 3:02 PM
110	Benefits should matter. It will enhance the overall compensation package and provide for some security and well being.	8/3/2022 2:54 PM
111	It matters because it will determine who my boss is, but also because sometimes within a hospital not everyone knows that an athletic trainer is a healthcare professional. Luckily my boss at the hospital is an Athletic trainer and directly works with us. We do not report to anyone within the hospital besides him.	8/3/2022 2:53 PM
112	It matters to me because that is what they base everything off of.	8/3/2022 2:28 PM
113	Typically I have seen better offers (salary, benefits, CEU stipend, etc) coming from hospital systems that employ ATs rather than the actual universities.	8/3/2022 2:22 PM
114	working for the health care system and not the university, helps with matters of working unsustainable hours. My leadership will fight for us to have somewhat of a normal work life balance, if I was to work for the university, I don't know if that would have been possible	8/3/2022 2:22 PM
115	each employment model has pros and cons but I do believe some are better than others and take better care of employees	8/3/2022 2:06 PM
116	It is because location would be more important due to other factors involved in employment. Such as, wife's employment decision, children's school.	8/3/2022 2:01 PM
117	I would look for more of the medical model rather than straight the old school being controlled by the athletic department	8/3/2022 2:00 PM
118	The employment model may dictate what resources are made available to you. Different models have different pro and cons specific to the institution, and there is not necessary a right or wrong way of doing things.	8/3/2022 1:50 PM
119	N/A	8/3/2022 1:45 PM
120	You want to know the hierarchy so you who you report to.	8/3/2022 1:44 PM
121	N/A	8/3/2022 1:43 PM
122	Prefer to be employed through the institution.	8/3/2022 1:43 PM
123	I think being employed by the school itself is extremely important. Better work/life balance	8/3/2022 1:33 PM
124	Life in the balance	8/3/2022 1:30 PM
125	scope of practice and who I report to	8/3/2022 1:27 PM
126	Helps with communication and helps with understanding the chain of command.	8/3/2022 1:19 PM
127	It depends on the other responsibilities wanted/needed by the institution. I am a dual position of Head AT/Associate Professor (tenured)	8/3/2022 1:09 PM
128	I prefer to work for the university, not an outside entity. Also, ideally, I would prefer to work under a healthcare model.	8/3/2022 12:42 PM
129	I want to work directly for a university and not contracted	8/3/2022 12:40 PM

NATA ICSM Compensation Task Force

130	In today's climate I think I would rather be employed in a medical model. I like the idea of knowing a coach can't fire me because they may not like me, but also the pay is generally better, as well as the reporting structure to someone who understands what athletic trainers do.	8/3/2022 12:33 PM
131	There can be a difficult crossover between the two settings, it is nicer to be employed and work in the same place, but compensation and benefits also play a role.	8/3/2022 12:32 PM
132	I've been an employee of a physician owned practice and contracted out to a college, now I'm a direct employee of the university. I prefer my current position over the other bc this is my only role. While working for the other company there was no set expectation for the summer or down months at the university, and we would get thrown into a clinic. Our hours were not as closely monitored because it was as if we were reporting to two different bosses, the head AT (as an employee of the university) and then the orthopedic practice.	8/3/2022 12:28 PM
133	It will determine the appropriate policies as it pertains to the athletic training department.	8/3/2022 12:06 PM
134	I think it is a case by case basis and depends on how well the supervising department as a whole runs.	8/3/2022 12:03 PM
135	Indifferent	8/3/2022 11:59 AM
136	depends where your support network is, shows stability of job. salary support	8/3/2022 11:55 AM
137	N/a	8/3/2022 11:54 AM
138	.	8/3/2022 11:47 AM
139	I came up when nearly all were modeled in the Athletic Department, but I certainly see the benefit to the model with Student Health Services	8/3/2022 11:44 AM
140	It shows if employees are appreciated and heard or not.	8/3/2022 11:43 AM
141	It really doesn't	8/3/2022 11:40 AM
142	Important the chain of command and making sure you are reporting to people that understand your position.	8/3/2022 11:36 AM
143	Doesn't matter to me greatly, but I do believe the model they use is important to know why they do what they do and how they got to that mode.	8/3/2022 11:36 AM
144	If it's going to be best suited for me and my professional development.	8/3/2022 11:30 AM
145	The medical model greatly helps with allowing AT's to make the proper medical decisions	8/3/2022 11:26 AM
146	I don't plan on leaving the area	8/3/2022 11:26 AM
147	Indifferent	8/3/2022 11:23 AM
148	I think the employment model comes down to the individual philosophies of the institutions and their finances. Kind of a "to each their own" deal.	8/3/2022 10:59 AM
149	I believe the people within the model matter more than the model itself	8/3/2022 10:25 AM
150	Seeing a greater need to be employed by an outside source each year. Institution's just can't do the right thing.	8/3/2022 9:30 AM
151	I am not sure the difference it makes when it comes to employment	8/3/2022 9:22 AM
152	I do think it's important that the employment of the AT staff is not contingent on performance, but that can be done in various ways (including being hired by the athletic dept)	8/3/2022 9:03 AM
153	Not enough information about the differences	8/3/2022 8:42 AM
154	tired of being called out by coaches, need to report to health services, doctor, not to AD, Coaches	8/3/2022 7:36 AM
155	Having a medical professional as supervisor is critical in collegiate setting	8/3/2022 5:17 AM
156	It is important those responsible for hiring and overseeing my position actually understand what that position entails and also value the importance of athletics within the collegiate setting.	8/2/2022 7:06 PM

NATA ICSM Compensation Task Force

157	Because the institution ought to view you as an asset not an expense -- off-site contracts with external providers don't necessarily evoke the highest prioritization or intention re: health/safety needs of the institution's student-athletes	8/2/2022 6:08 PM
158	Does it allow for movement within the employment	8/2/2022 6:06 PM
159	The employment model matters because I would like to be able to have a good work life balance.	8/2/2022 5:21 PM
160	Hospitals do not always understand how athletic training schedules work or are trying to put athletic training in the same boat as in-hospital employees like PTs, nurses, etc	8/2/2022 4:32 PM
161	Prefer to be employed directly by the university, not through a clinic or hospital	8/2/2022 4:25 PM
162	I want to report to someone who has an understanding of what I do and a common goal.	8/2/2022 3:51 PM
163	I want to report to a medical professional not a coach	8/2/2022 3:30 PM
164	Setting is important.	8/2/2022 2:00 PM
165	We have done ourselves a disservice by aligning ourselves with athletics rather than health services.	8/2/2022 1:20 PM
166	I am not concerned who my supervisor might be.	8/2/2022 12:28 PM
167	The model itself is not as important as the culture of the employer. I've been in both models and although when I was in a model where I was a health service employee if there were issues with my abilities to do my job adequately there I could have been removed by Athletics from my position.	8/2/2022 11:59 AM
168	Insuring the chain of command is not compromised and leadership (direct reports, at least) have an understanding of the medical world.	8/2/2022 11:37 AM
169	As an AT the need for a clear and acceptable model matters because it provides relief knowing you are being taken care of for your time.	8/2/2022 11:04 AM
170	I don't believe that being employed by the institution automatically means there is no medical autonomy. Depending on the medical system that you're employed by, your direct supervisor could have no knowledge or experience with athletic training. So I think both employment models have pros and cons.	8/2/2022 10:32 AM
171	Health care providers should be supervised and evaluated by health care providers.	8/2/2022 10:25 AM
172	Doesn't matter. How well it is run is what matters to me	8/2/2022 9:57 AM
173	Pay scale, advancement opportunities, permanence of the position	8/2/2022 9:18 AM
174	There can be a lack of medical understanding from athletic directors/departments as compared to health centers.	8/2/2022 8:24 AM
175	Ideally athletic training should fall under health services	8/2/2022 7:50 AM
176	Working for an athletics departments usually leads to lower pay and resources, but can work if it is an established department with connections and resources through providers. The health center or hospital will usually result in higher wages and compensation packages but sometimes can lead to more red tape.	8/2/2022 6:56 AM
177	When working in a collegiate setting I want to be directly employed by the college/university and report to athletics	8/2/2022 6:20 AM
178	Should not have to directly work under direction of an athletic team's coach. Working under athletic director that doesn't coach a sport is acceptable. A lot of NAIA schools do not have a health services department that could support the athletic training position.	8/2/2022 5:59 AM
179	Institutions that are hired by a hospital provide better pay and staffing.	8/2/2022 5:35 AM
180	Chain of command varies with different models	8/2/2022 5:12 AM
181	I have worked in collegiate athletics employed by athletics dept and local hospital. I think with the right administration in place both models work well	8/1/2022 11:37 PM
182	I do not believe I have ever seen an employment model for any of the jobs I have had.	8/1/2022 10:21 PM

NATA ICSM Compensation Task Force

183	As long as the athletes are getting the care they need, it doesn't matter if employment is through the school or an outside organization.	8/1/2022 9:03 PM
184	Administrative support	8/1/2022 8:41 PM
185	The current model of reporting to athletics/AD doesn't work. More protection when employed by student health.	8/1/2022 8:39 PM
186	Ability to make sounds decisions which works best for the athletes' health regardless of team status	8/1/2022 8:03 PM
187	Helps to understand the chain of command.	8/1/2022 7:47 PM
188	Pay, inability to get all communications from school	8/1/2022 7:43 PM
189	Number of supervisors, priorities of those supervisors may be extremely different.	8/1/2022 7:15 PM
190	I've only worked in a model where I was employed by and reported to athletic department. Can't say if I would prefer it another way as it's all I've known.	8/1/2022 6:55 PM
191	Not considered	8/1/2022 6:42 PM
192	The benefits associated with a hospital system tend to be both better and cheaper in my experience. A hospital system also seems better equipped to provide competitive salaries and more sufficient FTE numbers than a university on its own.	8/1/2022 6:40 PM
193	The employment models matter to me because I feel like I have to agree with their employment model to be a good fit in a school.	8/1/2022 6:35 PM
194	from experience being employed through the athletics department can give better benefits	8/1/2022 6:33 PM
195	It shows how athletic training is viewed.	8/1/2022 6:20 PM
196	Working for a hospital or clinic typically means better job security and better pay without teaching responsibilities. This is changing due to athletic departments slowly learning how valuable ATs are and how to pay us to keep us.	8/1/2022 6:10 PM
197	Chain of command and responsibilities	8/1/2022 5:28 PM
198	n/a	8/1/2022 5:14 PM
199	I would prefer to be under a medical model if possible	8/1/2022 4:59 PM
200	You have to evaluate each position and their model individually	8/1/2022 4:54 PM
201	It is more the relationships and support structure between medical and athletic staff, coaches and administrators that is important to me and whether those relationships are supportive and constructive	8/1/2022 4:18 PM
202	Depending on the support of the supervisor, administration and physicians. If the place of employment seems to be run by non-medical professionals, that's a huge red flag.	8/1/2022 4:10 PM
203	Salary and benefits differ depending on the employment model.	8/1/2022 4:10 PM
204	quality of position	8/1/2022 3:51 PM
205	It doesn't matter as long as the salary and benefits are good.	8/1/2022 3:50 PM
206	Important to know how my role fits into the overall model, to evaluate career advancement opportunities, job security, financial prospects.	8/1/2022 3:32 PM
207	It's a good way to initially assess a valued and cooperative union.	8/1/2022 3:29 PM
208	Athletics directors having direct jurisdiction over medical personnel is often troubling	8/1/2022 3:22 PM
209	While the medical model is ideal and smaller institutions it may not always be practical in terms of budget.	8/1/2022 3:01 PM
210	It does not dictate pay, although many times a hospital system would pay more.	8/1/2022 2:59 PM
211	If hired by outside contract, hopefully there is backing from employer when there is a strong influence in bad decisions being made by school administrators	8/1/2022 2:55 PM

NATA ICSM Compensation Task Force

212	n/a	8/1/2022 2:50 PM
213	There needs to be some medical oversight in th equation	8/1/2022 2:48 PM
214	Ultimately, the model does have little impact on the actual daily work. I know many good/no-so-good institutions from various models	8/1/2022 2:39 PM
215	It's important to know supervision reporting lines and who will be doing my performance reviews.	8/1/2022 2:32 PM
216	Retirement options	8/1/2022 2:29 PM
217	The structure does make a difference but ultimately it is a matter of not reporting to a coach and having the autonomy to make medical decisions without fear of losing your job.	8/1/2022 2:27 PM
218	Doesn't matter as long as the care is high quality and treat employees respectfully	8/1/2022 2:25 PM
219	I haven't looked for a job for over a decade so it's not something I worry about. I look for a setting I would like to be in and a salary range and it doesn't matter who I report to	8/1/2022 2:00 PM
220	Left in May after 14 years with final salary of \$47k. Not worth it anymore ND couldn't pay bills _house, student loans and groceries	8/1/2022 1:57 PM
221	I want to have the ability to have a good home and work balance.	8/1/2022 1:50 PM
222	It all depends how people work together. I would love to work more within a "medical model", but where I am now directly within an athletic department also works well if the people running it have trust and confidence in everyone.	8/1/2022 1:45 PM
223	It is becoming more important to me that the employment model extends from a medical model because athletic training is a healthcare profession and needs to be regarded as such. If the employment model extends from an athletic model, the medical autonomy of the athletic training staff could become infringed upon by higher up positions in the athletic department.	8/1/2022 1:41 PM
224	I don't know what this question means	8/1/2022 1:39 PM
225	It matters to me so I can make the most informed decisions and will know I have the ability to be autonomous	8/1/2022 1:36 PM
226	Outside responsibilities based on clinic employment or athletics department employment	8/1/2022 1:32 PM
227	Reporting to athletic dept generally means poor work/life balance, excessive work demands and generally less respect for professional skills. Not sure how it would be reporting elsewhere, I've only ever done athletic dept.	8/1/2022 1:29 PM
228	It is important to know that your medical decisions are supported by your employer. The reason I left a former job was that the Athletic Director was never supportive of medical decisions. If a coach questioned our decision the AD would always side with the coach.	8/1/2022 1:27 PM
229	Theoretically I believe better salaries are coming from the hospital systems rather than the athletic departments, at this time.	8/1/2022 1:25 PM
230	How much they value ATs and better support with providing health care.	8/1/2022 1:20 PM
231	need to know who is involved in your positions' decision making.	8/1/2022 1:20 PM
232	By working under the Athletic Director, there are no hassles with 10 different head coaches about what the athletic trainer role is in the athletic program.	8/1/2022 1:12 PM
233	PSLF eligibility is important	8/1/2022 1:10 PM
234	The athletic department has a direct impact on your employment, and some in that department (i.e. coaches) should not control your employment.	8/1/2022 1:09 PM
235	Will help to understand your role in the workplace	8/1/2022 1:04 PM
236	Considering the salary given to collegiate athletic trainers, in addition to the time requirement and expectations, jobs are drastically less appealing when dealing with multiples teams in different seasons.	8/1/2022 12:57 PM
237	health care providers should be evaluated by a director/leader who is/has been an active health care provider.	8/1/2022 12:45 PM

NATA ICSM Compensation Task Force

238	I think it is important for a sports medicine department to be able to make decisions about the health of their student-athletes without interference from campus departments and or clinics/hospitals that are not associated with the athletic side of things.	8/1/2022 12:44 PM
239	Our current model is technically employed by the hospital but we have dual report to hospital and athletics department and at the end of the day the athletics department pays our salary. This creates a frustrating circumstance when it comes to salary negotiations because both parties seem to pass the buck on who makes those decisions, how salary norms are evaluated and what factors are considered when discussing raises.	8/1/2022 12:30 PM
240	A job is a job.	8/1/2022 12:29 PM
241	It really doesn't	8/1/2022 12:26 PM
242	To learn their system	8/1/2022 12:26 PM
243	I feel the athletic trainer should be under the athletic department of the institution.	8/1/2022 12:25 PM
244	Medical model ensures easier implementation of independent reporting line.	8/1/2022 12:21 PM
245	It matters because I like to be full time with my athletes. But it also doesn't really matter as long as I'm doing something athletic training related.	8/1/2022 12:21 PM
246	Physician and administrative support are key factors.	8/1/2022 12:19 PM
247	I would prefer to handle matters directly with the department	8/1/2022 12:15 PM
248	it does not to me	8/1/2022 12:14 PM
249	I feel like there is more understanding and better communication from the medical and athletic models	8/1/2022 12:12 PM
250	They provide the funding.	8/1/2022 12:10 PM
251	Not all athletic directors take the health of athletes seriously. Their job depends on teams winning, sometimes at the expense of an athletes health. Also, athletic directors have to deal with the coach constantly complaining, they give in to get the coaches to stop.	8/1/2022 12:10 PM
252	I want to know who I am reporting to and who will be evaluating me for potential promotions, pay raises, and retention.	8/1/2022 12:07 PM
253	I want to backed on decisions made by medical staff.	8/1/2022 12:07 PM
254	Compensation, sustainability, internal	8/1/2022 12:03 PM
255	Don't want my career being effected by a coach	8/1/2022 12:00 PM
256	Personally I feel that I have better job security if I am directly employed by the university	8/1/2022 11:57 AM
257	I would prefer that ATs in the collegiate setting be employed through student health, but it is not a deal breaker if they are employed through the athletic department.	8/1/2022 11:53 AM
258	The relationship with the physicians and other providers is more important than the employment model.	8/1/2022 11:53 AM
259	medical autonomy is important	8/1/2022 11:48 AM
260	I don't want to be held to hospital or clinical standards that have nothing to do with sports medicine, like when a "code orange" is run at the hospital. Has nothing to do with the school I am at.	8/1/2022 11:46 AM
261	It's more about the how the program is run than the model	8/1/2022 11:42 AM
262	When the athletic training department is under the university model I feel there is better understanding of what may be expected from the university philosophy.	8/1/2022 11:38 AM
263	Typically, if you are not employed by an athletics dept, the compensation is less adequate as they do not understand athletic training and the amount of education we have to attain.	8/1/2022 11:35 AM
264	For autonomy	8/1/2022 11:34 AM
265	Depends on the organization	8/1/2022 11:31 AM

NATA ICSM Compensation Task Force

266	the medical model is new and can be very different depending on the Health Care System who is doing the hiring.	8/1/2022 11:31 AM
267	Who is my boss? Who does my performance evaluation? Does my supervisor have any idea what job duties i have and the culture for which i am working? These are just a small example of what needs to be established and alignment is critical.	8/1/2022 11:26 AM
268	Truly all AT's are reporting and working under a medical director- it just gets clouded because so many AT's are hired by athletics.	8/1/2022 11:24 AM
269	College athletics has become very toxic and should not have non-medical folk determining medical decisions.	8/1/2022 11:21 AM
270	I think each model has their pro's and con's.	8/1/2022 11:19 AM
271	It matters in regards to when reporting back injuries the level of understanding is greater with those who are familiar with medicine.	8/1/2022 11:19 AM
272	It makes a difference for everyone involved	8/1/2022 11:18 AM
273	Protection of athletic trainers, guaranteeing autonomous decision making	8/1/2022 11:17 AM
274	I would prefer to follow the medical model, but other issues are more of a priority for me, so if the job fits otherwise, I would take it.	8/1/2022 11:16 AM
275	The model doesn't matter if there is a structure in place that ensures independent medical authority and reporting lines that guarantee this with checks and balances and safeguards in place.	8/1/2022 11:14 AM
276	It does not for me	8/1/2022 11:13 AM
277	Employment model doesn't effect my evaluating process	8/1/2022 11:13 AM
278	Allows for independent medical practice	8/1/2022 11:08 AM
279	Valuing me as a member of the athletic department	8/1/2022 11:07 AM
280	I think it's important to understand if the employment model still follows an "old school" vs a "new school" model in regards to athletic training. In an old school model I believe there are barriers that have to be overcome which may or may not include an outdated stigma of athletic trainers.	8/1/2022 11:05 AM
281	My boss has to understand Athletic Training and the value an AT brings to the program.	8/1/2022 11:03 AM
282	It's not an issue until I becomes one.	8/1/2022 11:02 AM
283	Na	8/1/2022 11:01 AM
284	It could be the best employment set up In The world but if it doesn't pay enough to support living in the area with out increasing personal debt it doesn't mater. At the end of the day what matters most is being able to support ourselves as wages remain stagnant and you're never home working 60-80 hours a week	8/1/2022 11:00 AM
285	Medical model a must for liability	8/1/2022 10:59 AM
286	seeing how they treat employees.	8/1/2022 10:58 AM
287	I want to know who I'm reporting to and if they support my position.	8/1/2022 10:58 AM
288	I would prefer to work under a medical model but it's harder to come by.	8/1/2022 10:52 AM
289	As long as it provides a sound benefits package and compensation	8/1/2022 10:52 AM
290	I can work in either model	8/1/2022 10:51 AM
291	It doesn't	8/1/2022 10:50 AM
292	pay scales/grades	8/1/2022 10:50 AM
293	started working here when this wasn't a question. agree that it should change to the medical model	8/1/2022 10:49 AM
294	I would like to see a system in which the athletic trainer is hired by and reports to a healthcare	8/1/2022 10:49 AM

NATA ICSM Compensation Task Force

system but that seems to be the minority in the region where I work.

295	depends on school and support and trust of the athletic department. I do believe it should represent a medical model, but understand some institutions have limitations	8/1/2022 10:49 AM
296	x	8/1/2022 10:48 AM
297	I've only ever been employed by the athletics department and I have not had any problems with it. I feel that I report to my team physician more than the athletics staff and have autonomy to make medical decisions without coaching/admin influence.	8/1/2022 10:47 AM
298	I think the medical model is best practice for any healthcare provider even if you are embedded in the Athletics Department.	8/1/2022 10:47 AM
299	Outside institutions responsibilities on top of collegiate responsibilities	8/1/2022 10:46 AM
300	Employment structure doesn't equate to how one will be treated	8/1/2022 10:45 AM
301	When I was hired, it was much more important to find a job.	8/1/2022 10:44 AM
302	NA	8/1/2022 10:43 AM
303	Ideally, I think there should be a medical model in which my staff and I are being evaluated by medical personnel that understand our roles. But there has yet to be one defined or best practice model out there. Some hospital and medical models appear to be really effective, but then there are others in which the benefits of working in college athletics is then lost. My current situation is that I report to an supervisor in Athletics and any increase in compensation or bonuses are approved by the Athletic Director. Our team physicians provide no input on compensation.	8/1/2022 10:43 AM
304	We need to understand who we report to and who is in control of our employment.	8/1/2022 10:42 AM
305	What we do is health care and should be supervised by other health care professionals. I am working to change reporting structure at our institution.	8/1/2022 10:42 AM
306	I hesitate to apply to positions that are contracted through outside healthcare systems due to the risks to job security that come with these roles and the duties that may be assigned to me that are outside of my job description (clinic/hospital coverage,etc).	8/1/2022 10:42 AM
307	It's important to have someone outside of athletics that understands healthcare to report too.	8/1/2022 10:42 AM
308	Limited experience when looking at jobs with different structures. And with little experience and just a BA any collegiate job was desirable when I started looking.	8/1/2022 10:39 AM
309	I wouldn't base a job on the employment model. It would be more dependent on the sport and staff.	8/1/2022 10:38 AM
310	I wouldn't want to be pressured by an AD for any reason.	8/1/2022 10:37 AM
311	It is not as much as the actual model itself, but the how and the why. I have seen sports med units under athletics and hospital settings/medical model that operate in ways that are not in the best interest of the student athlete and the athletic dept as a whole.	8/1/2022 10:36 AM
312	Employed by the school and under a medical model is best, but I would largely settle for just employed by the school.	8/1/2022 10:35 AM
313	The model itself does not matter to me. The real issue is the support an prospective employer has for Athletic Trainers.	8/1/2022 10:35 AM
314	It is important to report directly to an allied health professional and not an athletic administrator.	8/1/2022 10:35 AM
315	Payment is the major factor,	8/1/2022 10:34 AM
316	.	8/1/2022 10:34 AM
317	Chain of command. Administrative support and backing. Understanding of what my job entails (roles/responsibilities). Alignment with other health care professionals.	8/1/2022 10:34 AM
318	Ultimately it is a small factor. The hospital may not be able to pay the athletic trainer what the athletic department may be able to pay. For example I work with D1 Men's basketball, and am	8/1/2022 10:34 AM

NATA ICSM Compensation Task Force

employed by the hospital. Another D1 Men's basketball athletic trainer (with similar experience), in the same state, makes more than double what I make.

319	It is important to me to know these details in order to establish how an organization rewards, develops and supports its employees to help make the best decision for myself and my family.	8/1/2022 10:34 AM
320	Medical model promotes decision making based on best health practices rather than coaching decisions	8/1/2022 10:33 AM
321	Reporting line is important	8/1/2022 10:32 AM
322	Would be great to work for a company that provides personal/professional growth.	8/1/2022 10:30 AM
323	I don't know any different model	8/1/2022 10:30 AM
324	Na	8/1/2022 10:30 AM
325	Line of reporting.	8/1/2022 10:29 AM
326	I don't want to directly report to a Coach or an AD who once was a Coach.	8/1/2022 10:29 AM
327	As the athletic trainer, I feel as though the athletic director should not be one of the coaching staff. It complicates the reporting	8/1/2022 10:29 AM
328	N/a	8/1/2022 10:28 AM
329	Matters: administration structure, organizational ladder and growth opportunities, typically better support from university as well for professional development and growth	8/1/2022 10:28 AM
330	Employment models allow one to decide whether the Institution is right for their lifestyle	8/1/2022 10:28 AM
331	I'm not sure.	8/1/2022 10:27 AM
332	Determines who's going to be calling the shots	8/1/2022 10:27 AM
333	It's the system in which we work and how well or poorly it operates matters. As well as the hierarchy	8/1/2022 10:27 AM
334	It can be a reason why you are "re-assigned" or let go depending on which group I report to.	8/1/2022 10:26 AM
335	I want to make sure that the hiring model is current and fits the standards of an athletic trainer.	8/1/2022 10:25 AM
336	Budget access / Communication with AD	8/1/2022 10:25 AM
337	Employment model is important because I have seen if ATs are employed by a hospital system the pay scale is higher than if they were employed by an athletic department	8/1/2022 10:25 AM
338	I think being in a Healthcare hired model there is more opportunity for promotion	8/1/2022 10:24 AM
339	Sports medicine should report to healthcare admin, not athletics. I would definitely take that into consideration in the future.	8/1/2022 10:24 AM
340	I want direct connection to the school I am working for. I have worked for PT clinics that do outreach athletic training at nearby schools, but they put referrals to the PT clinic first, and that is not why I became an athletic trainer	8/1/2022 10:24 AM
341	Protecting my needs and protecting the safety of the SA	8/1/2022 10:23 AM
342	Benefits associated with position, time requirements	8/1/2022 10:23 AM
343	Depends on benefit package. Not worried about who signs the paycheck	8/1/2022 10:22 AM
344	Job security	8/1/2022 10:20 AM
345	I think it is important for AT to be evaluated and supported by other medical professionals rather than coaches or non-medical athletic administration.	8/1/2022 10:20 AM
346	still undecided personally, can see both pros and cons for all models	8/1/2022 10:19 AM
347	I don't want coaches dictating my schedule	8/1/2022 9:56 AM
348	salary and hours worked. Employed by an institution you work a lot more hours for the same salary.	8/1/2022 9:48 AM

NATA ICSM Compensation Task Force

349	If the pay/benefits are fair and resources/organization are high, then I don't feel the specific employer changes how I operate as an individual.	8/1/2022 9:44 AM
350	Comfort level	8/1/2022 9:44 AM
351	Consistency is important and the implementation of policies and procedures that work in Athletics need to be understood by the Director, regardless of the model.	8/1/2022 9:00 AM
352	-	8/1/2022 7:07 AM
353	I have worked in both models under the health center and under athletics. Both have positives and negatives	7/31/2022 7:09 PM
354	Differences in employment models could have different implications regarding job security and employer understanding of needs.	7/31/2022 1:39 PM
355	The systems it provides by working with team docs.	7/31/2022 11:10 AM
356	Doesn't seem to impact our job function	7/31/2022 7:09 AM
357	I believe that the only way for their to be rapid growth in financial compensation and improvement in work life balance is transitioning to the hospital model	7/31/2022 4:00 AM
358	Proper administrative lines	7/30/2022 9:44 PM
359	Reporting lines	7/30/2022 5:56 PM
360	Medical model generally comes with more autonomy and better pay	7/30/2022 1:02 PM
361	If hired by healthcare facilities, there is often more benefits and higher compensation.	7/30/2022 11:06 AM
362	I don't like having outside obligations such as referrals to a clinic for rehabs, clinic hours, or other such things	7/30/2022 11:03 AM
363	As long as there are policies that dictate athletic trainers and team physicians have ultimate decision regarding athlete's wellbeing and participation reporting oversight is not significant issue for me.	7/30/2022 7:56 AM
364	I don't know what this means, I would have liked an example	7/30/2022 7:11 AM
365	Times are changing, I believe that ATs have showed their worth, and will continue to do so, but at some point Family comes first and if we don't take care of ourselves how are we able to help our athletes.	7/29/2022 5:09 PM
366	I've never worked in a system reporting to student health, so I'm not sure how much better it would be.	7/29/2022 3:58 PM
367	Not sure	7/29/2022 12:03 PM
368	Being employed by and reporting to entities outside of the athletics department is the only way to separate the medical professionals away from those who primary interests are wins and loses.	7/29/2022 11:22 AM
369	It is a factor that should be considered so one is aware of the reporting structure.	7/29/2022 8:29 AM
370	As an athletic trainer, reporting through the wrong chain of command can be devastating.	7/28/2022 8:33 PM
371	I value organization and it is important to find the right fit.	7/28/2022 6:49 PM
372	I don't think I could ever go back to reporting to an athletic department	7/28/2022 6:33 PM
373	because it sets up how you will be treated and how the hierarchy works at the place of employment	7/28/2022 2:24 PM
374	I have seen and worked in different types of models. I prefer to work for the school and not be contracted out by a different company/hospital	7/28/2022 1:12 PM
375	n.a	7/28/2022 12:38 PM
376	I don't believe that coaches or athletics should have the ability to hire/fire an athletic trainer due to conflict of interest.	7/28/2022 10:32 AM
377	I've only been employed by an athletic department, so I don't really know any difference. I may	7/28/2022 10:27 AM

NATA ICSM Compensation Task Force

get more backing from a hospital/clinic employer but it could be more difficult to talk with a supervisor.

378	There are pros and cons to an athletic department's model and a student health center/hospital model. Might be more job security with the latter the higher the level you go in intercollegiate athletics.	7/28/2022 9:46 AM
379	plays a roll in compensation and depending on the history at the institution, the value of the LAT/profession in general	7/28/2022 9:41 AM
380	I would rather be employed by student health services to better protect my job.	7/28/2022 9:28 AM
381	Models that fall more into the medical model I think have more security than those tied to the athletic model. My institution is a bit of a combination of the 2. We are hired through the athletics department but not "under" the coaching staff. We are a separate department so our employment is not affected by coaching changes.	7/28/2022 9:20 AM
382	I want to make sure the position aligns with health care and fits some sort of medical model	7/28/2022 8:41 AM
383	I prefer to work with and report to people who understand my job more and advocate for me.	7/28/2022 8:12 AM
384	Stability	7/28/2022 7:51 AM
385	Medical model is based on patient care decisions not win/loss record	7/28/2022 7:03 AM
386	It matters in some cases because of who you have to listen to. I would much rather function within an athletic department because you usually have a idea of what is actually going on.	7/27/2022 8:40 PM
387	A medical model would be nice, but there are other elements (salary, benefits, location, sport assignments, work load...) that matter more when evaluating job opportunities.	7/27/2022 7:40 PM
388	It will help dictate how valuable the position is to the institution and how they will compensate them	7/27/2022 7:16 PM
389	Salary feels more secure when employed by a medical entity rather than an athletic department "keeping score" of wins and losses.	7/27/2022 6:36 PM
390	It really does not matter to me. The only thing I would be concerned with would be if working for a clinic or hospital if there were clinic hours involved as well or not.	7/27/2022 4:13 PM
391	don't want to find myself or others in a position of having to decide between doing the right thing for the athlete or being pressured from anyone to do the wrong thing to keep my position	7/27/2022 4:04 PM
392	I feel that the athletic department is more in tune with the hiring of the athletic trainer than another administrator with the college	7/27/2022 3:01 PM
393	N/A	7/27/2022 2:17 PM
394	Having support and autonomy to make decisions is crucial and when that comes from within the athletic department it carries more weight. Also, athletics best understand athletics needs.	7/27/2022 2:02 PM
395	It does not make a difference as long as the hiring institution offers the benefits and/or compensation I am looking for.	7/27/2022 1:15 PM
396	I have never taken this into consideration when interviewing for a job. If presented with an opportunity other than being employed by a division 1 athletic department I would do more research on how the opportunity differs from what I am used to as an employee.	7/27/2022 1:08 PM
397	I believe it matters in terms of work delegation and duties. When under staffed working with a specific team is easier than the medical model since I know what my athletes need. Even though a medical model helps with time and work life balance	7/27/2022 12:44 PM
398	ideally its better to not be hired and report to athletics because decisions are made whats best for athletics and not necessarily whats best for the health of athletes. while this isnt always the case in this reporting model its good to investigate and ask questions to make sure where the priorities lie.	7/27/2022 12:40 PM
399	n/a	7/27/2022 12:29 PM
400	As long as we can provide care and have good work/life balance it doesnt matter	7/27/2022 11:08 AM
401	Structure and stability of the position	7/27/2022 10:54 AM

NATA ICSM Compensation Task Force

402	It is important to me to be a part of an employment model in which I report to medical staff not an athletic department so there is less weight/likelihood of my clinical decisions being questioned by non-medical personnel and so that I have the backing of medical personnel in more difficult matters.	7/27/2022 10:27 AM
403	To see how they value and rank employees.	7/27/2022 10:05 AM
404	I haven't seen enough of the medical model to be picky about that	7/27/2022 8:49 AM
405	It matters to me on the ability to make unbiased decisions, relationship with athletic department, and job security.	7/27/2022 7:44 AM
406	Being hired solely by athletic department does not protect job status in the case of a coach getting fired, does not protect one from Coaches firing AT if do not care for them nor does it protect AT's work environment/hours	7/27/2022 6:58 AM
407	Employment models have different understandings and expectations of the AT role in a college. Have had a bad history working with off site hospital groups.	7/27/2022 6:23 AM
408	I believe it depends on different scenarios. What an institution has to offer, what a hospital system or allied health group has to offer, and the reputation of these establishments.	7/27/2022 5:46 AM
409	Influences how one would experience the position	7/27/2022 5:41 AM
410	The differences in employment models doesn't seem to affect our job.	7/27/2022 4:53 AM
411	Affects work life balance	7/27/2022 1:27 AM
412	The employment model is very important to me because it determines how conflict and patient-centered care will be handled within the institution. Institutions that I have previously worked for that require all hiring and medical decisions to be made in-house do not always place patients first when injuries arise. This also allows for more in-house conflict between athletic trainers and athletic directors. Athletic Directors should not be the final say on medical decisions because they have no prior medical experience (usually). Employment opportunities that have the medical model as their reporting hierarchy and patient care seem to be less revenue-driven and more patient-first motivated.	7/26/2022 9:09 PM
413	Want to take care of student athletes without any pressure or some non medical staff telling me how to do it	7/26/2022 8:41 PM
414	As long as the employer is established and it's the right fit, I'm good!	7/26/2022 8:29 PM
415	I believe it would matter to me because I would prefer to report to athletics rather than an outside source.	7/26/2022 7:33 PM
416	Compensation and clear model of who you are reporting to	7/26/2022 7:25 PM
417	Usually will dictate benefits package	7/26/2022 7:13 PM
418	Because if they are not looking to take care of their athletic trainers they are not really looking to take care of their athletes	7/26/2022 6:30 PM
419	The actual model (athletic versus medical) may not matter as much as the way that it is carried out. For example, healthy trusting relationship/communicative/hands-off approach from athletic admin, close working relationships with team physicians and other allied healthcare providers.	7/26/2022 5:25 PM
420	I find that the perceived value of the athletic trainer is much higher when athletics is not in charge if deciding pay rate etc.	7/26/2022 4:17 PM
421	Conflicts of interests arise when AT's report to coaches	7/26/2022 4:15 PM
422	Each institution is i credibly different	7/26/2022 3:52 PM
423	It determines who you ultimately answer to, and that can fundamentally change job expectations, unfortunately	7/26/2022 3:36 PM
424	Would prefer to not be employed directly through athletics but that would not deter from taking position	7/26/2022 3:33 PM
425	I have to consider where my family and I want to live long-term. Then, consider the schools	7/26/2022 3:03 PM

NATA ICSM Compensation Task Force

and their employment model. Preferably to have a medical model, but also know that is not common.

426	I care more about the direct staff and teams I am working with than the employment model	7/26/2022 2:41 PM
427	Being employees by a hospital system can give many benefits to the athletic trainer	7/26/2022 2:14 PM
428	Ideally it would be great to be under the health services. At the small institution it really doesn't matter	7/26/2022 1:54 PM
429	The stability of the institution.	7/26/2022 1:50 PM
430	understanding of the overall mentality of the institution	7/26/2022 1:37 PM
431	Because it helps determine where some of the direction comes from.	7/26/2022 1:35 PM
432	It is important for the employer to understand and respect the athletic trainer's roles and responsibilities as healthcare professionals and have the health and well being of the student-athlete as the priority.	7/26/2022 1:20 PM
433	Cannot serve two masters.	7/26/2022 1:16 PM
434	Job security.	7/26/2022 1:13 PM
435	Unbiased support from medical provider as opposed to whim of coaching staff or AD	7/26/2022 1:02 PM
436	I feel more heard as an athletic trainer when employed by university health services. As an employee of the athletic department I feel the coaches and administrators are seated higher than me on a hierarchy table and therefore my opinions, even regarding injuries, are not heard.	7/26/2022 12:59 PM
437	In my experience medical models or medical model/athletic hybrids have far greater worklife balance than traditional athletics model.	7/26/2022 12:45 PM
438	It tells a lot about how they care for the health and well being of their employees.	7/26/2022 12:36 PM
439	Who you report to and the administrative decisions that are made. How you can progress and how much room/acceptability for change there is.	7/26/2022 12:23 PM
440	N/A	7/26/2022 12:17 PM
441	The employment model determines how organized the employment is.	7/26/2022 12:14 PM
442	Largely due to benefits. The different benefits are often centered around a university model or a hospital model and the benefits reflect similarly. Also, for the feel of the staff, with those in hospital employment that are stationed at a school, it becomes hard to truly feel an identity within the athletics department.	7/26/2022 12:11 PM
443	I am unfamiliar with employment models other than being employed by the school you work for and would need more information about alternate employment models beforehand	7/26/2022 12:02 PM
444	It's dependent on how the system is set up. Being employed by a hospital system and reporting to both the athletic department and hospital is confusing and often contradictory in their policy & procedure expectations. So I would look for something with one line of reporting either the athletic department OR hospital, not the muddledness of both.	7/26/2022 11:59 AM
445	There is a level of respect depending on who is overseeing the athletic training staff. There needs to be a level of familiarity of what we do.	7/26/2022 11:50 AM
446	all i have ever known is the employed by and report to athletic department. But over the years have realized how being employed and reporting to an entity outside of athletics would benefit us as athletic trainers as far as how we are seen, valued and keep us impartial to how athletics is run.	7/26/2022 11:25 AM
447	I like to know who I report to, who will be my support system professionally and how I will be properly compensated for my work	7/26/2022 11:23 AM
448	Salary, compensation packages, and advancement opportunities	7/26/2022 11:14 AM
449	It depicts the quality of the employment.	7/26/2022 11:09 AM
450	It can affect the work environment as sometimes being employed by collegiate student health can lead to misunderstandings as they do not always have an understanding of athletics.	7/26/2022 10:58 AM

NATA ICSM Compensation Task Force

Same with hospitals. In athletics you are constantly working closely with the athletic department

451	It is a benefit if the athletic training staff report to a team physician or someone outside of athletics but it does not prevent me from applying to jobs with traditional athletic structures	7/26/2022 10:43 AM
452	An employment model where athletic trainers are hired by and report to the hospital seems like a more logical and functional model. This model allows management to understand the true roles, responsibilities, and capabilities of its staff. I think, and feel from experience, that is severely lacking from an athletic department model.	7/26/2022 10:40 AM
453	I see benefits both ways. I have not had major issues with past employment by athletic department. When working for an outside facility I do feel that it is a little harder to make policy changes in the athletic department.	7/26/2022 10:32 AM
454	It's important to know what I'm walking into and what type of environment it will be	7/26/2022 10:14 AM
455	It matters to me because when you are employed directly within your institution you have more say into employee benefits	7/26/2022 10:13 AM
456	The bigger evaluation point is the leadership structure. Who I report to exactly and what resources and support I receive.	7/26/2022 10:08 AM
457	After working in a "medical model" where I report to Student Health Services on campus, I value the truly autonomous medical decision-making we have. No Athletic Department staff member may influence a decision I make. In addition, HR is able to equivocate our salaries to other healthcare providers on campus, such as nurse practitioners, so I am compensated as the healthcare provider I am. Also, our department budget is established along the lines of healthcare. If I want a large ticket item and can demonstrate how it will improve the health and safety of our patients, I am speaking the same medical and research language as those making budget decisions, so I am likely to get the item. Athletics administrators aren't having to decide between purchasing a medical device or buying a new scoreboard.	7/26/2022 10:03 AM
458	I prefer the employed by the university and either report to the the health center or the athletic department. Did not enjoy being employed as an outreach AT in a university setting to many reporting parties and not enough understanding between the two.	7/26/2022 9:55 AM
459	It's not. We, like any medical professional, face stresses of all sorts. It's our duty, regardless of supervisor, to make the right decision for health and well being of the student athlete.	7/26/2022 9:52 AM
460	Communication within the department is important to make it successful	7/26/2022 9:47 AM
461	An independent medical model promotes healthier work life balance and autonomous medical decisions with less fear of pressure from coaches/admin	7/26/2022 9:43 AM
462	Never cared, rules are followed no matter the model	7/26/2022 9:39 AM
463	For the most part, most universities have a similar employment model. I care more about support from the sports medicine department and respect/trust from the staff to allow me to be flexible in my care to athletes	7/26/2022 9:37 AM
464	Having room to grow in the profession is a huge plus. Without those incentives, it's difficult to recruit and retain employees.	7/26/2022 9:36 AM
465	I do not want to work for a department that does not at it's core understand the athletic trainers role, fair compensation, and legal limitations.	7/26/2022 9:35 AM
466	Possibility of better work-life balance and possibly better salary if employed through medical model	7/26/2022 9:30 AM
467	In healthcare model we aren't tied to win/loss	7/26/2022 9:30 AM
468	Medical model vs athletic model - which type of institution do you want to work for?	7/26/2022 9:13 AM
469	It doesn't matter who I report to I have the same job and if I do it well everyone benefits.	7/26/2022 9:09 AM
470	A medical model seems more secure in terms of having the backing of the school vs. a coach being able to mandate medical care via the athletic model	7/26/2022 9:02 AM
471	Knowing chain of command and reportign lines.	7/26/2022 8:58 AM

NATA ICSM Compensation Task Force

472	As long as I'm employed I don't really care who's paying me.	7/26/2022 8:53 AM
473	How you are hired is important, the interview process Who you report to is very important -- ie MD, ATC, NOT to a coach or strength/conditioning staffer	7/26/2022 8:50 AM
474	When I am looking at jobs I am concerned with location, sport assignment, and salary. Employment model does not cross my mind	7/26/2022 8:49 AM
475	na	7/26/2022 8:40 AM
476	All models can be good or bad depending on the philosophy of the leadership over your position. No model guarantees medical autonomy unless the leaders believe in it and are willing to fight to protect it.	7/26/2022 8:39 AM
477	the employment model can dictate certain aspects of the job including: independent care, salary compensation, and benefits.	7/26/2022 8:38 AM
478	Sometimes being hired by an outside company can cause a disconnect between the department and the sports medicine staff. There can also be conflicts if interest, especially if referrals are involved and/or expected.	7/26/2022 8:36 AM
479	I prefer hired and report to athletic department so I keep the same clientele.	7/26/2022 8:29 AM
480	It is important that your administration understands your position and needs. It is also important they have the power to act.	7/26/2022 8:21 AM
481	I previously worked for a hospital system and did not like it. I felt like there was a disconnect because my boss was not on cite with me.	7/26/2022 8:17 AM
482	Medical model	7/26/2022 8:06 AM
483	I want to work for an athletic department and not a setting ran by a hospital due to them not understanding our setting as well and hours and continuity of care for athletes.	7/26/2022 7:49 AM
484	It is difficult to report to 2 entities who may have competing priorities, it is critical to understand where the ultimate decision making power lays	7/26/2022 7:49 AM
485	There are not very many outside the traditional athletics model, so it's only somewhat important to me	7/26/2022 7:37 AM
486	job security	7/26/2022 7:35 AM
487	There are benefits to different models. It depends upon what the employee is looking for in its position.	7/26/2022 7:33 AM
488	Being employed by the institution versus an outside employer changes the expectations of the employer as far as hours put in, outside duties, and even compensation	7/26/2022 7:32 AM
489	Look at the program as a whole and not if they are a medical model or not.	7/26/2022 7:21 AM
490	Having gone from a medical model to more of an athletics model over the last couple of years (were originally employed as outreach by a hospital who recently ended their sports med program to now being directly employed by school) it highlights the need for a direct medical report system	7/26/2022 7:12 AM
491	It would matter to me, but if set up well, I wouldn't rule out a school just because of how it is set up. So I wouldn't rule out looking at a school just because they report to athletics or student health, etc. Would just want to know the details of the set up more	7/26/2022 6:59 AM
492	Making an institutions' employment model a significant factor can limit the number of available jobs to pursue. I value the quality of the people I am working for or with over the model.	7/26/2022 6:42 AM
493	Have more support with hospital, healthcare model	7/26/2022 6:41 AM
494	Depends on medical autonomy.	7/26/2022 6:33 AM
495	Demonstrates what support you will have when you make or don't make the correct choices protecting the health care of the patient.	7/26/2022 6:22 AM
496	Ensuring i'm allowed to provide independent medical care with decreased pressure and risk from inappropriate individuals.	7/26/2022 6:19 AM

NATA ICSM Compensation Task Force

497	Athletic dept protects coaches and values ATs very little	7/26/2022 5:48 AM
498	Working under athletics has proven to be a major conflict of interest for me and my staff at institutions I worked at. UC davis in particular.	7/26/2022 3:48 AM
499	N/A	7/26/2022 1:28 AM
500	I near full retirement and have nothing to gain or lose by an employment model. I can be more choosy about my employment; I'm doing it for my own pleasure and not as a financial need.	7/26/2022 12:38 AM
501	There are a lot of underpaid positions	7/26/2022 12:23 AM
502	The employment model matters because it shows how much of a priority an institution makes its athletic trainers. Contracting AT services out is indicative of that institution not respecting our profession.	7/25/2022 11:35 PM
503	Different models help with pay increase, access to different resources (PT, Orthos, ETC.), have stricter or less strict policies/procedures.	7/25/2022 10:45 PM
504	I think the definition of "reporting" to varies in some people's eyes. As far as the medical decisions and such I agree you should not be reporting to a non medical person in the Athletic Department. But for things like budgetary and staffing concerns, I don't see any issues with reporting to someone in the Athletic Department.	7/25/2022 10:12 PM
505	Reporting structure, a medical supervisor (Dr or ATC) and salary potential matter	7/25/2022 9:53 PM
506	Administration needs to start to understand the education / training of a certified AT and the contributions that we make to the athletic department as a whole. Work / life balance issues need to be addressed. Coaches work long hours during their in season spots season, but ATs often have 2-3 sports to cover for during the school year - in addition to clinical supervision of AT students (with no academic recognition for time spent teaching - evaluation AT students). These issues need to be addressed!	7/25/2022 9:53 PM
507	I've only worked in a 'report to athletics' model. Very used to it's structure. But I think that a report to health services or outside physician group would be very beneficial	7/25/2022 9:50 PM
508	It greatly impacts my work environment and how the people around me support me in my role.	7/25/2022 9:40 PM
509	Support for progressive changes in collegiate athletic healthcare.	7/25/2022 9:38 PM
510	NA	7/25/2022 9:29 PM
511	Differences in who I report to and what the expectations are	7/25/2022 9:24 PM
512	If my employer doesn't have a strong foundation and can't take care of me why would I work for them?	7/25/2022 9:21 PM
513	It is important in that the athletic trainer needs to feel comfortable making independent medical decisions without concern for his/her job	7/25/2022 9:20 PM
514	As long and there is good communication between athletics administrators, athletic trainers, and health center it will all depend on the institutions model and resources of what is appropriate.	7/25/2022 9:20 PM
515	Never been a part of the "medical" model so not sure what benefits it brings, but I have never felt the traditional athletic model restricted me in doing my job	7/25/2022 9:04 PM
516	There are not many division 1 jobs that have an employment model outside of the norm. I would be greatly limiting my options.	7/25/2022 9:02 PM
517	n/a	7/25/2022 8:57 PM
518	Protection from coaches being able to fire athletic trainers	7/25/2022 8:56 PM
519	It can remove any sort of bias or preference towards coaching staff.	7/25/2022 8:48 PM
520	I prefer to be employed by and report to an athletic department as long as the athletic department has a reputation for putting the student athlete's best medical interest first to allow for medical autonomy for the athletic trainer.	7/25/2022 8:45 PM
521	N/a	7/25/2022 8:35 PM

NATA ICSM Compensation Task Force

522	How they view staff	7/25/2022 8:34 PM
523	It is important to know where direct oversight is coming from and how much power the oversight has when making it's time for decision making	7/25/2022 8:28 PM
524	Some employment situations have a stipulation of being poor or toxic.	7/25/2022 8:27 PM
525	Fair hiring process.	7/25/2022 8:10 PM
526	Not a top deciding factor when taking a job. Other things are more important.	7/25/2022 7:57 PM
527	There can sometimes be conflicts of interest if ATs are employed by athletics	7/25/2022 7:56 PM
528	I am still young in the profession so I am unsure which model would be best. I am only used to being under the athletic department	7/25/2022 7:53 PM
529	Not familiar with any major differences.	7/25/2022 7:52 PM
530	Haven't had it any other way	7/25/2022 7:48 PM
531	In my experience, the institution's employment model says a lot about how you as an employee will be cared for and supported throughout your position. A good model will typically reflect a fair and supportive administration.	7/25/2022 7:41 PM
532	Job security, compensation	7/25/2022 7:40 PM
533	Some institutions are better situated for a medical model and learning more about that would factor in to my decision to work somewhere.	7/25/2022 7:40 PM
534	The model typically depicts what you will do on the job (Job description). This can also dictate coverage models.	7/25/2022 7:35 PM
535	It really doesn't matter, athletic training is a terrible profession.	7/25/2022 7:34 PM
536	It only depending on how good their benefits and salary but not by an employment model.	7/25/2022 7:27 PM
537	Each model has pros and cons but some have more cons than pros.	7/25/2022 7:27 PM
538	It allows me the flexibility to work the required hours I need to in order to obtain optimal patient care and not be limited by 40 hours a week. It also allows me to come and go as needed	7/25/2022 7:03 PM
539	Our profession relies more on staff dynamic and department support more than compensation. That's what I look for in an employment model. The athletic department overseeing athletic trainers rarely works well in favor of the athletic trainers	7/25/2022 7:03 PM
540	No bearing	7/25/2022 7:00 PM
541	Informs me who I report too and essential work for. The school or the health system, which is a huge factor for me	7/25/2022 6:51 PM
542	I have been in both situations, each has its benefits and drawbacks. It depends on how things are managed within the institution as to if the model works or not. No simple answer.	7/25/2022 6:42 PM
543	I think the medical model is new for most collegiate settings and I have never worked under it so I don't have much of an opinion at this time.	7/25/2022 6:39 PM
544	It is my opinion that there are a variety of conflicts that can arise if there is not a structure away from the coaching staff/AD in the hierarchy model.	7/25/2022 6:37 PM
545	NA	7/25/2022 6:29 PM
546	I just Wanted to be treated fair	7/25/2022 6:23 PM
547	Job security	7/25/2022 6:10 PM
548	I want to know who will be evaluation me and ultimately who has say over my continued employment.	7/25/2022 6:09 PM
549	I do not want to report to a department or person that doesn't understand Athletic Training.	7/25/2022 6:00 PM
550	It is more helpful when everyone works within the same department so that everyone who is there to help a student athlete is on the same page. It is easier to directly report to the athletic department.	7/25/2022 5:53 PM

NATA ICSM Compensation Task Force

551	The medical model vs athletic department is vastly different when it comes to hierarchy and the chain of command.	7/25/2022 5:53 PM
552	Each model has positives and negatives	7/25/2022 5:45 PM
553	I'm less concerned with the structure than I am concerned about the environment and culture of the program.	7/25/2022 5:40 PM
554	It shows their priorities.	7/25/2022 5:40 PM
555	I think it can bring a lot of benefits when the model fits correctly, so if it's a model that shows difficulties with logistics and a lot of conflict or causing AT turnover, that is a huge deal to me.	7/25/2022 5:38 PM
556	The model matters to me for advancement, job security, and financial benefits. Some models offer little to no room for advancement or increase in salary. I also find the models to be import by having a boss "know what we do" as ATs	7/25/2022 5:38 PM
557	Everything about an opportunity is relevant to my decision.	7/25/2022 5:37 PM
558	An independent medical model is ideal and many schools are moving that way. That's ideally how I want to work but the opportunities aren't there yet.	7/25/2022 5:30 PM
559	It seems to be closely related to how much they value their staff	7/25/2022 5:29 PM
560	It never did until about the past 5-8 years when I first learned of the medical model and now the education model seems to be a viable alternative as well. I work at an institution with a Master of AT program, so it may seem more viable here.	7/25/2022 5:24 PM
561	Most universities have athletic models that are outdated and put undue pressures on the medical staff to please coaches and alter decisions	7/25/2022 5:18 PM
562	When employer and who you report to is not the athletic department, you have more flexibility	7/25/2022 5:08 PM
563	I personally think it's better to be hired by the University than by an outside organization	7/25/2022 4:59 PM
564	It depends more on the leadership than the employment model.	7/25/2022 4:56 PM
565	I want to work for the college/university. I do not want to be employed by a hospital or health system.	7/25/2022 4:55 PM
566	Both structures have positives and negatives	7/25/2022 4:53 PM
567	The employment model can affect the ability to perform the job requirements in a efficient manner, the structure or ability for individuals to have career development or advancement opportunities, workplace flexibility, and resource accessibility to do the job.	7/25/2022 4:46 PM
568	I think the particulars of the individual institutions model are more important than the specific model.	7/25/2022 4:39 PM
569	I want to be employed by an athletic department.	7/25/2022 4:38 PM
570	Admin/coach influence over employment	7/25/2022 4:33 PM
571	I have never worked under student health services so I do not know what that entails. But I am open to learning more about it.	7/25/2022 4:23 PM
572	My preference is to be employed by the college directly.	7/25/2022 4:20 PM
573	I feel like being employed by an outside provider limits what I am allowed to do due to my employer wanting me to refer patients to them.	7/25/2022 4:14 PM
574	n/a	7/25/2022 4:12 PM
575	I want to be evaluated by physicians and not athletic dept. personell that have only an interest in money and winning, not student-athlete health care	7/25/2022 4:09 PM
576	I think we should be under health care, not athletics, but under the right athletic leadership that treats us as independent health care professionals I will accept that.	7/25/2022 4:07 PM
577	To many factors to describe. Work life balance is key	7/25/2022 4:03 PM
578	A health care model where athletic directors and coaches are not involved provided the best care for the patient/student-athlete and allows the athletic trainer to provide the best care	7/25/2022 4:03 PM

NATA ICSM Compensation Task Force

without the influence of people outside of the health care profession.

579	Can show how much cooperation there is between the medical aspect and athletics, job security, autonomy, power, salary rates, etc.	7/25/2022 4:02 PM
580	Employment that answers to health services or follows medical model allows for better autonomy for athletic training services. Better care delivered to student athletes.	7/25/2022 4:00 PM
581	I don't have enough knowledge to determine how I feel regarding the employment model	7/25/2022 3:59 PM
582	structure and opportunities, benefits	7/25/2022 3:58 PM
583	Fear of Coach attempts to remove me from my position. Fear of new coach coming in (following retirement or old coach leaving) and bringing new staff with them; replacing me.	7/25/2022 3:56 PM
584	Knowing that a medical model with a hospital overseeing the sports medicine department is most likely going to pay more, but isn't necessarily a deal breaker for me.	7/25/2022 3:56 PM
585	I think the medical model is the way to go	7/25/2022 3:55 PM
586	I believe medical decisions should be separate of the coaches, administration, etc	7/25/2022 3:52 PM
587	Conflict of interest can occur when working directly for athletics department. Also not as stable at some schools	7/25/2022 3:52 PM
588	At this point, I am seeing some issues with the model of being employed by the University within its athletic department. There seems to be less value of my position here. No raise in 5 years.	7/25/2022 3:52 PM
589	If the Administration is toxic or does not value Athletic Trainers I would look for a model that is sourced through outside services.	7/25/2022 3:50 PM
590	Its important that I am employed by the entity I work for, not a third party. My experience is you get taken care of better that way, often times the third party is just there to make money.	7/25/2022 3:49 PM
591	I know medical model has its strengths when looking at us as a healthcare profession, but I have heard of downfalls. And in my status as a small D1 program, I don't necessarily feel that I need protection that a medical model would necessarily provide. Also don't have a well-established Health System that I feel could adequately support/oversee us in the area.	7/25/2022 3:49 PM
592	Doesn't matter, you do what you are trained to do	7/25/2022 3:43 PM
593	Medical model makes a lot more sense and allows for more independent medical care	7/25/2022 3:37 PM
594	Medical Model schools tend to have better salaries for ATs	7/25/2022 3:34 PM
595	Don't know enough information on the new medical model.	7/25/2022 3:33 PM
596	Athletic model allows for conflict of interest, decisions made with best practices for health and safety may not be respected or even questioned.	7/25/2022 3:30 PM
597	I wanted to be an employee of the university and not with an outside healthcare provider.	7/25/2022 3:29 PM
598	Indifferent	7/25/2022 3:27 PM
599	I think the job will be the same for the most part regardless of the model (based off the list provided above)	7/25/2022 3:26 PM
600	Working with the athletic department, they don't always understand the medical side of our decisions and the resources we need	7/25/2022 3:19 PM
601	The employment model is ever changing and each has its pros and cons.	7/25/2022 3:19 PM
602	It matters because it sets the tone for how you will be treated at that institution.	7/25/2022 3:18 PM
603	We should not be reporting to the Athletics Department	7/25/2022 3:11 PM
604	Athletic Trainers are medical professionals and should not be reporting to athletic departments	7/25/2022 3:05 PM
605	It can make a difference in salary level and it is easier to do your job when you are reporting to someone in a medical position and understands what you do, rather than an athletic department	7/25/2022 2:59 PM

NATA ICSM Compensation Task Force

606	I understand the value of being employed by an outside entity. Some collegiate models work only because of the people, not the actual set up	7/25/2022 2:58 PM
607	Who is responsible for my evaluation, no direct oversight of coaches.	7/25/2022 2:54 PM
608	At the minimum, I want to be at least partially evaluated by another medical provider. In my case, the head AT is my direct report. The head AT's direct report is the AD as well as the director of health services who is our overseeing physician. I appreciate this because my medical decisions are discussed/reviewed with another medical provider and my non-medical roles can be reviewed with a non-medical provider.	7/25/2022 2:54 PM
609	Strong administration matters, "model" does not.	7/25/2022 2:53 PM
610	Athletic trainers being medical professionals should have a performance evaluation completed by a like-minded medical professional who fully understand the demand of our jobs	7/25/2022 2:52 PM
611	In a model with a physical therapy company, the professional value of an AT is driven down. Depending on who the ATs report to will give me an idea of how the athletic department/staff understand of how athletic training.	7/25/2022 2:51 PM
612	Although pay scales tend to be higher when employed by hospital systems, pay is more important than who is my hiring entity	7/25/2022 2:50 PM
613	It is important because of the decision making, conflict.	7/25/2022 2:49 PM
614	Who supervises care and oversees day to day operations of sports medicine is important to me. It should be an individual that is either a health care provider or understands the athletic training role in healthcare.	7/25/2022 2:49 PM
615	The employment model matters to me because this factor influences the hiring process, security and liability of employees, support of the employees, and development of the department.	7/25/2022 2:48 PM
616	n/a	7/25/2022 2:47 PM
617	As I continue along in this profession it is starting to make it more and more clear that we should not have to report to an athletic department on medical issues.	7/25/2022 2:46 PM
618	Opportunities for growth or understanding of the profession when reporting to outside sources	7/25/2022 2:44 PM
619	Each institution is different. For example, our institution employs an AT as an assistant athletic director and all of our AT's report to that person so they are still reporting to a medically trained person. By being employed in the university, they are offered a more flexible schedule compared to a local hospital who has a more rigid schedule.	7/25/2022 2:36 PM
620	Have never worked in a different model so don't know benefits	7/25/2022 2:35 PM
621	Having a supervisor that understands our role as an athletic trainer vs some medical models where supervisor/hospital may not understand the needs of the AT.	7/25/2022 2:33 PM
622	It can show how they value athletic training	7/25/2022 2:31 PM
623	Practical reporting line (i.e. medical autonomy) is more important than formal employment model.	7/25/2022 2:31 PM
624	All have pros and cons. Finding the best match as far as colleagues is much more important to me.	7/25/2022 2:30 PM
625	It may be a huge deciding factor when it comes to budgets and salaries, along with who may be an outside influencer to the sports medicine department	7/25/2022 2:29 PM
626	You need to see how your work load would be coming.	7/25/2022 2:26 PM
627	There are pros and cons to many models and have always worked in a model in which athletic trainers report directly to athletics	7/25/2022 2:23 PM
628	I like the health model. However the health model is not as prevalent in the state of California.	7/25/2022 2:22 PM
629	All institutions are different. What works for one place, doesn't work for another. I also haven't worked at more than 2 places, so their employment models were similar.	7/25/2022 2:20 PM
630	n/a	7/25/2022 2:19 PM

NATA ICSM Compensation Task Force

631	Need to be supported personally and professionally, knowledge of profession and what responsibilities an ATC has daily	7/25/2022 2:19 PM
632	The employment model can change. Benefits are often institutional and are therefore static.	7/25/2022 2:18 PM
633	to have support from the institution and athletic department	7/25/2022 2:16 PM
634	it does not effect my care of the student athletes/patients	7/25/2022 2:14 PM
635	To me the model is important but not the most important... it is more important that there is support from the administration and resources necessary to prioritize student athlete health for all at the institution... must have like minded individuals who you are working with otherwise the model type won't matter.	7/25/2022 2:12 PM
636	I feel like the hours athletic trainers put in aren't comparable to other employees in athletics.	7/25/2022 2:08 PM
637	Hadnt considered it	7/25/2022 2:03 PM
638	Job security	7/25/2022 2:03 PM
639	Connection to the campus community and on campus resources for referrals for other medical needs (health services, counseling services).	7/25/2022 2:02 PM
640	It does not matter to me as long as I am treated fairly	7/25/2022 1:59 PM
641	I think the employment model often affects compensation and benefits	7/25/2022 1:58 PM
642	Will help decide if that institution cares about Athletic Trainers or think of them as an after thought.	7/25/2022 1:57 PM
643	reporting structure; pension/retirement benefit considerations; hiring/firing	7/25/2022 1:56 PM
644	I am worried less about the employment model and more about the reporting model. Who do I report/who is considered above me? If it is coaches then I have a problem. If it is an AD and there are clear guidelines about coaches roles in evaluating AT department...I am ok with that.	7/25/2022 1:52 PM
645	I work with all the coaches but, I do not work for the coaches. That statement is supported by the Athletic Director and Human Resources.	7/25/2022 1:51 PM
646	The major contributing factors are compensation and what the income related to what other health care professionals in the model are making. Also what policies and procedures look like and if they are realistic to athletic trainers roles and responsibilities	7/25/2022 1:51 PM
647	Longevity of position. Independent medical care.	7/25/2022 1:49 PM
648	I want to be employed by the college so I have direct reports and assignments on campus	7/25/2022 1:46 PM
649	Not a factor that can be controlled at any position.	7/25/2022 1:46 PM
650	As long as we can act independently, that is all that matters	7/25/2022 1:45 PM
651	It shows how they value the AT.	7/25/2022 1:44 PM
652	Hard to quantify an answer here with so many variables at play, but it would factor in to the decision.	7/25/2022 1:44 PM
653	Oversight	7/25/2022 1:43 PM
654	I don't think it really matters in quality of life and compensation	7/25/2022 1:42 PM
655	Haven't had to deal with higher ups so it hasn't mattered to me	7/25/2022 1:39 PM
656	I have become very fond of working for the health system that I do. There are better benefits and I do not report and cannot be fired by athletics so there is medical autonomy	7/25/2022 1:35 PM
657	Because times are changing and being employed in the athletic department is no longer reasonable.	7/25/2022 1:34 PM
658	It doesnt matter to me honestly. But I also only know the athletic department model	7/25/2022 1:34 PM
659	To determine who to report to and who is ultimately making the necessary medical decisions	7/25/2022 1:33 PM
660	Having my employer be in the same department and visible to what my job actually is, is	7/25/2022 1:31 PM

NATA ICSM Compensation Task Force

	important	
661	It matters to me because it gives me an idea of how secure my position in the department is, and can indicate who has power behind what decisions are made in terms of the health and well-being of the student-athletes/patient population.	7/25/2022 1:26 PM
662	It's important to know who to report to and why.	7/25/2022 1:24 PM
663	Historically, athletic departments have done an extremely poor job recognizing and compensating athletic trainers according to their education, experience, and output. Being evaluated by non-medical professionals also creates a high risk for conflict of interest as team/coaching success can be valued at a high premium than medical outcomes.	7/25/2022 1:20 PM
664	I honestly think that athletic training should follow the medical model for practicing in collegiate athletics. Supervised by healthcare practitioners and not necessarily administrators as the only option.	7/25/2022 1:19 PM
665	knowledge of who I report to and chain of command	7/25/2022 1:18 PM
666	How I will be treated	7/25/2022 1:17 PM
667	Depends on turnover, staffing, salary, benefits, chances for development and growth, personal-work life balance.	7/25/2022 1:15 PM
668	Good communication with all parties should be occurring regardless of employment model.	7/25/2022 1:14 PM
669	It plays a definite role in compensation and ethics of care and practice if the athletic department has control over medical personnel.	7/25/2022 1:14 PM
670	It is time for the employment models to change. ATs should directly report to a physician but when that is not possible, ATs should report directly to a VP or President that is outside of Athletics.	7/25/2022 1:08 PM
671	Apathy	7/25/2022 1:07 PM
672	Regardless of the employment model the authority over our duties essentially still resides with athletic administrators and coaches.	7/25/2022 1:06 PM
673	I am someone who wants to work in a more medical based model, meaning that I get to hold more appointments rather than following a sports model where the focus is more on being at practice. I want to focus on rehab and getting athletes back to playing safely and fast.	7/25/2022 1:05 PM
674	No opinion	7/25/2022 1:04 PM
675	I think because it isn't uniform that you just have to roll with what's presented to you, what you like/dislike, and cater to what the setting provides	7/25/2022 1:03 PM
676	Who is in charge?	7/25/2022 1:03 PM
677	I feel that a majority of employment models at the collegiate level are the same so it doesn't make a huge difference.	7/25/2022 1:03 PM
678	The salary should be determined by skills, number of athletes, years of experience, and merit. Not determined by the department.	7/25/2022 12:57 PM
679	wouldnt necessarily be deciding factor, but important to know the model prior to accepting position	7/25/2022 12:54 PM
680	Wouldn't even know where to look for an institutions model. It has no determination on my job search	7/25/2022 12:52 PM
681	The employment model can sometimes affect day to day operations but not always, I won't make a decision for applying for or accepting a job position just based on employment model	7/25/2022 12:51 PM
682	makes a better fit in the whole picture of the institution.	7/25/2022 12:50 PM
683	I believe all models have their flaws and that it is the leadership team of the institution that matters more.	7/25/2022 12:47 PM
684	I would consider it, but it would not be a make or break factor for me. I would evaluate the opportunity as a whole.	7/25/2022 12:47 PM

NATA ICSM Compensation Task Force

685	Since I was hired in an athletics model, that is what I am used to. However, if I were to go to a different institution I would choose one with a healthcare model versus an athletics model due to the focus on healthcare and the staff in place with that model.	7/25/2022 12:47 PM
686	Dependent on who you report to, gives an understanding of commitment	7/25/2022 12:43 PM
687	NA	7/25/2022 12:43 PM
688	Athletic Trainers should not be overseen/evaluated by non-healthcare personnel	7/25/2022 12:43 PM
689	Being a health model can help but doesn't have to be the deciding factor.	7/25/2022 12:43 PM
690	Should not change the actual work that is being done.	7/25/2022 12:41 PM
691	Who do you report to? It makes all the difference in how you deal with medical situations. Coaches make the rules in the collegiate athletics. You just hope you have a supervisor that has enough clout to do what's best for the athletes	7/25/2022 12:41 PM
692	Shows the pressures that could be put on ATs as well as how forward thinking the university is.	7/25/2022 12:37 PM
693	the medical model doesnt help solve many of the problems we face in college athletics. Coaches still have the power in many circumstances	7/25/2022 12:36 PM
694	I love college athletics, but being employed by a specific college gives that's college, mostly the coaches, to make medical personel decisions which they should never have. I should never have to fear for my job because a college coach doesn't like me or wants too much influence over medical defisions	7/25/2022 12:33 PM
695	It is important to understand who you are being employed by because it determines vision or culture of the location	7/25/2022 12:32 PM
696	Chain of command purposes. Health care model purposes.	7/25/2022 12:32 PM
697	Depends on the level and situation, but most likely no.	7/25/2022 12:31 PM
698	Knowing how things are run and having that structure	7/25/2022 12:31 PM
699	Knowing who you are reporting to and if you will be pressured to make decisions	7/25/2022 12:30 PM
700	I believe there are pros and cons to most models.	7/25/2022 12:26 PM
701	I wanted to be well compensated many hours as we put in it as pertinent to not be taken advantage of.	7/25/2022 12:26 PM
702	I want to be seen as a health care provider. Not lumped into other support staff cohorts.	7/25/2022 12:25 PM
703	Helps protect our medical decisions.	7/25/2022 12:24 PM
704	To me, it matters if there is a possibility of career growth within their employment model.	7/25/2022 12:23 PM
705	I want to make sure that I stay within the athletic department where I will be utilized the most.	7/25/2022 12:20 PM
706	Hospital systems don't always understand the roles and needs of athletic trainers as well as athletic departments do.	7/25/2022 12:18 PM
707	Not in the top 10 of reasons to choose an employer	7/25/2022 12:17 PM
708	Oversight of medical decisions and initiatives to benefit student-athletes is best managed independently of athletics. There are more opportunities to approach development of the student-athlete from a holistic standpoint when utilizing all university resources external to athletics, which historically has created a silo around itself.	7/25/2022 12:17 PM
709	N/A	7/25/2022 12:16 PM
710	Chain of command/communication varies when hired by health center/hospital group vs athletic department.	7/25/2022 12:15 PM
711	I have only ever been employed directly by the athletic department, so this is not a major consideration for me.	7/25/2022 12:13 PM
712	It matters because it helps me gauge how much support the athletic trainers have from a healthcare provider standpoint	7/25/2022 12:13 PM

NATA ICSM Compensation Task Force

713	I think as long as the ATs/M.Ds have full autonomy on decisions the employment model should not matter. The support to make the decisions without influence/pressure from coach/admin.	7/25/2022 12:13 PM
714	If you're ideals don't match or are not comparable, it will make for a poor work experience.	7/25/2022 12:11 PM
715	I don't think there are enough institutions that have made the change to a medical model to have this be a major factor in my evaluation.	7/25/2022 12:09 PM
716	Na	7/25/2022 12:08 PM
717	The employment model determines the pay especially for smaller schools.	7/25/2022 12:08 PM
718	n/a	7/25/2022 12:07 PM
719	I believe reporting to a healthcare professional is extremely important as opposed to an athletic director. At my current institution, we report to an AD which pigeon holes our staff into "assistant" athletic trainer positions which reflect similar salaries to that of an assistant coach. We aren't truly being recognized as healthcare professionals.	7/25/2022 12:06 PM
720	Who I report to isn't important as long as they respect me and my decisions surrounding patient care.	7/25/2022 12:06 PM
721	I've only been in institutions where I am both employed by and report to the athletic department. I would have several questions about any other employment model just because I am unfamiliar with any other way.	7/25/2022 12:05 PM
722	A favorable benefit package can offset a lower wage.	7/25/2022 12:03 PM
723	Sometimes benefits through a state agency (state university) are better than that through a private health care facility.	7/25/2022 12:01 PM
724	Employment within the athletic department versus outside of the athletic department is somewhat important to me because supervisor roles, communications and problem solving seem to be more direct in these cases.	7/25/2022 12:01 PM
725	It doesn't affect to daily operation	7/25/2022 12:01 PM
726	Not much as long as it's done the right way. For student athlete well-being with no hidden agenda	7/25/2022 12:00 PM
727	I think the employment model should give the employees appropriate benefits for the amount of work and time put into this profession. There should be an appropriate amount of care and coverage for all student athletes within the athletic department.	7/25/2022 12:00 PM
728	I believe our job lines up better with the medical department versus the athletics department. Therefore working for a university that acknowledges what our job entails is important for how our job should be carried out.	7/25/2022 12:00 PM
729	I think the main difference in them is the pay scale. I prefer to be hired by the school not the hospital.	7/25/2022 11:59 AM
730	It doesn't matter to me	7/25/2022 11:57 AM
731	I do not work for the coaches- in an athletic model they do think that - as I have been told by higher ups. I do not think that is an appropriate statement when dealing with collegiate athlete health and safety.	7/25/2022 11:57 AM
732	I'm more concerned with how the staff operates day to day & work life balance.	7/25/2022 11:57 AM
733	Schedule and Benefits in line with college not clinic	7/25/2022 11:56 AM
734	They all have pros and cons. It depends on the individual situation.	7/25/2022 11:56 AM
735	Not looking for a new job currently	7/25/2022 11:56 AM
736	it doesn't play a role in my decision	7/25/2022 11:52 AM
737	As I've been in the field longer, I've started putting more emphasis on work/life balance and how much a department supports their support staff	7/25/2022 11:52 AM
738	Every model works differently - How does the institution make their model work	7/25/2022 11:52 AM

NATA ICSM Compensation Task Force

739	It gives an idea of firstly what my workload may be and secondly how much the institution respects its athletic trainers.	7/25/2022 11:51 AM
740	I think there are pros and cons associated with each model that should be taken into consideration. For example, being hired through a hospital system could mean a higher salary than an athletic department, but the retirement benefits not as good. Or other expectations in a clinic or hospital setting in addition to the university coverage, or having weekly hour caps that affect the coverage of events, not getting paid for overtime, etc.	7/25/2022 11:51 AM
741	Does matter to provide medical provider autonomy	7/25/2022 11:50 AM
742	I'm more worried about the person/people I'm reporting to, not the structure. I currently report within the athletic dept but my report is our head team physician, who is one of our assoc athletic directors	7/25/2022 11:50 AM
743	It's sets the baseline for athletic dept.	7/25/2022 11:50 AM
744	I like the hospital medical model but it would not deter me from a position if it was in athletics	7/25/2022 11:50 AM
745	It matters because of who I will report to and makes decisions for health care of student-athletes	7/25/2022 11:50 AM
746	The people overseeing the ATC have to have an understanding of what collegiate athletic trainers do and the role they play.	7/25/2022 11:49 AM
747	Reporting to the same entity that I work with is important.	7/25/2022 11:49 AM
748	I haven't personally experienced other models, so don't feel comfortable speaking on the matter.	7/25/2022 11:45 AM
749	Salary negotiation	7/25/2022 11:45 AM
750	It matters to know how the employees are selected and who has input and/or power to select who they want for a hire. It also helps to know the working relationship between the hiring agents and the AT staff.	7/25/2022 11:45 AM
751	Although I currently work with the athletic department, I strongly believe athletic trainers should be employed through a health care system in order to be properly evaluated and overseen by individuals who understand sports medicine and the job description of the athletic trainer.	7/25/2022 11:44 AM
752	Creates protection from unsafe firing practices	7/25/2022 11:44 AM
753	N/A	7/25/2022 11:43 AM
754	benefits and salary are most important in my experience	7/25/2022 11:42 AM
755	An institution's employment model can drastically change compensation and benefits such as licensure/certifications, professional development, sick leave.	7/25/2022 11:42 AM
756	It does not have a major effect in employment for me.	7/25/2022 11:42 AM
757	Although I would prefer a medical model, the student health services on our campus is very neglected and it would not necessarily help our standing to be outside the athletic department.	7/25/2022 11:41 AM
758	N/A	7/25/2022 11:40 AM
759	Compensation and lines of reporting	7/25/2022 11:39 AM
760	The more hands at play, the harder it is to do your job as an AT. You need a single person or group in charge of your compensation and other important aspects of the job.	7/25/2022 11:38 AM
761	i've only had experiences where the athletic department was responsible for hiring	7/25/2022 11:37 AM
762	As long as I have the authority and the abilities to make a decision about an athlete and their capabilities to perform without any influence from the hiring party then the employment model doesn't matter.	7/25/2022 11:37 AM
763	I just want to know who I am working for and who to report to	7/25/2022 11:36 AM
764	It depends on what the employment model is offering. I know some healthcare models treat athletic trainers well while others do not. I could say the same for athletic department models. I believe it depends on the institution.	7/25/2022 11:36 AM

NATA ICSM Compensation Task Force

765	Potential indicator of institution philosophy	7/25/2022 11:36 AM
766	As long as I'm compensated fairly I don't really mind who it's from	7/25/2022 11:35 AM
767	As long as the job has the desired benefits I do not considered the employment model as a deciding factor	7/25/2022 11:35 AM
768	The employer should develop policies and procedures.	7/25/2022 11:33 AM
769	A medical model is preferred but in the minority so can't put too much care into it.	7/25/2022 11:32 AM
770	AT's put in way more hours than the traditional employee and should be compensated.	7/25/2022 11:32 AM
771	I believe that this can be the most effective way to provide care while still maintaining quality of life.	7/25/2022 11:31 AM
772	When under the athletics umbrella, most places do not see you as a health professional so you are not treated as such. It is important to be hired at a place that recognizes a medical model.	7/25/2022 11:31 AM
773	It affects benefits, pay structure, negotiation	7/25/2022 11:30 AM
774	Reporting to and working under the athletic department inhibits a true "work/life" balance. It also stagnates salary.	7/25/2022 11:29 AM
775	Depends more on the culture and administrative support of the athletic department and sports medicine director more than who I'm formally employed through.	7/25/2022 11:29 AM
776	Autonomy in healthcare decision making and benefits	7/25/2022 11:29 AM
777	Employment should be outside of a coaching staff to avoid conflicts of interest	7/25/2022 11:28 AM
778	Determining who is willing to take on accountability, risk.	7/25/2022 11:28 AM
779	How we are overseen. If we are required to do more clinic work even though we are at the college would make it less likely to take that job due to the demand of the collegiate setting.	7/25/2022 11:28 AM
780	Line of liability and protection of employment	7/25/2022 11:28 AM
781	A bigger factor is where the job is and what sport responsibility is involved.	7/25/2022 11:27 AM
782	Keeping athletics related issues within athletics instead of involving other departments	7/25/2022 11:27 AM
783	I think it is important to look at who is the employer, from outreach positions do you have to prove worth to the outreach system, for compensation do you get raises through the outreach system or can you get one through the school. For athletic models do you have a supportive athletic department, do they value health and safety.	7/25/2022 11:27 AM
784	I want to know who I'm reporting to so I can make sure I am heard and respected as a professional	7/25/2022 11:26 AM
785	It matters to me because there needs to be protections for the AT staff in order to do our jobs with the upmost integrity. When AT's report directly to a coach or an AD then there is implicit pressure to always put the success of the team first and not necessarily what is best for the patient.	7/25/2022 11:26 AM
786	Coaches should not dictate what we do	7/25/2022 11:24 AM
787	most administrators are not qualified to evaluate an ATC.	7/25/2022 11:23 AM
788	It determines the amount of funds available for hiring and salary.	7/25/2022 11:23 AM
789	Appropriate supervision and evaluation of AT knowledge, skills and performance in medical model vs. AD model	7/25/2022 11:22 AM
790	Looking at reporting lines and job security	7/25/2022 11:22 AM
791	Not exactly sure how employment model is defined. At my institution, each job is ranked with experience ranges and longevity increases. It's easy to compare job salaries (eg AT vs school RN vs tech jobs). Also belong to a union so OT is clearly defined and reimbursed.	7/25/2022 11:22 AM
792	Within my university the salary is much higher than surrounding Physical Therapy clinics or	7/25/2022 11:21 AM

NATA ICSM Compensation Task Force

hospital systems. Over 10k difference. Along with the tuition reimbursement and support of continuing education is highly valued for me.

793	With the current politics on campus I do not wish to be housed elsewhere. I feel a campus political climate plays a role on where an AT might be more comfortable being housed. I see pros and cons to either being in athletics or being under the campus health services division.	7/25/2022 11:20 AM
794	It matters in understanding the rationale behind decision making when it comes to policy making and staffing. Staffing with a medical model mindset is quite different from staffing with an athletics/coaching mindset.	7/25/2022 11:20 AM
795	See answer above.	7/25/2022 11:20 AM
796	As long as the structure is sound the position I report to doesn't matter	7/25/2022 11:19 AM
797	who I will be reporting to	7/25/2022 11:19 AM
798	Every employment model has pros and cons	7/25/2022 11:19 AM
799	It is situational - if an institution has recently changed their employment model and the benefits have changed for the worse it may not be a great scenario. But if their employment model has been established for a significant time and other employees enjoy the setup, that could make it a deciding factor.	7/25/2022 11:19 AM
800	N/A	7/25/2022 11:18 AM
801	Has not affected me one way or the other	7/25/2022 11:18 AM
802	Na	7/25/2022 11:18 AM
803	Funding for roles can be greater through a health services employer as opposed to an athletics employer.	7/25/2022 11:18 AM
804	I want to know that I will have good support, and that the sports medicine team will have autonomy in making medical decisions.	7/25/2022 11:18 AM
805	Na	7/25/2022 11:17 AM
806	Helps to understand how decisions will be made moving forward.	7/25/2022 11:17 AM
807	Conflict of interest sometimes when reporting to athletic departments	7/25/2022 11:16 AM
808	Who an athletic trainer reports to affects decision making and wage compensation.	7/25/2022 11:15 AM
809	.	7/25/2022 11:15 AM
810	It is important to me because depending on your employment model you may report to someone who doesn't fully understand or appreciate your time and the work that you do	7/25/2022 11:15 AM
811	It's important to have someone who understands the needs of your position. If they do not understand the importance of life in balance, then you will be working way more than other positions at similar schools.	7/25/2022 11:14 AM
812	I've only known one way of employment so I don't have an option on the others.	7/25/2022 11:14 AM
813	Unsure	7/25/2022 11:14 AM
814	I base it off the healthcare model. I prefer having doc's fully involved than have to go through several people to get information, appointments, etc.	7/25/2022 11:14 AM
815	I like having unchallengeable medical authority instead of answering to the Athletic Department. I would have been fired my first year since the "coach didn't like a female with his male team" had I been employed by the University.	7/25/2022 11:14 AM
816	Depends on how well the model they go by is run well. The model itself doesn't necessarily matter, but it needs to be well organized and run smoothly.	7/25/2022 11:14 AM
817	Knowing how their structures are established can be informative when discerning how they view the profession and the role of an athletic trainer	7/25/2022 11:13 AM
818	Student health works with the entire student body rather than just the athletics department. They would not be aware of what truly constitutes treatment/rehab. ATs are their own	7/25/2022 11:13 AM

NATA ICSM Compensation Task Force

specialists and should be working under the department that directly works with athletes.

819	They directly determine what our sports medicine department will get when making decisions. (i.e. new hires, budget, item purchases)	7/25/2022 11:12 AM
820	US healthcare revolves around money. I do not want to meet a certain number of referrals instead of using my skill set in house.	7/25/2022 11:11 AM
821	depends on what type of model you're asking about	7/25/2022 11:11 AM
822	Unknown	7/25/2022 11:09 AM
823	To be honest, I have never thought about the employment model, and how that could help or hurt my opportunities.	7/25/2022 11:09 AM
824	Not matter	7/25/2022 11:08 AM
825	it depends on the support from administration and the structure of who you report to	7/25/2022 11:08 AM
826	Medical model	7/25/2022 11:08 AM
827	Because we are medical professionals and should only be reporting to, and under the supervision of, other medical professionals.	7/25/2022 11:08 AM
828	It is my opinion that all University athletic trainers should be appointed as clinical non-classroom faculty. They should never report to the department of athletics.	7/25/2022 11:08 AM
829	Communication is much easier when hired through the institution	7/25/2022 11:07 AM
830	na	7/25/2022 11:06 AM
831	Ideally you report to someone outside of athletics, however not every school has gone to this and some athletic departments have a good situation in regards to admins who support AT's.	7/25/2022 11:06 AM
832	It matters in the fact that I should report to a physician when making the best healthcare plan/decisions for and with my patients.	7/25/2022 11:06 AM
833	There are many other factors that are more important in evaluating employment opportunities	7/25/2022 11:05 AM
834	Having outside reporting (medical model) seems to only work when is a positive relationship with athletics. Not all models are created equally.	7/25/2022 11:05 AM
835	The level of change the head of the department is more important.	7/25/2022 11:05 AM
836	more interested in job requirements	7/25/2022 11:05 AM
837	It does not.	7/25/2022 11:05 AM
838	It's a union here	7/25/2022 11:04 AM
839	Compensation package is important	7/25/2022 11:04 AM
840	Because of certain miles an hour trainers are not allied with the healthcare profession	7/25/2022 11:04 AM
841	The employment model can broadly determine the amount of salary, benefits available, the opportunity to teach if so desired, working hours during the summer/offseason, and a variety of other factors that contribute to an athletic trainer's compensation and well-being.	7/25/2022 11:04 AM
842	Tenure is important	7/25/2022 11:03 AM
843	Have not been looking for employment in other athletic departments for some time	7/25/2022 11:03 AM
844	Understanding the value of benefits being offered can add (or subtract) from the total compensation package - employment through a college/university can afford some things that outside healthcare settings cannot.	7/25/2022 11:03 AM
845	N/A	7/25/2022 11:03 AM
846	N/a	7/25/2022 11:02 AM
847	Shows how well the department will work with you and if it will be a place of growth.	7/25/2022 11:02 AM
848	Not much of a factor for me	7/25/2022 11:02 AM

NATA ICSM Compensation Task Force

849	The medical model is a fallacy. If a coach wants me gone, I'm gone. Regardless of who my "boss" is. The money controls it all. If I do a good job and my AD respects my work, I have a better chance.	7/25/2022 11:01 AM
850	It's a lot easier to report to the people you work with every day than an outside person who doesn't know what that specific location is actually like and what is actually happening within the athletic department.	7/25/2022 11:01 AM
851	Stakeholder decision-making is important for ensuring the health, safety, and well-being of student-athletes is at the forefront of all actions taken by the department.	7/25/2022 11:01 AM
852	Seems when hired through an entity outside of the athletic department, benefits and pay are better	7/25/2022 11:00 AM
853	I believe that increasing our professional compensation is more difficult under the athletics model.	7/25/2022 11:00 AM
854	It should matter especially for a female athletic trainer at the collegiate level but most people probably don't look at it and just look at the job	7/25/2022 11:00 AM
855	If an opportunity arises in the sport and setting that I want to be in it is hard to be picky as opportunities don't always open up unless I want to move across the country over and over again	7/25/2022 11:00 AM
856	Anonymity for health care decisions.	7/25/2022 11:00 AM
857	Better work life balance from working directly with athletic departments from my history	7/25/2022 11:00 AM
858	The benefits you receive and amount of hours you're expected to work. The overall treatment and organization of the department may be different depending on the model.	7/25/2022 11:00 AM
859	The reporting structure is more important to me. I currently work for a hospital, but report to an athletics employee. I find that its a poor system. Rules are different, values are different, and there is no "back up" when it comes to conflict resolution.	7/25/2022 11:00 AM
860	It makes a difference in my ability to soundly treat athletes without fear for repercussions from coaching staff. It also allows for better resources for care and a higher chance for adequate compensation, benefits, and treatment.	7/25/2022 11:00 AM
861	Gives me reason to find a different job if not what I want	7/25/2022 11:00 AM
862	the reality is "employment model" does not have any factor in medical autonomy. You have autonomy by your supervisor whether its an AD or a Doctor. I have known of (and experiencing now) Doctors can limit autonomy more than ADs. The only way to have true autonomy is a multi year contract.	7/25/2022 11:00 AM
863	It is a big indicator of how my work life balance would turn out.	7/25/2022 10:56 AM
864	Will clearly dictate the authority of the athletic trainer has for prioritizing athlete health and safety	7/25/2022 10:55 AM
865	Autonomy. I want to be able to make evidence based medical decisions and not fear of repercussions from non medial figures (AD/Coach)	7/25/2022 10:54 AM
866	It doesn't matter	7/25/2022 10:52 AM
867	Job security and ethics	7/25/2022 10:52 AM
868	n/a	7/25/2022 10:52 AM
869	Who I report to and their knowledge of Athletic Training.	7/25/2022 10:52 AM
870	I would only consider working for an institution based on the pay and vertical mobility. I know what I'm getting into with DI athletics.	7/25/2022 10:52 AM
871	Want to make sure I'm a good fit and will get the support needed	7/25/2022 10:52 AM
872	It's nice when the institution treats you like their own, even if you're outsourced. Not usually the case	7/25/2022 10:51 AM
873	I believe there needs to be a shift to more of a healthcare module for sports medicine. Personally think the weight of stakeholders in college athletics become heavier when overseen	7/25/2022 10:51 AM

NATA ICSM Compensation Task Force

by athletics departments. Sports Med departments should be overseen by medical professionals directly.

874	I am not in the market for a new position, so really have not considered this at all.	7/25/2022 10:50 AM
875	It's about who we serve	7/25/2022 10:50 AM
876	Reporting to athletics directly can sometimes cause issues as coaches and sports med have the same boss. If the athletics department cares more for winning/money than health, there will be issues.	7/25/2022 10:50 AM
877	Benefits at my college are better than those from the hospital system we also use to employ a staff member. Tuition for children would be a factor too when my children reach college age.	7/25/2022 10:50 AM
878	I want to be seen as a health care professional, I want to be employed by health care professionals and be compensated as a health care professional.	7/25/2022 10:50 AM
879	Model doesn't matter- autonomy matters! You can be employed by hospital or outside athletics & still not have autonomy	7/25/2022 10:50 AM
880	I have worked in multiple models and have not had any issue or complaint when it comes to each model. I have felt equally valued by my athletic department within each model.	7/25/2022 10:50 AM
881	I have only ever worked in departments that are associated with an athletic department. I have not directly sought out one model vs. another.	7/25/2022 10:49 AM
882	I feel we should be employed by the athletic dept because of the complete understanding of the athletic environment and work load	7/25/2022 10:49 AM
883	It shows how much respect we are given	7/25/2022 10:48 AM
884	Doesn't matter all that much.	7/25/2022 10:48 AM
885	I believe the Medical model, also known as an independent model, is best for salary, work life balance, and authority.	7/25/2022 10:48 AM
886	We need people that will understand our line of work, work life balance, and the freedom to implement ideas and things that will be helpful to our jobs and who we serve	7/25/2022 10:48 AM
887	It demonstrates how the institution values AT	7/25/2022 10:47 AM
888	Personal career goals	7/25/2022 10:47 AM
889	Not of importance to me.	7/25/2022 10:47 AM
890	n/a	7/25/2022 10:47 AM
891	It's important as it shows how invested an institution is towards their employees and will allow equal investment as an employee to the institution. Helps to provide longevity and better relationships. Shows appreciation.	7/25/2022 10:47 AM
892	Reporting lines are critical to collegiate athletic training.	7/25/2022 10:46 AM
893	because it matters how the position is viewed and how situations will be handled.	7/25/2022 10:46 AM
894	It can change the environment	7/25/2022 10:46 AM
895	I have worked for a medical model sports medicine program before and I will never go back to that. It is an awful way to work as a collegiate athletic trainer. You lose so much decision making and representation in that case.	7/25/2022 10:45 AM
896	I feel it is important that a medical health professional/former AT evaluate the quality of my work. When evaluations are solely based on athlete feedback or upper admin who do not have a history in AT, there is little knowledge on the process of injury evaluation, rehabilitation and return to play.	7/25/2022 10:45 AM
897	The employment model helps me to understand value and reporting lines. These two components are often key factors in the overall success of people in sports medicine.	7/25/2022 10:45 AM
898	Liability and job security	7/25/2022 10:45 AM
899	It matters because it is important that ATCs be recognized as healthcare providers and be	7/25/2022 10:45 AM

NATA ICSM Compensation Task Force

empowered to make healthcare decisions without factors other than health and wellness being relevant. However I don't think ATCs necessarily HAVE to be working in a medical model for that to be the case. It depends on the values of the institution.

900	I want to know who I am reporting to (besides the head athletic trainer).	7/25/2022 10:45 AM
901	It denotes how much you will be valued	7/25/2022 10:44 AM
902	Maybe I don't understand what the model refers to	7/25/2022 10:43 AM
903	N/A	7/25/2022 10:43 AM
904	Jjdjd	7/25/2022 10:43 AM
905	n	7/25/2022 10:43 AM
906	I will do my job to the best of my abilities and it doesn't matter who I report to.	7/25/2022 10:43 AM
907	The model determines how the student athlete is ultimately treated. We should be treating them as students first and athletes second which is ultimately central to the academic mission.	7/25/2022 10:43 AM
908	Athletic training is a different type of job than regular staff and faculty. The hours are entirely dependent on the sports team. Not on employment law.	7/25/2022 10:43 AM
909	Does not	7/25/2022 10:42 AM
910	In my experience here, the day to day working either by the school or by the hospital, there is little if no difference, so I don't have any real issues with either model.	7/25/2022 10:42 AM
911	want to be sure i am reporting to people who understand what i do.	7/25/2022 10:42 AM
912	Independent medical care	7/25/2022 10:42 AM
913	A medical model seems to allow more time for the ATC to focus on healthcare without external bias.	7/25/2022 10:42 AM
914	Does not address in the skills, education needed for position	7/25/2022 10:42 AM
915	I think it is somewhat important because I feel like we should be employed under people who understand the importance of our job and what we do.	7/25/2022 10:42 AM
916	I have seen all the above models both work an not work - need to evaluate on individual situation basis.	7/25/2022 10:41 AM
917	It comes with different quality of life and respect. If it's through athletics there is less QoL and respect. When through some sort of health care facility using the medical model there is more balance	7/25/2022 10:41 AM
918	It determines a lot of the expectations for coverage and reimbursement.	7/25/2022 10:41 AM
919	Don't have a preference either way.	7/25/2022 10:41 AM
920	Who you answer to is very important	7/25/2022 10:41 AM
921	This is important to me because I have heard different things about different ways that programs are set up and I believe that some ways are better than others.	7/25/2022 10:41 AM
922	It does not	7/25/2022 10:40 AM
923	It gives you a good idea of how the overall program is run	7/25/2022 10:39 AM
924	Not as important due to needing to be in a certain area for family	7/25/2022 10:39 AM
925	I want to understand how much autonomy I have as a health care provider in the decisions that directly affect my patient.	7/25/2022 10:39 AM
926	I prefer model where the sports medicine professionals are employed directly by the university and athletic department. I believe it demonstrates a commitment from the athletic department to sports medicine. In my experience I also believe that it helps with staff continuity and retention. I also believe that it is more efficient when you report to someone within the athletic department instead of someone that is not connected to the university.	7/25/2022 10:39 AM

NATA ICSM Compensation Task Force

927	It demonstrates the value of your voice when making decisions for the student-athletes and the well-being of your staff	7/25/2022 10:39 AM
928	AT's need to be treated fairly, unfortunately most are taken advantage of	7/25/2022 10:38 AM
929	It matters due to it deciding what the typical work environment will be like for the athletic trainer within that setting.	7/25/2022 10:38 AM
930	Could dictate day to day operations and long term goals	7/25/2022 10:38 AM
931	Some models may require work hours beyond the typical schedule.	7/25/2022 10:37 AM
932	It matters to help reduce burnout in this profession	7/25/2022 10:37 AM
933	Who you report to matters if you don't have a cooperative AD. Health decisions should not be influenced by coaches or an athletic department.	7/25/2022 10:37 AM
934	The model ensures performance reviews be by fellow health care professionals or not along with expectations being health care focused and not athletics focused.	7/25/2022 10:37 AM
935	For me, it's not so much the model that matters, but if the group can work together well and understand each other's roles. My current model allows for issues due to lack of knowledge/understanding of Athletic Trainers by our Athletic Director. And a Head Athletic Trainer who's strength isn't always advocating for our sports med department.	7/25/2022 10:37 AM
936	There are pros and cons to both set-ups, so how the individual institution handles things is more important to me.	7/25/2022 10:36 AM
937	I don't mind if I am hired through the school, but I want to be reporting to the athletic department or school, not to a hospital system	7/25/2022 10:36 AM
938	Because I feel like ultimately you answer to the athletic department either way. If the department is unhappy with you, you will most likely not be working with them very long regardless of who you report to. I think the idea of working outside athletic departments creating job security isn't true in practice. This is especially true in the higher levels of college athletics.	7/25/2022 10:36 AM
939	The amount of say an athletics department has in the hiring process can sometimes can problems	7/25/2022 10:36 AM
940	Understanding hierarchy, reporting lines, who makes top end decisions	7/25/2022 10:36 AM
941	Can determine the Athletic Departments' feelings toward ATs. Can influence decision making (reporting to clinic/hospital vs in-house to an AD). Can determine benefits available.	7/25/2022 10:36 AM
942	It indicates how the relationship with coaches and administrative support will be.	7/25/2022 10:36 AM
943	I've only ever been part of the athletics department model	7/25/2022 10:35 AM
944	Level of respect towards athletic trainers is different	7/25/2022 10:35 AM
945	To ensure that I compensated correctly. And the decision regarding student athlete healthcare are in the best interest.	7/25/2022 10:35 AM
946	It is not a factor that sways me in one direction or another.	7/25/2022 10:35 AM
947	Who you report to can create conflict of interest.	7/25/2022 10:35 AM
948	The employment model can affect or limit some of your abilities as an AT. I also think it relates to how you are valued and compensated in the work place.	7/25/2022 10:35 AM
949	I think certain employment models can raise some issues in day to day job performance/ability to provide best service to athletes. Good to know what the model is going into the job.	7/25/2022 10:35 AM
950	If I were younger and earlier in my career, it would matter. I would prefer to be under the healthcare provider system. But I'm older and in the last 2 years of employment before I completely retire.	7/25/2022 10:35 AM
951	In the past it has not been a deciding factor but after experiencing being outreach from a PT clinic and working completely at a university, I changed my mind. The outreach model for college athletics does not work with the current state of athletics. Having multiple bosses and obligations for the clinic outside of my primary job duties at the university where I am working	7/25/2022 10:35 AM

NATA ICSM Compensation Task Force

60+ hours, is not sustainable for athletic trainers. The other downside to this model is when Athletic trainers go to discuss salary and potential raises, they are already capped due to the contract and what the university has paid for them. Athletic trainers in this position cannot negotiate a proper raise based on the university already paid for them based on the clinic and university contract.

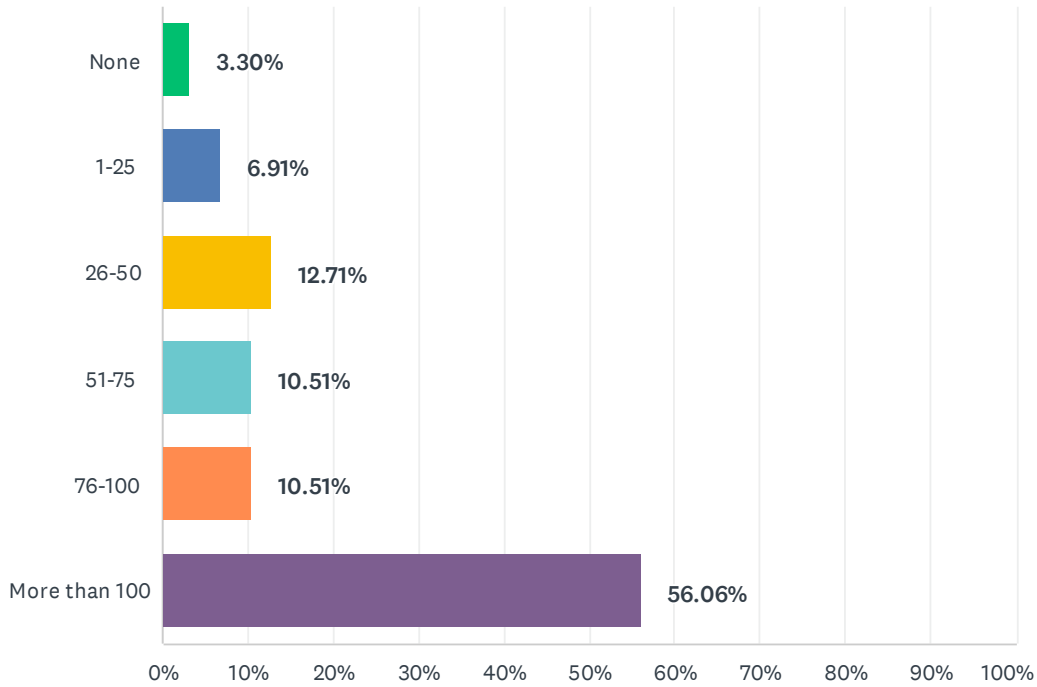
952	I think the medical model would be better. When you come with a situation to an AD or someone not in the medical field they take it as complaining. They look at you as a coach and say that's what you signed up for.	7/25/2022 10:35 AM
953	Don't want to be contracted out by clinic	7/25/2022 10:34 AM
954	It's important to understand your reporting line.	7/25/2022 10:34 AM
955	I am comfortable with my ability to manage within any structure	7/25/2022 10:34 AM
956	Important to know if ATs have medical autonomy and are able to develop and implement appropriate health care policies.	7/25/2022 10:34 AM
957	There needs to be protection of the athletic trainer if coaching staff changes	7/25/2022 10:34 AM
958	Much better benefits with institutions/schools verse hospital or outside medical group	7/25/2022 10:34 AM
959	It doesn't.	7/25/2022 10:34 AM
960	It only matters because the athletic model lines up with the campus model. The campus model doesn't take into account the number of hours that we work. It also leaves out compensation for holidays and weekends.	7/25/2022 10:34 AM
961	Benefits, pay increase over time, and insurance	7/25/2022 10:33 AM
962	I have not experienced working under health services	7/25/2022 10:33 AM
963	I am looking for a fit for me. If it is a new medical model then the transition is going to be difficult and at my age I am looking for ease of transition.	7/25/2022 10:33 AM
964	no opinion	7/25/2022 10:33 AM
965	Reporting to the athletic department as a healthcare professional sounds silly. We don't work for them.	7/25/2022 10:33 AM
966	Doesn't matter to me	7/25/2022 10:33 AM
967	The times when I was looking for employment it was more important to find a job than to be picky about what the employment model. That said, I strongly prefer to be employed by institution directly rather than by an outside institution. The model within the institution (athletics vs health center) does not matter as much to me.	7/25/2022 10:33 AM
968	n/a	7/25/2022 10:32 AM
969	I want to know expectations and make sure that the environment will be a good fit.	7/25/2022 10:32 AM
970	How the company has the employees back	7/25/2022 10:32 AM
971	Leadership makes all the difference	7/25/2022 10:32 AM
972	n/a	7/25/2022 10:32 AM
973	It is reflective of what life balance may look like	7/25/2022 10:32 AM
974	more time to be on campus	7/25/2022 10:32 AM
975	Can have benefits/challenges that vary depending on the model	7/25/2022 10:32 AM
976	Pay and autonomy in the work place.	7/25/2022 10:32 AM
977	I can see both models working	7/25/2022 10:31 AM
978	Does not matter at this time because the compensation is the same.	7/25/2022 10:31 AM
979	When independently hired by an athletic department, there are less loop holes to jump through for daily task. Also, I feel compensation is better and provides better opportunity for a raise	7/25/2022 10:31 AM

NATA ICSM Compensation Task Force

980	There is very little diversity in models for college athletics	7/25/2022 10:31 AM
981	Independent decision making/medical authority.	7/25/2022 10:31 AM
982	although the autonomous hiring would be ideal, I understand that there are very few that actually hire that way.	7/25/2022 10:31 AM
983	Na	7/25/2022 10:30 AM
984	Professional development	7/25/2022 10:30 AM
985	need to ensure we have to ability to do our job without "athletics" pressure	7/25/2022 10:30 AM
986	The nature of who you report to as an AT and who you work alongside in developing policy and procedure is important, especially when we need others to value our profession.	7/25/2022 10:30 AM
987	Working for a private entity often offers less benefits and they are less aware of an ATs scope in varying settings.	7/25/2022 10:30 AM
988	Those following the medical model traditionally have better pay (normally through a hospital or healthcare system) and normally better work/live balance not being under athletics.	7/25/2022 10:30 AM
989	Most of the colleges/universities I have been at have had the same model	7/25/2022 10:29 AM
990	There are multiple factors that go into the decision making process. At this point in my career it is lower on my list.	7/25/2022 10:29 AM
991	Employment is a huge life altering commitment. I want to make sure I'm headed to a stable work setting that takes care of their employees.	7/25/2022 10:29 AM
992	I have only worked in the athletic department model so I don't have strong opinions about the other systems	7/25/2022 10:29 AM
993	Organizational structure and who will evaluate performance of health care staff.	7/25/2022 10:29 AM
994	Want a clear chain of command	7/25/2022 10:29 AM
995	Opportunities for advancement and compensation	7/25/2022 10:29 AM
996	The employment model often correlates to compensation and benefits.	7/25/2022 10:29 AM
997	It matters because it can affect your benefits long term and this may differ with which companies cares for their employees	7/25/2022 10:28 AM
998	We are a growing field and we need to be seen as medical professionals, not just athletics staff.	7/25/2022 10:28 AM
999	Governs the work we do.	7/25/2022 10:28 AM

Q13 How many student athletes are you responsible for with regards to their health care?

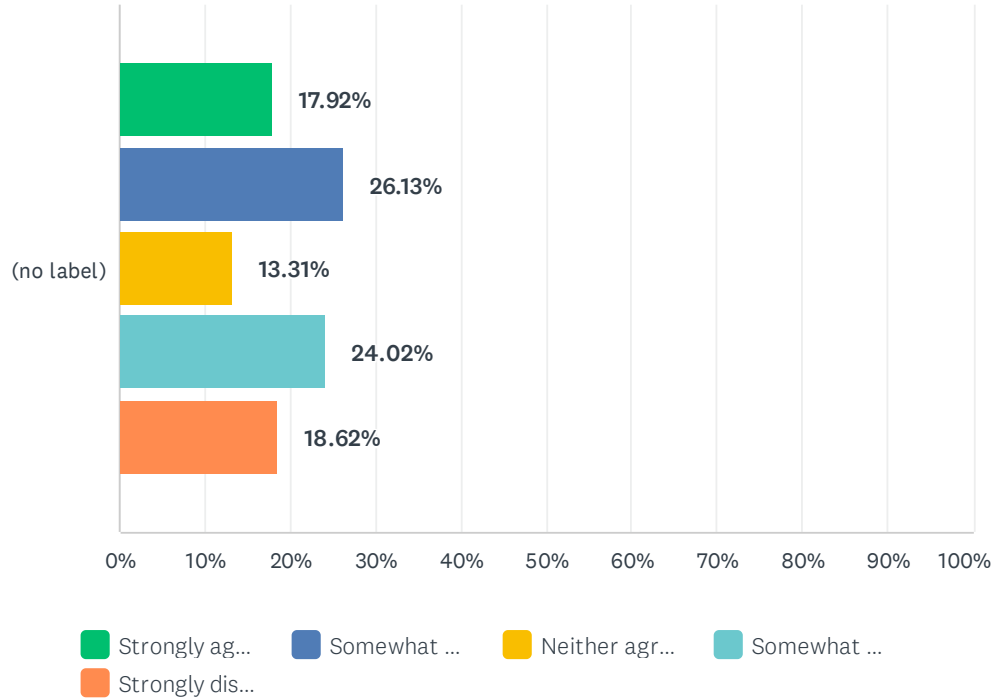
Answered: 999 Skipped: 147



ANSWER CHOICES	RESPONSES	
None	3.30%	33
1-25	6.91%	69
26-50	12.71%	127
51-75	10.51%	105
76-100	10.51%	105
More than 100	56.06%	560
TOTAL		999

Q14 Rank your agreement with the following statement based on your answer of the previous question: I feel that this number is appropriate in meeting the expectations of my supervisor, coaches and/or administration.

Answered: 999 Skipped: 147



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	17.92% 179	26.13% 261	13.31% 133	24.02% 240	18.62% 186	999	3.01

Q15 Please explain.

Answered: 669 Skipped: 477

#	RESPONSES	DATE
1	There are almost 600 athletes at my college and only 4 ATS and 1 Fellow. We all have 100+ athletes to care for and can really only focus on the in-season sports.	8/8/2022 2:20 PM
2	Under my previous employer, I was responsible for approximately 200 student athletes.	8/8/2022 10:23 AM
3	Quality of care begins to decline with increased SA to AT ratio	8/8/2022 7:28 AM
4	Based on evaluations I have received	8/7/2022 6:03 PM
5	We need realistic ratios. Emergency care is not the issue it is the day to day operations	8/6/2022 5:11 PM
6	Too many athletes to give the time and care they deserve.	8/6/2022 1:04 PM
7	Way to many athletes to care for alone	8/6/2022 9:15 AM
8	Working with a specific team is my designation but, providing care to all student athletes is always a priority.	8/6/2022 9:02 AM
9	For my percent of contract for AT work, I am in charge of too many teams.	8/6/2022 8:38 AM
10	Too many athletes and not enough athletic trainers for all of them	8/6/2022 7:16 AM
11	The number of athletes I am personally responsible for is FAR from adequate in terms of the quality of care I am expected to give them on a daily basis.	8/5/2022 11:16 PM
12	The number I take care of is close to 350 and having only 2 AT's available for 350 athletes is a health and safety issue	8/5/2022 6:20 PM
13	I could provide much more thorough healthcare with fewer athletes	8/5/2022 12:01 PM
14	I do feel like the ratio is too much for what we can offer	8/5/2022 11:19 AM
15	Where I am we are balanced as a staff. However, I see constantly that at my level, there is a disproportionate number of athletes to ATCs based on total staff number. Most departments are seriously understaffed.	8/5/2022 11:06 AM
16	Small university means fewer staff which means a large number of students per athletic trainer.	8/5/2022 10:06 AM
17	The ratio of SA to ATs is very daunting. However, given the current financial climate at my institution, I don't feel that another AT is coming our way soon.	8/5/2022 8:33 AM
18	I have many athletes and I am solo.	8/5/2022 8:16 AM
19	We have two full time ATs (usually three) who rotate sport assignment based on assigned shifts (changes weekly). This is the same expectation from athletics, as this model was implemented years ago and continues to take place.	8/5/2022 7:50 AM
20	I am the lead AT for 3 sports. Adding those roster numbers is roughly 100. If you divide total student-athletes in the school by ATs, our staff ratio is a bit more fair.	8/5/2022 6:55 AM
21	We have 3 FT positions for 360 athletes. It limits the time available to treat and treatment options.	8/4/2022 8:50 PM
22	I am only one person, and the athlete healthcare diminishes when taking care of a large number of athletes at a time	8/4/2022 7:32 PM
23	That number is in keeping with normal ratios for our conference, and slightly lower than our Division as a whole. It is common to work with about this many athletes where I am at.	8/4/2022 6:29 PM
24	It shows them how busy you are and the amount of responsibilities that we all have to juggle at once and it also shows the amount of time we have to spend away from our families.	8/4/2022 4:19 PM

NATA ICSM Compensation Task Force

25	One athletic trainer cannot adequately manage the healthcare of over 100 patients.	8/4/2022 4:09 PM
26	I am responsible for over 177 athletes on the football team without any assistance.	8/4/2022 3:39 PM
27	If staff is overseeing too many students athletes one cannot provide adequate or appropriate individual care.	8/4/2022 2:07 PM
28	We would like to have less athletes per person but right now this is the amount of athletic trainers we're allowed to have.	8/4/2022 1:54 PM
29	I'm 1/4 of a team	8/4/2022 1:07 PM
30	I work with men's basketball and men's golf. Sustainable.	8/4/2022 12:53 PM
31	Currently there are 3 athletic trainers on staff with a total of 15 sports and about 400 athletes. Without adequate staff, the liability and risk of injuries drastically increases. In addition, the care for my athletes decreases due to the amount of athletes I am responsible for.	8/4/2022 12:40 PM
32	Care required of student athlete has increased in the past ten hrs.	8/4/2022 12:36 PM
33	it's fine	8/4/2022 12:34 PM
34	It is difficult to provide full care to this many athletes promptly.	8/4/2022 12:16 PM
35	The athlete to Athletic Trainer ratio is greatly skewed. According to the NATA, there should be at least 7 employed by my university to provide adequate care to student athletes, but we only have 2. Only one of which is full time.	8/4/2022 12:11 PM
36	If you are working with more than 100 athletes on one team then you should be able to cover and provide good support. But if you have more than 100 athletes on multiple teams then you cannot even attempt to give good balanced treatment to everyone.	8/4/2022 10:58 AM
37	I feel that when there is a large clinician to patient ratio, patient care is more likely to get compromised, as well as the overall wellness of the clinician. Having a single clinician oversee so many athletes risks creating a revolving door-style, more traditional medical model, which I think having avoided becoming like that has made our profession so unique.	8/4/2022 10:39 AM
38	I am responsible for over 200 student-athletes and have had to manage expectations since I am only able to give my full attention to one thing at a time.	8/4/2022 10:24 AM
39	How can someone adequately take care of 100+ people	8/4/2022 9:55 AM
40	We have 5 athletic trainers for 600 student athletes including multiple sports. Makes it difficult to spend as much time as may be needed to do the various responsibilities of the job	8/4/2022 9:14 AM
41	The expectation is that ATC's will meet ANY expectation most of the time. There is no consideration that our staff is in season all year due to covering multiple sports. Added teams with no increase in staffing.	8/4/2022 8:58 AM
42	ratio is 120/1 AT, not good for patient care	8/4/2022 8:52 AM
43	Our availability as an ATC for the times a team is practicing plays a factor	8/4/2022 8:38 AM
44	There are over 200 athletes but we as a collective group take care of them all so while I am responsible for that many the load is not that much because we just share the load.	8/4/2022 8:22 AM
45	1 AT: 30 athletes would be a better ratio.	8/4/2022 8:01 AM
46	As the Associate AD for Sports Medicine, I believe my position should be strictly administrative. I have a hard time being a part-time athletic trainer to 15 athletes and part-time administer to a growing staff of direct reports while overseeing the overall health and safety of 475 student-athletes. There are only a set number of hours in a day and I struggle with only being able to dedicate half my time to tasks because I'm pulled in too many directions.	8/4/2022 7:07 AM
47	Based on the number of student athletes I am responsible for, I am unable to provide the highest quality of healthcare because I do not have the time/capability to interact with all of them and/or be available to them.	8/4/2022 6:39 AM
48	The roster sizes have increased for every sport- adding a JV or developmental team. This means more athletes as well as more events but the increase in athlete numbers was not	8/4/2022 4:24 AM

NATA ICSM Compensation Task Force

taken into consideration when hiring new AT staff (our staff number didn't increase). A ratio of > 100:1 is unsafe and leads to low quality care

49	I work with 2 teams that compete in opposite times of the year, practice at opposite times of the day, and train in 3 different facilities. While I wouldn't find the patient load difficult if it was just ONE team/program, it is extremely challenging and exhausting to provide quality patient care and meet administrative demands when just team prep/practice support is over 7+ hours of the day. Not to mention managing coaching staff expectations around the level of care given in comparison to the other program.	8/4/2022 12:55 AM
50	We are currently down 3 ATs, when ag full staff it's less!	8/3/2022 10:45 PM
51	130 athletes but 4 on full time staff	8/3/2022 8:40 PM
52	I feel like I am responsible for too many athletes to give them amazing quality care in addition to my other responsibilities.	8/3/2022 8:34 PM
53	Too many to give proper care to	8/3/2022 8:02 PM
54	The athletes are just over 100 between 6 teams so I feel it is reasonable but if there were more teams added I feel it would be stretching my attention too far.	8/3/2022 8:01 PM
55	Health care is tough to manage if one athletic trainer oversees more that 40 athletes especially if you are doing preventative medicine. When you have more that 40 athletes it makes preventative care harder to manage!!	8/3/2022 7:46 PM
56	My setting is understaff at the moment, so ATCs have gained extra teams. I am responsible for football, softball, and developmental women's soccer.	8/3/2022 7:45 PM
57	Unable to effectively do my job for the athlete to ATC ratio	8/3/2022 7:44 PM
58	Our school has expanded all sport rosters along with adding two additional sports since I was hired, while cutting our staff from 4-3 after the loss of GA positions.	8/3/2022 7:41 PM
59	I oversee all student athletes. My specific coverage entails aproximately 80-100 over multiple seasons.	8/3/2022 7:24 PM
60	Over 100 student athletes for one athletic trainer is extremely skewed, especially for what will be expected from me for each student athlete vs my current financial compensation	8/3/2022 7:19 PM
61	We have 5 athletics trainers for 275 athletes - but there is a disparity within our department of coverage needs.	8/3/2022 7:14 PM
62	I was the head of men's and women's cross country and track teams with little to no help from other certified ATs, entry level masters' students, or even undergraduate student managers.	8/3/2022 7:10 PM
63	There are times that I am certainly overwhelmed simply because of the number of athletes under my care - especially considering they are from 3 different teams with varying schedules.	8/3/2022 6:55 PM
64	I'm also the insurance coordinator for the sports medicine department so have just under 25 athletes makes sure I can perform my duties as an AT as best as possible.	8/3/2022 6:40 PM
65	I feel that the expectations by coaching staff, supervisors, and administration are appropriate. However, I feel the some student athletes are not provided with the best healthcare due to numbers and demand.	8/3/2022 6:30 PM
66	I believe to give good healthcare around I prefer less. I have had around 50 and you can provided the best healthcare with that number.	8/3/2022 6:25 PM
67	I believe my administrative duties as a head AT some take precedence over patient care or makes me spread myself thin trying to take care of all of my patients appropriately and get my administrative tasks done.	8/3/2022 6:15 PM
68	I believe they are happy with the current service but I feel that our ratio is too heavy to the athlete side.	8/3/2022 6:10 PM
69	I would like more help - but that costs and won't happen at this time	8/3/2022 5:50 PM
70	Coaches may not fully understand just how many athletes I am responsible for and consider that when evaluating my priorities.	8/3/2022 5:48 PM
71	Cannot possibly adequately help this many people at a high levels	8/3/2022 5:07 PM

NATA ICSM Compensation Task Force

72	N/a	8/3/2022 4:28 PM
73	I have a small number of athletes that I provide care for but I have more admin duties due to my position.	8/3/2022 4:09 PM
74	I consistently feel like we are understaffed and I am unable to do my best being stretched thin.	8/3/2022 3:27 PM
75	Part of the responsibility of the position	8/3/2022 3:02 PM
76	Responsible for football, men's ice hockey, and track and field. Football has two AT's to cover it, men hockey is 30 or less, and track and field has 60ish athletes but has 3 AT's over the course of a year for help.	8/3/2022 2:28 PM
77	We need more staff. We always could use more staff.	8/3/2022 2:22 PM
78	We have 650 student athletes and 6 ATs, we only travel with football and national tournaments. So I do think we have the appropriate ratio of AT's to students	8/3/2022 2:22 PM
79	This number is the amount of total student athletes. Whether my administration or coaches even care how we meet their expectations or not; that is what it is.	8/3/2022 2:01 PM
80	with the number of staff we have and our team this is probably equal for everyone	8/3/2022 2:00 PM
81	Our Student-Athlete to Athletic Trainer ration is rather high. There are times where I simply cannot meet the needs of some rosters.	8/3/2022 1:50 PM
82	I am solely responsible for over 525 student athletes. I have a line item in my budget to spend when I need additional ATC coverage.	8/3/2022 1:45 PM
83	I feel there are times when I feel that I can't give the highest quality care because I have too many athletes to work with.	8/3/2022 1:44 PM
84	If I was responsible for less student athletes, I could provide better individual healthcare.	8/3/2022 1:43 PM
85	More staff in order to have that number would be ideal but it is better than most schools in the NAIA	8/3/2022 1:33 PM
86	My position is 75% teaching and 25% athletic training. We are contracted with a sports medicine clinic to provide another ATC who also covers an area high school.	8/3/2022 1:09 PM
87	I feel it is a number that I can handle without issue.	8/3/2022 12:42 PM
88	N/a	8/3/2022 12:40 PM
89	This is a much more manageable patient load than it was at previous positions. My current position is 3 AT's to about 250 athletes. My previous position was 4 AT's to 650 athletes, which was a lot of triaging and referring.	8/3/2022 12:28 PM
90	Administration wishes not to add to the athletic training staff due to financial reasons	8/3/2022 12:06 PM
91	Athlete to ATC ratio is too big	8/3/2022 11:59 AM
92	50 or under a staff person can manage pretty well. ideally 2 staff per 25/20 s-a	8/3/2022 11:55 AM
93	We only have 3 ATCs for over 750 athletes	8/3/2022 11:47 AM
94	I am currently responsible for approximately 500 student athletes. We have a job posted as other AT left, but even with a 2nd AT, we were each sharing the responsibility for that many. We cannot begin to provide appropriate care to that many athletes!	8/3/2022 11:44 AM
95	The institution I work with employs 2 full time athletic trainers and has ~225 athletes.	8/3/2022 11:43 AM
96	Too many to appropriately provide proper care to the student athletes.	8/3/2022 11:40 AM
97	I am responsible for close to 300 collegiate athletes it is not a doable ratio to provide appropriate care.	8/3/2022 11:36 AM
98	I have one sport that has JV and Varsity. This number is no huge deal.	8/3/2022 11:36 AM
99	I have been at my place of employment for 16 years and have only had an assistant for 1 yr. That AT left for a community college position and position has been "frozen" ever since they left. It's a struggle to manage the care for 150+ athletes and just be only me.	8/3/2022 11:30 AM

NATA ICSM Compensation Task Force

100	This situation has actually greatly improved over the last few years despite the fact we still oversee 100+ athletes	8/3/2022 11:26 AM
101	No we cannot meet all expectations of coaches and AD	8/3/2022 11:26 AM
102	Need more assistance.	8/3/2022 11:23 AM
103	I work with a 90 member track program and 80 spirit squad members. Though there is another AT w track, that would leave me in a provider/athlete ration of 1:125, too much.	8/3/2022 10:59 AM
104	I am very supported in my position but can always have more help	8/3/2022 10:25 AM
105	As the Associate Head Athletic Trainer, this is what I signed up for.	8/3/2022 9:30 AM
106	Typically while I have some sports, the head athletic trainer has the rest so it is reasonable	8/3/2022 9:22 AM
107	I have a certified seasonal AT that assists me in the care of these athletes, and with that help, I feel it is manageable and the student-athletes have access to multiple care providers. This may not be the case without the assistance of another provider.	8/3/2022 9:03 AM
108	Staff of 4, for 600 athletes.	8/3/2022 8:42 AM
109	You cannot adequately meet the demands and expectations of multiple teams with the allotted time they are allowed to practice/compete year round.	8/3/2022 5:17 AM
110	We are currently extremely understaffed and over extended in terms of staff to student-athlete ratio.	8/2/2022 7:06 PM
111	We are currently understaffed, we need 1-2 additional athletic trainers	8/2/2022 6:08 PM
112	I am the only athletic trainer for 7 teams, 175 athletes	8/2/2022 6:06 PM
113	I believe that my supervisor and administration expect me to work with this large number of student athletes and it does not matter that I can not adequately divide my time between them all.	8/2/2022 5:21 PM
114	I have three sports that I am responsible for and they amount to 200-250 student athletes. Not all of them are in-season at the same time. They are spread out throughout the school year	8/2/2022 4:32 PM
115	I think we should have a standard as to how many Athletic Trainers per athletes. There have been years where I am the only athletic trainer for football, women's golf, and men's golf which is unfair to those individuals because I can not give them the attention they need.	8/2/2022 3:51 PM
116	Not really sure what to say.	8/2/2022 2:00 PM
117	I cannot provide the level of care I would like to with the number of athletes I care for.	8/2/2022 1:20 PM
118	It depends on the sport(s) the numbers come from. Athletic Trainers can not be expected to work with an unlimited number of high risk individuals.	8/2/2022 12:28 PM
119	My position is administrative so I don't manage any specific teams or student-athletes. I do provide clinical care at certain times	8/2/2022 11:59 AM
120	Work with football and wrestling. Rosters are approx 130 and 30 respectively. We have decent staff coverage, meaning I have help with football.	8/2/2022 11:37 AM
121	Our ratio to AT:Student athletes is not appropriate. With that said the institution at this time is actively hiring for an additional AT>	8/2/2022 11:04 AM
122	Being at a juco my numbers fluctuate a lot (typically more at the beginning of the year). It makes clearances challenging, but patient/ injury load is manageable. But I'm also not able to provide coverage for everything because of schedule overlap.	8/2/2022 10:32 AM
123	I believe working with fewer athletes would improve patient care	8/2/2022 9:18 AM
124	Providing adequate care with the resources and time available is not always manageable/possible	8/2/2022 8:24 AM
125	It's really seasonal...fall season that number is high and the quality of health care is diminished.	8/2/2022 7:50 AM
126	lower ratios would lead to better patient care. Multiple teams can lead to time and resources	8/2/2022 6:56 AM

NATA ICSM Compensation Task Force

being spread thin.

127	We only have two full time ATCs at our college so I work way more hours then I should and compensation isn't nearly what it should be for hours worked and duties performed.	8/2/2022 6:20 AM
128	Our institution we have 10 sports, 450 student athletes and 2 full time AT's. We utilize PRN AT's from local hospitals, but they have minimal involvement in paperwork and daily treatments.	8/2/2022 5:59 AM
129	It is very difficult to provide high quality healthcare to do many athletes.	8/2/2022 5:12 AM
130	Some days with the higher volume, a third athletic trainer would be necessary to have.	8/1/2022 9:03 PM
131	While admin may agree, I think this is inappropriate for quality care	8/1/2022 8:39 PM
132	The number is low enough for me to keep a close eye on each athletes and help me recognize their needs	8/1/2022 8:03 PM
133	Our medical staff needs more athletic trainers	8/1/2022 7:47 PM
134	Highly understaffed	8/1/2022 6:42 PM
135	I feel that we manage ok, but could do much better with additional staff to share the patient care load.	8/1/2022 6:40 PM
136	We are too small of a staff to effectively treat and see as many athletes as we do at my school. We have four full time athletic trainers and over 800 athletes we are responsible for.	8/1/2022 6:35 PM
137	Others on our staff have a lot more patients, others have less. I'm also the one with the longest travel time out of the year (7 months consecutive)	8/1/2022 6:33 PM
138	We are responsible for far too many athletes on our own. It is a major liability and disadvantage for our athletes as they don't get as much 1 on 1 attention as deserved.	8/1/2022 6:20 PM
139	I would love to have another person to split my sport (track/cross country). We are in season all year with 130 athletes. Would be beneficial when hosting meets and in the fall with XC traveling and track having fall practices.	8/1/2022 6:10 PM
140	I feel they think it's fine, but patient care is in jeopardy	8/1/2022 5:28 PM
141	I work football and MBB, but oversee the department	8/1/2022 4:54 PM
142	This number does not allow me to meet the expectations I have of myself and the comprehensive and holistic care that my education and experience enables me to provide, or rather not provide to the level that I believe is necessary.	8/1/2022 4:18 PM
143	This is a manageable number of athletes for one provider	8/1/2022 4:10 PM
144	It would be more efficient if I had another co-worker helping me with track and cross country since there are so many of them. Sometimes it's overwhelming.	8/1/2022 3:50 PM
145	The ratio of AT:student athlete is poor	8/1/2022 3:29 PM
146	I'm able to manage my athletes adequately based on their availability as well as my own	8/1/2022 3:22 PM
147	Often short-handed and working long hours in cross over season. Minimal off days for staff ATs.	8/1/2022 3:01 PM
148	Based on traveling with teams and the schedule everyone is needed every Thursday-Sunday making a work life balance difficult.	8/1/2022 2:59 PM
149	I am also insurance coordinator which is a part time job within itself	8/1/2022 2:55 PM
150	The ratio of athletes to athletic trainer is high, and sometimes difficult to meet demands of all athletes	8/1/2022 2:48 PM
151	I am now in an administrative and non-athletic training role in the department.	8/1/2022 2:32 PM
152	One person should not be the sole medical person for 100 athletes	8/1/2022 2:29 PM
153	There are times where I feel like I do not have the time to give all teams the care they need	8/1/2022 2:27 PM
154	To many athletes to provide true division 1 quality of care athletes and coaches are looking for	8/1/2022 2:25 PM

NATA ICSM Compensation Task Force

	these days	
155	Athlete to athletic trainer ratio can lead to missed injuries or lack of availability to your athletes when you have so many	8/1/2022 2:00 PM
156	250_300 SA with 2 ATC. Not even at recommended number	8/1/2022 1:57 PM
157	My supervisor does a good job to make sure there are no conflicts with schedules and will ask if events can be covered if out of normal schedule	8/1/2022 1:50 PM
158	I feel it's somewhat high to be expected to provide my best care.	8/1/2022 1:45 PM
159	My primary sport assignments are volleyball, tennis, and golf; most of which are relatively low risk for injury.	8/1/2022 1:41 PM
160	There are 2 ATS for fall football and only me for spring	8/1/2022 1:39 PM
161	I cover Mens basketball and M/W golf. The numbers are lower for these groups	8/1/2022 1:36 PM
162	Given more staffing, I can cover that many athletes and meet expectations but currently with decreased staff it is hard to meet expectations	8/1/2022 1:32 PM
163	Cannot provide effective levels of care with this patient load. Coaches and admins seem fine with it though.	8/1/2022 1:29 PM
164	I think the ratio of AT to SA should be at 20 SA or less. If we as ATs want to really dive in to corrective exercises, nutrition, mental health, etc. Then we need to have more time to have 1 on 1 with athletes. 1 AT taking care of 100+ SA across multiple teams does not allow you to do that.	8/1/2022 1:27 PM
165	too many athletes for which I am solely responsible	8/1/2022 1:25 PM
166	i work as a non-traditional ATC in a medical clinic. Our university has 900-1000 student-athletes.	8/1/2022 1:20 PM
167	I am responsible for Men's, Women's Soccer, and Baseball. For the most part Soccer teams are together at least during conference, and not a problem with scheduling.	8/1/2022 1:12 PM
168	Community College is different. It is manageable, but could always be better with increased staffing.	8/1/2022 1:09 PM
169	For the around the clock care and on call care needed for multiple teams, the expectations from coaches and administration does not line up with the compensation. It can be done, but it does not allow for a high quality of life.	8/1/2022 12:57 PM
170	Prior to this year the student-athlete load was not beneficial for meeting expectations.	8/1/2022 12:44 PM
171	I cover technically 3 different teams. Volleyball, cheer team and dance team. This volume of athletes with varying schedules makes it extremely challenging to see everyone efficiently and still protect some of my time. So in the end my time gets incredibly compromised	8/1/2022 12:30 PM
172	One person responsible for the rehab and treatment of an entire football team is hardly appropriate.	8/1/2022 12:29 PM
173	I have a small team, and only one team so it is appropriate.	8/1/2022 12:26 PM
174	I have no students	8/1/2022 12:26 PM
175	At my job, there are only 3 full time athletic trainers, I do wish we had 1 more to help relax the load sometimes. For example when people are sick or out for various other reasons.	8/1/2022 12:21 PM
176	While I fulfill all that is required, it is very stressful having 2 sports and traveling/ being in season 6 months out of the year. I think I would be able to focus more on my athletes if I had 1 sport (30-40 athletes)	8/1/2022 12:12 PM
177	As a staff we all work with too many SA and more full time AT's are needed.	8/1/2022 12:10 PM
178	The situation we have here works for what we have. Each place is different. As long as athletes get the care they need is what is important.	8/1/2022 12:10 PM
179	I now have enough staff where we have around a 25:1 ratio of student athletes to staff. We all feel that 25 is an acceptable number for athletes to care for.	8/1/2022 12:07 PM

NATA ICSM Compensation Task Force

180	having a team of 50 SA's is difficult for 1 AT to handle	8/1/2022 12:07 PM
181	Limited services, use outside PT	8/1/2022 12:03 PM
182	I feel that I do not see an overwhelming amount of athletes, but I see enough to justify my position	8/1/2022 11:57 AM
183	I currently have over 200 athletes between my 4 teams. It is impossible to give my best to all of these athletes.	8/1/2022 11:53 AM
184	I only work with one team. The roster usually has 28-34 student athletes. I am able to manage one team schedule and provide quality care. If I had the same number of athletes, but on multiple teams, I would feel differently.	8/1/2022 11:53 AM
185	One team per athletic trainer should be standard at a D1, but I've worked bigger teams by myself so 30 from 2 teams is easily doable.	8/1/2022 11:46 AM
186	It gets hectic when the 2 sports overlap but outside of those times it is manageable	8/1/2022 11:42 AM
187	As the director of the department i am responsible for the overall health care or all the student athletes.	8/1/2022 11:38 AM
188	I'm responsible for 900 athletes, to many for atc to sa ratio	8/1/2022 11:34 AM
189	I think the number of student athletes under your care, depends highly on what type of care are you responsible to provide. For example, are you responsible for all long term rehabs or are those farmed out. Do you travel and cover all practices with a team. Do you do a lot of pre-season testing for each student-athlete or are you providing more general athletic training care. Do you have to cover weight room practices for all individuals etc.	8/1/2022 11:31 AM
190	I have moved from Head AT to sport performance director. We have over 1000 athletes with 30 AT's. These numbers are dependent on the expectations for each sport.	8/1/2022 11:26 AM
191	Its doable, but it is a high number over multiple sports. This doesn't lead to the best standard of care, without leading to burnout for the AT.	8/1/2022 11:24 AM
192	My supervisor wants all people to feel welcome and be able to approach the ATC. Caring for that many individuals people will fall through the cracks or feel they're not receiving adequate attention or care.	8/1/2022 11:21 AM
193	We could always use more AT's. Especially with overlapping seasons, as well as the increase in Non-Traditional Seasons expectations.	8/1/2022 11:19 AM
194	We have 700+ Athletes and 7 of us. The Largest teams are shared between 2 people. It ends up being very evenly distributed	8/1/2022 11:19 AM
195	As a rehabilitation specialist this is a very manageable number of athletes	8/1/2022 11:18 AM
196	I work with two different teams with overlapping seasons.	8/1/2022 11:16 AM
197	I oversee all 450 athletes with a staff of 16, so this is appropriate for my position.	8/1/2022 11:14 AM
198	Some of these athletes participate in low risk sports and/or their coverage demands are very low	8/1/2022 11:13 AM
199	I am able to work with a large group without difficulty.	8/1/2022 11:08 AM
200	Can be too many to give proper care	8/1/2022 11:07 AM
201	Too short staffed for the number of student athletes	8/1/2022 11:03 AM
202	1 ATC for 13 sports is just not remotely possible to do	8/1/2022 11:02 AM
203	Everyone want one on one care. However not enough hours in the day	8/1/2022 11:00 AM
204	More AT's needed	8/1/2022 10:59 AM
205	WE have 1300 athletes but the number is shared with other staff	8/1/2022 10:58 AM
206	The workload (SOAP notes, rehab sheets, doctor's notes, coach/admin communications, athlete case management) is too much. We need more athletic trainers on the staff for better work balance.	8/1/2022 10:58 AM

NATA ICSM Compensation Task Force

207	Track and Field - I share the responsibility with an intern	8/1/2022 10:52 AM
208	We are understaffed	8/1/2022 10:52 AM
209	More athletes = more Athletic Trainers ... too many Athletes per AT = less care for the Athletes	8/1/2022 10:51 AM
210	I have two teams including football with one other person who doesn't pull their own weight	8/1/2022 10:49 AM
211	It's frankly impossible to have quality care for over 100 athletes per AT regardless of higher ups expectations. It does not meet my own personal expectations.	8/1/2022 10:49 AM
212	x	8/1/2022 10:48 AM
213	I am responsible for over 150 athletes at any time and am not able to provide the best possible health care.	8/1/2022 10:47 AM
214	I am very understaffed.	8/1/2022 10:44 AM
215	I serve in an administrative role only without a sport assignment. We have 12 full-time athletic trainers and 4 intern athletic trainers to cover 17 sports. We have 3 individuals with a football only assignment. Others on staff working other sports rotate over to help with football. We have the personnel to do the job, but ideally it would be great to have 2 more positions just dedicated to football to help balance time demands and workload amongst the staff.	8/1/2022 10:43 AM
216	I would like this ratio to be smaller. Smaller more direct health services can improve patient wellness and health outcomes.	8/1/2022 10:42 AM
217	I oversee the entire department and directly responsible for 25 SAs	8/1/2022 10:42 AM
218	I believe in keeping AT:Student Athlete ratios low to allow for high quality of care and attention	8/1/2022 10:42 AM
219	As an administrator there continue to be more and more responsibilities for healthcare providers to follow and implement as best practice. It is very difficult to cover all of that and have clinical responsibilities.	8/1/2022 10:42 AM
220	Large recruitment numbers and club sports responsibilities cause the expectation to remain high in dealing with the athletes I cover.	8/1/2022 10:39 AM
221	I am primarily in academics and not athletics.	8/1/2022 10:37 AM
222	We have a staff of 2 and split around 185 rostered athletes. However, the number of out of season and try-out only athletes well exceeds that.	8/1/2022 10:35 AM
223	I work with men's lacrosse and both golf teams. The number of athletes is reasonable, but men's lacrosse really could have 2 athletic trainers to provide efficient health care.	8/1/2022 10:35 AM
224	Our department is understaffed. The lack of funds to pay additional staff makes it difficult to provide full services and maintain work/life balance.	8/1/2022 10:35 AM
225	I wear multiple hats at my institution. I am the Asst AD of Sports Medicine but I am also a tenure-track faculty member with a full teaching load. Therefore, direct patient care is not possible.	8/1/2022 10:34 AM
226	That number affords me the ability to meet the level of expectation of coaches and administration.	8/1/2022 10:34 AM
227	I believe certain aspects of my roster are over inflated with individuals brought onto the team for the wrong reasons and these individuals are the ones who usually put the most strain on our AT staff for various reasons.	8/1/2022 10:34 AM
228	Quality of care decreases due to hours available to treat each student-athlete	8/1/2022 10:33 AM
229	I basically help out any sport/athlete, in a clinic type setting. Manageable	8/1/2022 10:32 AM
230	100 to 1 ratio is not ideal	8/1/2022 10:30 AM
231	Need more staff	8/1/2022 10:29 AM
232	Every athletic trainer that I know of has considerably more athletes to watch over and take care of per capita, than any coach on the staff. The number can be overwhelming.	8/1/2022 10:29 AM

NATA ICSM Compensation Task Force

233	If you simply do the math of at least 30-45min appointments per a patient (insurance industry standard) a roster of 20 would need anywhere from 10- 15 hours for each patient to be seen once a week. There is nuances to this but is a generic way to look at patient and administrative time shares.	8/1/2022 10:28 AM
234	I have 45 athletes. It's a lot.	8/1/2022 10:27 AM
235	I'm responsible for way too many people	8/1/2022 10:27 AM
236	I've had upwards of 80 and I've had 20. Both are manageable to me	8/1/2022 10:27 AM
237	My sport assignment are well established each academic year	8/1/2022 10:26 AM
238	Should be 50 to 1 at most. No coach is asked to support 50 students without assistants.	8/1/2022 10:25 AM
239	I think my administration does not really grasp what occurs in the sports medicine department.	8/1/2022 10:24 AM
240	In my opinion, the ratio of student-athlete/athletic trainer should be 40-50/1, and no more.	8/1/2022 10:24 AM
241	Can't cover all SA needs because of work load	8/1/2022 10:23 AM
242	We have 15 teams, which all practice basically year round, and I am responsible for all of their practice/game coverage	8/1/2022 10:23 AM
243	1 vs 105 in football is borderline in doable	8/1/2022 10:22 AM
244	I have not sport assignment. I am 100% admin.	8/1/2022 10:20 AM
245	We don't cover out of season practices/captains practices which helps	8/1/2022 9:56 AM
246	At my current institution we have almost 600 athletes and 2 LAT's	8/1/2022 9:48 AM
247	I have a full-time certified intern working with me, as well as an MAT student, so we are able to disperse the load well.	8/1/2022 9:44 AM
248	I have a large team and it can be cumbersome at times.	8/1/2022 9:00 AM
249	The athletes are not given the amount of care that they deserve a lot of the time due to a lack of staffing	7/31/2022 7:09 PM
250	We need more ATs (fewer athletes per AT on staff) to give best overall care to the students.	7/31/2022 1:39 PM
251	Need more staff for #athletes	7/31/2022 7:09 AM
252	The expectation at the DI level is to be available 24/7 365. This is not realistic when the ATC to student athlete is 1/35 across multiple teams.	7/31/2022 4:00 AM
253	Too many athletes for one oerson	7/30/2022 9:44 PM
254	While I am supposed to only care for one team at a time, my roster sizes have dramatically increased and I have a hard time providing adequate and thorough care to my athletes when I have so many athletes coming to see me each day.	7/30/2022 11:06 AM
255	I feel everyone expects the best care for their respective teams, and I provide that the best I can, but being responsible for so many athletes at one time spreads myself very thin so prioritizing becomes essential.	7/30/2022 11:03 AM
256	It is challenging to meet the needs let alone the expectations of student athletes when seeing more 100 athletes.	7/30/2022 7:56 AM
257	the scheduler could work better with the AT needs but AD overrules	7/30/2022 7:11 AM
258	We have 250 athletes with 2 ATs, we do not have specific teams to cover just shift hours to cover AM-PM hours with games and treatment in between, we make it work with 2 ATs.	7/29/2022 5:09 PM
259	Too many athletes, teams and athletic training facilities to manage for one person.	7/29/2022 11:22 AM
260	My role as head athletic trainer requires me to do extra work which can take me away from providing health care at times.	7/29/2022 8:29 AM
261	This number of student-athletes comes from five different teams.	7/28/2022 8:33 PM
262	AT to SA ratio is very bad and isn't safe for anyone	7/28/2022 2:24 PM

NATA ICSM Compensation Task Force

263	I believe that I am capable of being in charge of the number of student athletes I have based on level of danger in the sport. If I worked a sport with higher contact levels/injury prone sports I may not feel the same	7/28/2022 1:12 PM
264	With my role as faculty, my smaller number of athletes makes it easier to do both a faculty and clinical role.	7/28/2022 10:32 AM
265	I'm directly responsible for 2 teams on campus, both on the smaller side. And as a part of a staff of 7 (3 FT, 4 GA) and ~450 student-athletes, I feel that is a good ratio but I'm always willing to help others as needed.	7/28/2022 10:27 AM
266	Having too many athletes to care for creates a poor student-athlete experience, leads to burn out and puts athletic departments in a precarious position if a medical emergency happens and proper staffing isn't available.	7/28/2022 9:46 AM
267	750 student-athletes at our institution but we employ 10 full-time LATs	7/28/2022 9:41 AM
268	My primary sport (MSOC) has 30 athletes and my secondary sport (MTEN) has 15. Based on demands of the sports and time of season, I think this is a feasible amount of athletes to care for without being overwhelmed.	7/28/2022 9:20 AM
269	I have a men`s lacrosse team with a roster of roughly 50 kids plus a men`s soccer team with about 40 and a womens basketball team.	7/27/2022 8:40 PM
270	There are only 2 of us to care for all of the athletes at the community college.	7/27/2022 7:40 PM
271	I work with women's gymnastics. Even though the roster is only 20 student-athletes, their previous injury histories are extensive and the injuries that need maintenance are roughly 3-5 per SA. Coupled with no off-season (open gym during the summer), it's a massive amount of work to stay on top of this roster.	7/27/2022 6:36 PM
272	Even though I work with over 100 athletes, I have assistance. One of the sports I work with is football which is naturally going to have higher number of student athletes. I believe it is acceptable given the expectations of the athletic department and the care I am able to give.	7/27/2022 4:13 PM
273	we share teams but are definitely under staffed for all we do for the athletes	7/27/2022 4:04 PM
274	I feel that with the sports that we have, the number of athletes is workable. We have no contact sports.	7/27/2022 3:01 PM
275	Yes it does.	7/27/2022 2:17 PM
276	Expecting high level of care from one person for high volumes of athletes is not achievable, because of this care suffers and athletic trainers get overwhelmed and overworked	7/27/2022 2:02 PM
277	This exceeds my supervisors expectations but it is only due to lack of work ethic from colleagues.	7/27/2022 1:15 PM
278	I work D1 Football with 5 other certified athletic trainers so I think that is a manageable staff to athlete ratio.	7/27/2022 1:08 PM
279	I work with to many athletes	7/27/2022 12:44 PM
280	I've asked my boss to drop one of my teams due to time constraints and demands of the larger team and was told to manage my time better...	7/27/2022 12:40 PM
281	Expectations for WBB are met based on # of athletes and what they want	7/27/2022 12:29 PM
282	It's a lot	7/27/2022 11:08 AM
283	I do my job to the best of my ability	7/27/2022 10:54 AM
284	As the head athletic trainer all student athletes of all sports are my responsibility	7/27/2022 8:49 AM
285	I am able to manage the two teams that I supervise and complete my administrative duties.	7/27/2022 7:44 AM
286	I only have one team that I am responsible for, however I also work in the PT clinic at campus health which at times makes it very difficult to juggle everything.	7/27/2022 6:58 AM
287	While this number is not ideal, we are actively working on increasing our staff size therefore the level of expectation from our AD is realistic, they are aware and agree we need more help.	7/27/2022 6:23 AM

NATA ICSM Compensation Task Force

288	High roster contact sport as primary, but easy no-travel secondary sport	7/27/2022 1:27 AM
289	This year I am in charge of about 120 athletes and their medical care. Just myself in thus situation will lead to small details falling through the cracks which lead to patient details being overlooked. This is not a reasonable number for my administration to request of me when another person with me at my position would help provide the best care for the athletes.	7/26/2022 9:09 PM
290	Having over 100 athletes to one person is not good for the athletes care	7/26/2022 6:30 PM
291	I previously worked at an NAIA institution where I was responsible for 200+ athletes, then moved to a small D1 where I am responsible for one team - while the demands of that one team might be higher at the D1 level, I am better able to meet expectations with a smaller patient population.	7/26/2022 5:25 PM
292	While I have recently received a title upgrade, with no pay raise, to Assistant Athletics Director I am still one of 2 total athletic trainers to care for an entire football team of athletes. As well as maintain all administrative responsibilities for our entire program and oversee 7 other athletic trainers with their sports. It has gotten out of control what the expectations of athletic trainers are and how little they pay us as professionals. The only way I see this balancing out is if someone comes in and tells them they need at least one AT per sport at Division 1. Not shared positions with another sport that has year long participation or a nontraditional season.	7/26/2022 4:17 PM
293	We are extremely understaffed for the amount of student-athletes that we need to take care of.	7/26/2022 3:52 PM
294	Depends on individual v team sport; contact v no contact, student, GA, intern assistance etc. also depends who supervisor is and their charge (revenue earning sport supervising non-revenue earning sport!)	7/26/2022 3:36 PM
295	I would prefer less, would allow for better care	7/26/2022 3:33 PM
296	I am also the rehabilitation coordinator, to go along with swimming and diving and ESports. The number of rehabs fluctuate, so my workload varies considerably.	7/26/2022 3:03 PM
297	I treat too many athletes for one person	7/26/2022 2:41 PM
298	The expectation of care by the athletic administration is not possible with the number of athletes we care for	7/26/2022 2:14 PM
299	depends on how many assistants I have	7/26/2022 1:54 PM
300	It is an awful lot of athletes for 1 person	7/26/2022 1:50 PM
301	Ratio of ATC to student athletes is high. Cannot perform appropriate care and handle admin responsibilities with such a high number of student athletes. Need more ATCs at our school.	7/26/2022 1:13 PM
302	I have 25 athletes. This is an adequate number of athletes to work with when considering the expectations while working at a power 5, division 1 institution.	7/26/2022 12:59 PM
303	Workload is reasonable spread throughout the year.	7/26/2022 12:45 PM
304	It does not leave much time for other required task.	7/26/2022 12:36 PM
305	A 1-50 provider to patient is pushing the ability to be able to provide adequate care at a high level. Especially while trying to achieve an acceptable work-life balance	7/26/2022 12:23 PM
306	We cover too many student-athletes.	7/26/2022 12:14 PM
307	I work three teams with completely different schedules, completely different injuries, and in different buildings. This makes it incredibly challenging to provide a high level of care to all student athletes equally, let alone still make time for myself.	7/26/2022 12:11 PM
308	my employment assignment is to the baseball team which carries a roster of around 35 student-athletes. I feel this is an appropriate number of athletes to be responsible for as they all belong to one team	7/26/2022 12:02 PM
309	Our team roster is large, but there are two of us assigned to working with them. So I'm responsible for all 70-75 but not individually so it maintains a ratio that feels manageable.	7/26/2022 11:59 AM
310	Currently, we have over 400 student athletes, and only 4 athletic trainers, that's roughly 100/1, this reduces patient quality of care because there is no way 1 person can manage 100 people in a 40 hour work week. Although, not all 100 may need attention, that is the current work ratio.	7/26/2022 11:50 AM

NATA ICSM Compensation Task Force

311	sports are essentially year round now compared to what they used to be so I am constantly pulled in each direction all year round. Everyone expects the same attention whether inseason or out of season. There just isn't time for that.	7/26/2022 11:25 AM
312	I do not feel like I can always give my absolute best care to my athletes when I have so many under my care	7/26/2022 11:23 AM
313	I always feel that I can do a better service of providing care for my athletes	7/26/2022 11:14 AM
314	My department is grossly understaffed.	7/26/2022 11:09 AM
315	I feel that there athlete to athletic trainer ratio is not in the best interest of the athletes. Coaches expect me to be everywhere all the time and sometimes I've got more than one practice/rehab/etc going on at a given time.	7/26/2022 10:58 AM
316	The expectations for each student athlete is unrealistic given the amount we are responsible to provide care to	7/26/2022 10:43 AM
317	A 1:100 clinician to athlete model is not sustainable or efficient for delivery quality healthcare.	7/26/2022 10:40 AM
318	Administration and coaches are ok with care provided. I feel that I could do more if there was additional help to dived workload.	7/26/2022 10:32 AM
319	I am unable to provide proper care to all of my athletes due to the sheer number of them and lack of time throughout the day.	7/26/2022 10:13 AM
320	I am overworked, as is the staff that I supervise. Steps are being taken to address this problem, but the steps are small and slow. It is disappointing how hard it is to add a position and the pay that we are expected to accept in return for the long hours this job setting desires.	7/26/2022 10:08 AM
321	I coordinate care directly for 35 varsity rowers, but I am also our department liaison for the 1500 club sport athletes who have access to our services. However, our club sport athletes tend to not take advantage of our services as often as our varsity athletes. During the Fall, when our higher risk club sports (rugby, soccer, men's water polo, etc) are in season, our volume of club sport patients increases, so it can be a bit overwhelming to be the contact person for so many patients.	7/26/2022 10:03 AM
322	I have told my supervisors for over 5 years now the workload is too high. There has been no response in the form of mitigation, help, or otherwise.	7/26/2022 9:52 AM
323	I think this number is appropriate when compared with my salary and all the other no Sports Medicine things required by my Athletic Director	7/26/2022 9:39 AM
324	Coach's expectations are constantly changing in need for more coverage. For us to accommodate these extra asks and provide high-level care, we need more athletic trainers who are paid a living wage.	7/26/2022 9:36 AM
325	I think the head of our athletic training department and athletics department do a fantastic job at recognizing that we are very understaffed per NATA recommendations of AT's to SA's. They allow us to set boundaries with our coaches and players, which is different compared to other institutions I have worked at	7/26/2022 9:35 AM
326	The travel responsibilities and expectations take us away from campus too often to full accommodate the needs for our athletes that we are not traveling with.	7/26/2022 9:30 AM
327	work with non contact sports, lower demand of emergency care	7/26/2022 9:13 AM
328	I am the only athletic trainer and have 400+ student athletes, but we can't hire another because no one is applying.	7/26/2022 9:09 AM
329	I work with football only and we have a roster of 120ish	7/26/2022 9:02 AM
330	we currently have 500+ student-athletes and 5 ATC's. Could use one more.	7/26/2022 8:58 AM
331	This number is what we can manage currently but I could give them better care if I didn't have so many to manage.	7/26/2022 8:53 AM
332	Sports coverage/ student athlete care is our main focus as AT	7/26/2022 8:50 AM
333	Number is makes it very hard to provide good healthcare while completing my administrative tasks.	7/26/2022 8:49 AM

NATA ICSM Compensation Task Force

334	I oversee all staff ATCs but do not hold a role as the head ATC of a sport any longer.	7/26/2022 8:39 AM
335	I am directly responsible for one teams health care while also assisting other teams when needed.	7/26/2022 8:38 AM
336	I don't understand the question.	7/26/2022 8:36 AM
337	In an ideal college setting, covering one to two sports (one in the fall & spring) would allow the athletic training to provide coverage and not get burnt out.	7/26/2022 8:29 AM
338	I'm a little confused by the question. My administration would love for me to take care of as many as possible, simultaneously.	7/26/2022 8:21 AM
339	6 ATs on staff, each handle about 3 teams.	7/26/2022 8:17 AM
340	The pairing with a cheer squad can make covering my primary sport difficult at times.	7/26/2022 7:49 AM
341	I am ultimately responsible for the program and all athlete care, I can delegate day-to-day in order to manage patient load	7/26/2022 7:49 AM
342	We are short staffed, so the expectation is actually less than the current number	7/26/2022 7:37 AM
343	All athletic trainers are responsible for all athlete healthcare at our institution. I care for whatever athlete walks thru the door.	7/26/2022 7:33 AM
344	Coaches feel they should have more individualized time and effort from me/us, and there just aren't enough staff members to make that happen. Administration (hospital) expects patient documentation in addition to other administrative reports to be thorough and on time, but that is also very challenging with the higher patient load.	7/26/2022 7:32 AM
345	Unable to give enough time to every athlete when having to take care of 150 student athletes.	7/26/2022 7:21 AM
346	We have been downsized and have gone from doing most of our pre and post-surgical rehab to doing minimal, and have difficulty just keeping up with day to day operations	7/26/2022 7:12 AM
347	Don't think the number alone determines if you can cover that many student athletes. Different teams have a hire demand or rate of injury	7/26/2022 6:59 AM
348	One of my areas of responsibility is Men's basketball, while the number of SA is manageable, at this level the travel is extensive and the sport is training almost all year long.	7/26/2022 6:42 AM
349	I work football. 3 full times and 2 fellows. But the head doesn't see anyone for rehabs. I also have womens tennid	7/26/2022 6:41 AM
350	I oversee the entire sports medicine department.	7/26/2022 6:33 AM
351	quality of care is not what it should be. need a bigger staff.	7/26/2022 6:22 AM
352	Too many athletes for 2 full time ATs	7/26/2022 5:48 AM
353	In my title I should not have sport coverage or athlete care responsibilities	7/26/2022 3:48 AM
354	I only can be in one place at a time. On many occasions there are multiple practices or games going on at the same time.	7/26/2022 12:38 AM
355	Like many athletic trainers, I am responsible for a significant amount of student athletes. Having an understaffed athletic training department benefits no one.	7/25/2022 11:35 PM
356	Football is a whole different situation compared to the other sports. The number of participants coupled with higher injury incidence rates and rehab/treatment time coupled with coaches with higher pressures to win causes additional stress to the AT.	7/25/2022 9:53 PM
357	There is always too many athletes per athletic trainer. But in our profession we are conditioned to work hard and do what we can no matter how many athletes that may entail.	7/25/2022 9:21 PM
358	Demand for athletic training services is increasing, as are the need for administrative duties (record keeping, work on committees, etc). Meeting expectations in both areas along with the time spent at practices is leading to long work days.	7/25/2022 9:20 PM
359	Due to the increased demands of the job (length of seasons, increased mode of communications, increased athletes with pre existing physical and mental health concerns, increased administrative duties) the amount of athletes each athletic trainer should be	7/25/2022 9:20 PM

NATA ICSM Compensation Task Force

responsible for should be about 25. For larger teams there should be multiple athletic trainers responsible for that team.

360	a football team has a lot of kids and that is the job. If you cannot deal with that large of a group then providing care for a football team is not for you	7/25/2022 9:04 PM
361	I had a slightly larger team than normal so my numbers were higher this year.	7/25/2022 8:48 PM
362	Yes, but only because I have been assigned an intern and students to help provide health care to the student athletes	7/25/2022 8:45 PM
363	120 athletes and quality of care is not being met	7/25/2022 8:34 PM
364	Currently have 3 certified ATs (1 GA, 2 FT) working with a division 1 FB. Consistently overwhelmed with patient care.	7/25/2022 8:28 PM
365	Trying to cover multiple teams in the same timeframe can be challenging both mentally and just physically covering everything and providing good care	7/25/2022 7:56 PM
366	I have too many athletes and not enough time to do all their rehabs and also be at practice.	7/25/2022 7:53 PM
367	Having multiple team in season we cannot manage the higher expectations of the department. They want us to travel for games and many times practices. This includes traveling at our own expense. They expect us to be available 6-7 days a week regularly.	7/25/2022 7:52 PM
368	Too much to handle for quality care	7/25/2022 7:48 PM
369	As a Head AT I believe we are understaffed by at least one, maybe two. Adding to our staff would increase more work/life flow and abilities to be away from work if needed.	7/25/2022 7:40 PM
370	In order to run as a division II athletic trainer, we need more staff. This is what it would take to limit our number of athletes per athletic trainer and less teams per person. This then allows us to provide better healthcare to each athlete.	7/25/2022 7:35 PM
371	Coaches and athletes just tell me what to do	7/25/2022 7:34 PM
372	I believe at college 40 athletes per athletic trainer is appropriate.	7/25/2022 7:27 PM
373	Being the asst AD for sports medicine, my admin responsibilities make it difficult to provide the appropriate level of care by working the two sports I am assigned to	7/25/2022 7:27 PM
374	Teachers can't have more than 25-30 kids in their classroom without needing more help. Yet we are expected to provide medical coverage for over 100 kids at any given time.	7/25/2022 7:03 PM
375	Do not understand correlation	7/25/2022 7:00 PM
376	As the head all student athletes are essentially my responsibility, I do delegate as needed	7/25/2022 6:51 PM
377	Over 650 athletes with a staff of 5, we can use 2 more to spread the load a bit better.	7/25/2022 6:42 PM
378	As our profession moved to Masters in AT we have lost our GA positions and they were not replaced with full-time or part-time staff. Each AT is now responsible for 2 sports and my 2 teams are some of the largest on campus.	7/25/2022 6:39 PM
379	Each coach want individual and "forget" other athletes have needs as well. AD is an old baseball coach, so you can imagine what team he cares about and favors.	7/25/2022 6:09 PM
380	I can handle the teams I am assigned with that number of athletes, but sometimes it can be overwhelming.	7/25/2022 5:53 PM
381	I am only 1 person working with a team of 125. I have to compromise frequently because I cannot meet all the demands of everyone.	7/25/2022 5:53 PM
382	I don't care about school administrators expectations! I believe they have proven that all they care about is having the minimum to stave off litigation. From the aspect of adequate medical care, which is what I am concerned about, I believe that there should be a maximum number of patient load that each Athletic Trainer should be exposed to. There is no hard number of athletes to look at because different sports have different patient loads (number of contacts per student). The AMCIA is a good document to use but needs to be regularly updated. If we are going to talk about "the importance of student-athlete health and wellness", we MUST show it in practical, real life applications.	7/25/2022 5:40 PM

NATA ICSM Compensation Task Force

383	I actually don't understand the questions. I take care of 20-40 athletes yearly as an athletic trainer and then help with other duties for all of the athletic department. Their well-being directly affects meeting expectations but is not the only contributing factor when assessing my success.	7/25/2022 5:38 PM
384	I work with 3 teams, roughly 20-22 student-athletes per team. That's about 65 athletes spread out in three seasons. I find this number extremely manageable. I feel that I have time to treat all student athletes who need it.	7/25/2022 5:38 PM
385	As the Assistant AD I had multiple administrative responsibilities that made that number very difficult to manage.	7/25/2022 5:37 PM
386	52:1 ratio in a high risk sport is not realistic or safe for myself or the patients	7/25/2022 5:30 PM
387	I do not feel the number is what matters most, the sport assignments typically dictate workload	7/25/2022 5:29 PM
388	We have four ATs responsible for over 600 student-athletes. That is way too many for each AT to over see.	7/25/2022 5:24 PM
389	I have one primary sport and one secondary, which I feel is reasonable for my setting	7/25/2022 5:18 PM
390	We should have more Athletic Trainers to help with the load of athletes to best provide care and give ourselves work/life balance	7/25/2022 5:08 PM
391	I work football so my roster exceeds 100 (3 total ATs provide coverage), but my second team is small (women's golf)	7/25/2022 4:59 PM
392	with the current Athletic Trainer to student athlete ratio, there is not enough time to properly care for the student athletes.	7/25/2022 4:56 PM
393	I work women's volleyball and men's wrestling. The over lap of the seasons and surgeries/rehab that wrestling has over the course of the year, it can get to be overwhelming at times.	7/25/2022 4:55 PM
394	I believe that in my current role the ability to keep up with the number of athletes that need care, while also fulfilling the administrative requirements in order to reduce risk to student-athlete and the athletic department, is unrealistic without a person spending every waking hour of everyday trying to get it all done and accomplished.	7/25/2022 4:46 PM
395	We could always use more help. It is hard to be everywhere.	7/25/2022 4:39 PM
396	It is impossible to be able to care that high number of student-athletes while providing quality and effective health care.	7/25/2022 4:23 PM
397	Although a decent amount of student-athletes, I can budget and navigate my time in a constructive way to meet the demands and obligations expected of me.	7/25/2022 4:20 PM
398	I work with 3 sports and right around 100 athletes. My 3 sports are not always in season at the same time so the amount of people that I see is staggered depending on the sports season. Then on top of that I'm really only treating injuries because I've already taught them injury prevention techniques.	7/25/2022 4:14 PM
399	It is what it is. I have no control over the number of players on our rosters	7/25/2022 4:09 PM
400	At the NAIA level we are severely understaffed and overworked.	7/25/2022 4:07 PM
401	Very hard with a 145+ AT to athlete ratio to maintain all daily duties and find a work/life balance. All most all the time my family suffers due to the job	7/25/2022 4:03 PM
402	What number?	7/25/2022 4:03 PM
403	They do not realize the involmnet (24/7) it takes for this many athletes with all the medical care we provide/assist with.	7/25/2022 4:02 PM
404	Meeting some expectations of coaching staff can be difficult as they want all athletes to receive a certain amount of soft tissue / manual therapies which is not conducive to time constraints. Working with a high rate of injury sport also means I am managing typically at least 1 injury per patient and sometimes upwards of 2-3 for some patients.	7/25/2022 4:00 PM
405	I was given extra teams due to short staff last year, and was told I would have help with	7/25/2022 3:59 PM

NATA ICSM Compensation Task Force

coverage as well as treatments, and that it would be temporary. I did not receive any help regarding treatments or coverage, and I am still in charge of these teams despite hiring more staff. For example, I returned from a week-long travel tournament with my primary sport and had to get off the bus and cover home events immediately.

406	need more help during Fall	7/25/2022 3:58 PM
407	I meet coach and administration expectations easily. Supervisor is football head ATC, expectations are unrealistic as I do not have assistant ATCs with my sport as he does with his.	7/25/2022 3:56 PM
408	I feel I am always needed more than I can manage. Most of this feeling does not come from my supervisor, more so from coaches and admin.	7/25/2022 3:56 PM
409	15 athletes is easy	7/25/2022 3:52 PM
410	2 full time ATs to cover 300+ SAs. Commonly going from one treatment or rehab to another with minimal time to doc effectively.	7/25/2022 3:52 PM
411	Upon my hiring I expressed my concern being the only Athletic Trainer, my AD has already voiced his determination to acquire the funds for me to hire a staff.	7/25/2022 3:50 PM
412	The number is manageable, but I dont have facilities on campus so I cant be at multiple places at one time. Therefore the coverage lacks.	7/25/2022 3:49 PM
413	I work with 1 team of 15 student-athletes, and I am able to support their expectations	7/25/2022 3:49 PM
414	Too many athletes, not enough time to treat all	7/25/2022 3:43 PM
415	It is not realistic to be providing care to this many patients.	7/25/2022 3:37 PM
416	Primary team has about 25-30, assist in track and field, but dont have much day to day interaction with them.	7/25/2022 3:34 PM
417	I am the director of sports medicine...I oversee all student-athletes.	7/25/2022 3:33 PM
418	Too many patients per practitioner, one either prioritizes and tells groups of athletes they are not important, or everyone gets a little attention and the care is not good.	7/25/2022 3:30 PM
419	Our current sports medicine situation puts out athletic trainer to student athlete at a 1:110 ratio. I feel like this is not a great ratio for the level of care and safety that our student athletes deserve.	7/25/2022 3:29 PM
420	I work with a specific program. I also look @ specific eval and treat situations based on referral from my supervisor	7/25/2022 3:27 PM
421	When football and basketball season crosses over, it can be a bit challenging just due to the number of people I am trying to see per day.	7/25/2022 2:59 PM
422	Difficult to manage patient care with administrative responsibilities	7/25/2022 2:58 PM
423	Need more athletic trainers	7/25/2022 2:54 PM
424	With approximately 300 student-athletes, and currently only 2 ATs, we do not divide teams between ATs but rather both care and manage all. This could definitely lead to oversight of an issue, or time wasted to reassess something that was already determined by another AT.	7/25/2022 2:54 PM
425	How ATs are divided among sports is not always equitable to the amount of athletes being seen/treated.	7/25/2022 2:52 PM
426	In order to provide best practices and ensure standard of care is being practiced this volume is simply too high. Not all 100 athletes will be injured at once, but we are also responsible for referring out for other wellness matters (mental health/sleep/nutrition/etc) and collaborating through the entire process.	7/25/2022 2:51 PM
427	With practice and event responsibilities of multiple teams, it often disrupts time dedicated to on3-on-one patient care.	7/25/2022 2:49 PM
428	There are too many athletes to take care of with only one full time AT and one GA AT	7/25/2022 2:47 PM
429	As a profession we are out in situations that make it challenging to provide quality care for the numbers of student-athletes. While our staff is "well staffed" in comparison to others in our	7/25/2022 2:33 PM

NATA ICSM Compensation Task Force

conference, there are still 142 athletes on my roster alone.

430	I share responsibility for over 100 student-athletes with 3 other ATCs. Sharing this responsibility allows for each of us to have flexibility in our work schedules.	7/25/2022 2:31 PM
431	It doesn't match with best practices put forth by the NATA as well as, no work/life balance-- constantly working	7/25/2022 2:30 PM
432	I don't have the proper staffing - 1 assistant football athletic trainer and 1 work study student	7/25/2022 2:29 PM
433	NA	7/25/2022 2:26 PM
434	I work with 3 teams and additional sport club athletes in the recreation department.	7/25/2022 2:22 PM
435	n/a	7/25/2022 2:19 PM
436	4 ATC's for 550 student-athletes	7/25/2022 2:19 PM
437	They understand that with my admin workload more would not be possible.	7/25/2022 2:18 PM
438	There is a need to increase staff but also at the same time the salaries need to increase drastically.	7/25/2022 2:14 PM
439	In order to provide exceptional care while taking care of myself this number is too high... I always have a team(s) in season	7/25/2022 2:12 PM
440	I assist with football, over WBB and WLAX. WBB and WLAX are smaller rosters and have assistance with football.	7/25/2022 2:08 PM
441	I split this with a co-worker but have more administrative duties	7/25/2022 2:03 PM
442	High quality of care with high number of athletes. Unable to meet the needs of both students and coaches/administrators	7/25/2022 2:02 PM
443	Our institution has approximately 500 student athletes and 7 athletic trainers. I think this lowers the standard of care that we can offer our athletes and negatively affects our work-life balance as a staff	7/25/2022 1:58 PM
444	It depends on the sports you work with. With Football. If there are 2+ ATs working with that sport, then it would be easier to take care of 1-3 other sports. When only one AT works Football and 2 other sports, then it will be to much for them. It will depend on the situation for this to be more accurate.	7/25/2022 1:57 PM
445	I think expecting an individual to oversee practice coverage (and that has to be considered seperate) and provide day to day healthcare for student athletes then 100 student athletes becomes difficult to manage. Practice prep, coverage, and tear down takes 5 to 6 hours out of your day. In a reasonable work day that should only leave 3 to 4 hours to do rehabs, do follow up care, documentation and administrative work. We constantly expect the Division 3 athletic trainer to work unrealistic hours 10 months out of the year.	7/25/2022 1:52 PM
446	I think I manage too many student athletes for the high level of quality care demanded	7/25/2022 1:51 PM
447	We are at about 100 per athletes trainer. With varying levels of contact sport and needy ness it evens out	7/25/2022 1:46 PM
448	While I work day-to-day with some of our smaller teams, I am still responsible for the rest of the staff and the other 320 student-athletes.	7/25/2022 1:46 PM
449	I have more athletes than most on staff	7/25/2022 1:45 PM
450	Smaller the number the better the healthcare coverage	7/25/2022 1:44 PM
451	The number is too high to give enough time to athletes	7/25/2022 1:43 PM
452	Managing unrealistic expectations is a major challenge of my job.	7/25/2022 1:42 PM
453	2 medium sized teams was very doable	7/25/2022 1:39 PM
454	We work a team model so there are 3 of us responsible for 150+ athletes with no FB	7/25/2022 1:35 PM
455	We are understaffed to provide appropriate healthcare	7/25/2022 1:34 PM
456	Its Football large numbers are understood	7/25/2022 1:34 PM

NATA ICSM Compensation Task Force

457	I feel as if that is too many athletes for one athletic trainer to be responsible for in the D3 setting, especially when we also provide care to the other student-athletes. Yes, it works and can function, but I do not believe that it how it should function.	7/25/2022 1:26 PM
458	There are not enough staff to meet the expectations of coaches and upper administration.	7/25/2022 1:24 PM
459	As a college athletic trainer, we serve as mobile medical case workers more often than not. As the number of athletes an individual athletic trainer is responsible for increases, the capability of that athletic trainer to provide quality outcomes and attention to the individual athlete decreases proportionally. Athletic administrators at select schools see this as a cost saving measure, saddling the athletic trainer with multiple teams or large case loads. They would rather keep their medical costs low at the expenses of poorer medical outcomes rather than increase their medial staffing to an appropriate level and take on the resultant, higher wage bill.	7/25/2022 1:20 PM
460	Lack of staffing	7/25/2022 1:15 PM
461	It depends on how many sports are active at a time. In terms of total student athletes on the campus, I feel the ratio should be no more than 100 athletes per AT.	7/25/2022 1:14 PM
462	I cover club sports where there wasn't anyone before. Also involved with concussion management of the entire student-athlete population.	7/25/2022 1:14 PM
463	Everyone involved considers 1 person is adequate.	7/25/2022 1:08 PM
464	Poor patient-clinician ratio to provide quality care with so many patients I am responsible for.	7/25/2022 1:07 PM
465	We take a team approach meaning that while we are responsible for our designated teams, we all can help and assist with the other teams. There are currently 6 of us on staff (looking for a 7th) with over 600 athletes.	7/25/2022 1:05 PM
466	Travel, games, practice, and too many admin and covid responsibilities	7/25/2022 1:04 PM
467	1 AT for 13 SA's. I think is equitable. It just is hard when they are in multiple facilities that aren't the closest to each other.	7/25/2022 1:03 PM
468	Lots of moving parts	7/25/2022 1:03 PM
469	It can become overwhelming, things can be missed, mistakes made, burnout, etc. I've worked with a larger number than what I have now, and it is extremely difficult and I feel that I can't provide as high of quality of care as what I want.	7/25/2022 1:03 PM
470	we are understaffed from a athletic training perspective for delivering excellent standard of health care	7/25/2022 12:54 PM
471	?	7/25/2022 12:52 PM
472	based on the number of AT per teams	7/25/2022 12:50 PM
473	I feel with the administrative duties as head of the department, I should be designated with a smaller team. However, at this point it has been my choice to remain with a large team.	7/25/2022 12:47 PM
474	The athlete to athletic trainer ratio is getting better but the needs of the student-athletes are much higher than many years ago as well, along with the NCAA extending the length of seasons over the years. More injuries because of overuse physically and mental health concerns creating physical ailments.	7/25/2022 12:47 PM
475	2 teams; in and out of season are a good balance	7/25/2022 12:43 PM
476	We have over 500 student-athletes and 5 certified ATs. I feel to provide appropriate care for our student-athletes, we need more ATs	7/25/2022 12:43 PM
477	I only cover MBB.	7/25/2022 12:43 PM
478	I can't give the care necessary to all the athletes with the current number of staff.	7/25/2022 12:37 PM
479	There are 120 football student athletes with 5 full time ATC for coverage	7/25/2022 12:36 PM
480	I work a "priority" sport and given the responsibilities of that sport but also of my job, I have the appropriate amount of student-athletes in my opinion to effectively do my job.	7/25/2022 12:32 PM
481	I am need to worry about 30 individuals. Can get my job done.	7/25/2022 12:31 PM

NATA ICSM Compensation Task Force

482	I have a seasonal assistant athletic trainer that helps with the number of student-athletes we provide care for.	7/25/2022 12:26 PM
483	I feel that I am good but many of my colleagues are responsible for more student-athletes and this is unfair for them.	7/25/2022 12:25 PM
484	We are understaffed. Even if my sport is staffed well one day I may work more hours to help another sport.	7/25/2022 12:24 PM
485	I am the only athletic trainer at the school. It makes for a lot of athletes and a lot of work.	7/25/2022 12:20 PM
486	With a normal staff the ratio is great, but with the current AT shortage we haven't been getting applicants to fill open assistant roles, so we all have to take on more	7/25/2022 12:18 PM
487	Wish I had just one team to cover, or could split my secondary team with another person, since the sports seasons overlap.	7/25/2022 12:17 PM
488	We have 10/11 athletic trainers for 510 student athletes, and while this seems like quite a bit, is often strained when you consider schedules each individual team keeps, which does not equate to equal access.	7/25/2022 12:17 PM
489	Not enough individual time with each patient. Feel rushed.	7/25/2022 12:16 PM
490	I cover FB and WTN at my institution. For FB, there are 105ish players on the roster and I split that with 3 other athletic trainers. For tennis there are 8 players and I am their only ATC so it all goes through me, but there are less travel requirements so it's manageable.	7/25/2022 12:15 PM
491	I work football with four other athletic trainers. I feel this number is appropriate for us.	7/25/2022 12:13 PM
492	Two ATs for over 250 athletes is not ideal.	7/25/2022 12:13 PM
493	I am in charge of M/W GLF so I meet the 1:25 ratio, however ppl on my staff do not. This number is important to ensure the best medical care is given to our student-athletes and we are taking care of ourselves the best we can in order to do our job.	7/25/2022 12:13 PM
494	I over see about 450+ athletes.	7/25/2022 12:11 PM
495	I am responsible for well over 100 SA's and this is likely to many at certain times in the year.	7/25/2022 12:09 PM
496	When you add travel and off-season sports coverage along with the in-season sports, it adds up to long days still. Sports schedules are all over the place.	7/25/2022 12:08 PM
497	Need more help. The more athletes that I have, it gets harder to properly take care of them.	7/25/2022 12:07 PM
498	Myself and an intern are responsible for ~40 athletes each year, and I feel between the 2 of us we can adequately care for this number of athletes.	7/25/2022 12:05 PM
499	The number of athletes per ATC is not favorable (4/1).	7/25/2022 12:03 PM
500	I can handle it, however more help could always be used to better support the student athletes and decrease stress/strain on a single person.	7/25/2022 12:01 PM
501	The number of student-athletes and event groups I cover makes it extremely difficult to provide the level of care expected to all student-athletes at all times.	7/25/2022 12:01 PM
502	I have several supporting / assisting AT staff. So if I'm doing by myself, then it is inappropriate but if I have several staff's help, might be appropriate.	7/25/2022 12:01 PM
503	I feel like my secondary sport assignment does not get equal care and coverage as compared to my primary sport assignment. Practice times and competition often conflict and overlap leaving the secondary sport little to no coverage at times. I think having an intern at the secondary sport assignment would enhance coverage and care, while a full time oversees this position.	7/25/2022 12:00 PM
504	We have 150 athletes and 2 athletic trainers. It gets very busy and sometimes the patients don't get everything they need done in a timely manner.	7/25/2022 11:59 AM
505	Admin does not look at numbers and how many hours I work rather they want me to increase hours to meet coaching demands- no work life balance.	7/25/2022 11:57 AM
506	work FB with additional staff.	7/25/2022 11:56 AM

NATA ICSM Compensation Task Force

507	Specialized care-long term	7/25/2022 11:56 AM
508	I go above and beyond to ensure the athletes and the coaches are never inconvenienced or penalized for an error on my part	7/25/2022 11:52 AM
509	The level of healthcare expected is unable to be provided with the amount of time I have during the day for this number of student athletes.	7/25/2022 11:51 AM
510	Having multiple teams at the DI level is challenging due to the demands/expectations of travel and availability. In both the fall and spring seasons, other Staff AT's have to often cover my out-of-season sport while I am with the in-season team. I am often not able to be out at practice for the entirety without leaving early to begin treatments/rehabs for the other team.	7/25/2022 11:51 AM
511	The demands of the sport & admin are increasing faster than staffing	7/25/2022 11:50 AM
512	I do not have enough time in my day to complete all necessary admin tasks, patient care, documentation for this number of patients.	7/25/2022 11:50 AM
513	I cannot provide quality care to that many athletes. Hours make it difficult to meet expectations of several coaches.	7/25/2022 11:50 AM
514	I am on the academic side so not having a team assignment is important for workload and job responsibilities	7/25/2022 11:49 AM
515	Coaches complain that we aren't available for their athletes when they want us available. My admin is very AT supportive because the AD was also an AT previously	7/25/2022 11:49 AM
516	Our schedule setup makes it difficult to see multiple patients a day.	7/25/2022 11:45 AM
517	I have sports teams who feel like they are not treated equal to other teams due to the fact I am unable to meet the expectations because of staffing and time constraints.	7/25/2022 11:44 AM
518	I am capable of taking care of my patient load, however in the context of my other job responsibilities it becomes hard to manage	7/25/2022 11:44 AM
519	High impact contact sports requires more availability and need from Athletic Trainers. Only having two full-time Athletic Trainers on staff for a football program is not enough to provide appropriate and meaningful care. It is also a safety/health risk.	7/25/2022 11:43 AM
520	mainly admin, oversee m/wgolf	7/25/2022 11:42 AM
521	At my current position we have three certifieds and have around 500 athletes. There is simply not enough time in the day to see all patients and give adequate coverage to the teams.	7/25/2022 11:42 AM
522	I have too many athletes for just myself. I end up working 12 hour days, 6-7 days a week. No time for myself and barely have time to eat lunch most days.	7/25/2022 11:42 AM
523	We recently added a position which has helped with workload. We could use one more to bring us to a better AT/SA ratio.	7/25/2022 11:41 AM
524	Feel that I could take on a smaller patient load, but would not enjoy working with less.	7/25/2022 11:38 AM
525	Too many kids to 1 ATC	7/25/2022 11:37 AM
526	I feel like I am not able to give appropriate medical care to all of my athletes without being overwhelmed at all times.	7/25/2022 11:37 AM
527	We need more help in our profession	7/25/2022 11:36 AM
528	I am solely responsible for the care of at least 200 student athletes. During busy seasons it is nearly impossible to cater to all of them in addition to the administrative load that they carry.	7/25/2022 11:36 AM
529	Too many athletes per athletic trainer	7/25/2022 11:35 AM
530	I am unable to provide the appropriate level of care to all 70 athletes. With this work Load I do not have time for continuing education and staying up to date on EBM which in turn decreases quality of care	7/25/2022 11:35 AM
531	This was a 2 AT school and the past school year I cared for 230 mostly by myself.	7/25/2022 11:33 AM
532	I work a contact sport and non contact (wrestling/tennis) if I had two large rosters and two contact sports it would be different	7/25/2022 11:32 AM

NATA ICSM Compensation Task Force

533	It can get hard to manage and communicate with all coaches regarding their athletes conditions.	7/25/2022 11:32 AM
534	Having too many athletes limits the one on one work I can schedule them for when I have multiple injuries rehabilitating at the same time	7/25/2022 11:31 AM
535	I have a coworker who I share my team with.	7/25/2022 11:30 AM
536	Number of teams is 21 and total number of student-athletes is 475 for 6 full time ATs and 3 interns, 2 of which are not certified.	7/25/2022 11:29 AM
537	Although I have assistants under me at football I Bellevue there should be a 1:25 AT to athlete ratio.	7/25/2022 11:29 AM
538	I believe salary needs to be increased based on outcomes, patient size, level of sport, and other duties associated with job	7/25/2022 11:29 AM
539	We do not have enough athletic trainers to athletes ratio	7/25/2022 11:27 AM
540	Unfortunately, with numbers we should have more help. Although, that number is high in the fall after fall sports end it generally drops with students graduating and transferring. It is hard to justify FT ATs in the spring with no major in season spring sports.	7/25/2022 11:27 AM
541	It is a 1:~150 ratio. Its not conducive to quality care of the patients or work-life balance for me	7/25/2022 11:26 AM
542	I need more dedicated assistance in order to provide the high level of care expected to as many people as possible.	7/25/2022 11:26 AM
543	We are an enrollment driven institution so funds for salary and advancement in adding positions is based on the amount of students we enroll. However we are growing in athletics in order to make enrollment goals the overall general population is not leading to lack of staffing/funding.	7/25/2022 11:23 AM
544	Quality of healthcare somewhat limited by volume of patients and size of AT staff - no harm done, but often unable to do as much as could if larger staff was in place.	7/25/2022 11:22 AM
545	Cannot adequately care for 250 athletes which is common in community colleges.	7/25/2022 11:22 AM
546	The number of SAs to AT ratio is off among our staff. In order to correct it and balance everyone's time/salary we need 1-2 more full time athletic trainers.	7/25/2022 11:21 AM
547	It can't be based solely the number of athletes - the sport matters / time of year matters / location of each team site matters	7/25/2022 11:20 AM
548	Too many athletes not enough ATs	7/25/2022 11:20 AM
549	We need more help. Approximately 300 student athletes on 3 campus and ice hockey off site with only 2 ATC's	7/25/2022 11:19 AM
550	I was responsible for 120 football players by myself and also helped with soccer when our head AT decided not to work. This was unsustainable. Especially for the money/hours. I was working 80+ hours a week for <\$35,000	7/25/2022 11:19 AM
551	I can handle the 90 or so athletes that I have, but I certainly cannot give them all the exact same level of care based on my availability and schedule with covering my higher risk sport	7/25/2022 11:19 AM
552	Na	7/25/2022 11:18 AM
553	This number gives more depth to the amount to people cared for on a daily basis. Granted, not everyone will need something every day but the number of treatments and evaluations completed is greater than what a clinic would see on a daily basis.	7/25/2022 11:18 AM
554	I am currently in an all administrative role.	7/25/2022 11:18 AM
555	We are way overworked and understaffed putting in upwards of 60 hours a week, 7 days a week, for little to no compensation	7/25/2022 11:16 AM
556	.	7/25/2022 11:15 AM
557	I feel I have to many student athletes to meet all the expectation of my supervisor, coaches and administration	7/25/2022 11:15 AM

NATA ICSM Compensation Task Force

558	I have control over two athletic teams. So keeping track and getting information and things like that are a little harder than they would be if I was with the same number of athletes but one team.	7/25/2022 11:14 AM
559	We should have 14 FTE and we have been working at 6-8 my entire 11 years here. We have 23 varsity sports with 750 athletes	7/25/2022 11:14 AM
560	Hard to appropriately and timely keep up with some items, such as documentation, because of heavy workload and limited time to work on those items.	7/25/2022 11:14 AM
561	The patient to clinician ratio is way too high.	7/25/2022 11:13 AM
562	My university is understaffed in regards to the AT room. ATs end up working unreasonable hours and are under high demand without assistance. Its also are unable to even take appropriate sick days.	7/25/2022 11:13 AM
563	The amount of student athletes I have makes it difficult for me to equally see each of them and provide the same level of care. I have to prioritize post-op patients and "premier" sports over others that may need my assistance.	7/25/2022 11:12 AM
564	I think that a sole athletic trainer should not be responsible for more than 40-50 athletes by themselves.	7/25/2022 11:11 AM
565	I worked with football, with 5 other athletic trainers. I felt the load was appropriate.	7/25/2022 11:09 AM
566	Too many for our staff	7/25/2022 11:08 AM
567	I feel that a more appropriate AT to athlete ratio is 1:50	7/25/2022 11:08 AM
568	As an educator I don't have direct patient care.	7/25/2022 11:06 AM
569	My position is ACHA, so I oversee all health care, not necessarily day to day care of individual s-a.	7/25/2022 11:05 AM
570	Too many to really be able to give adequate care to all equally.	7/25/2022 11:05 AM
571	too many	7/25/2022 11:05 AM
572	Explain what?	7/25/2022 11:05 AM
573	It's a big number for one person	7/25/2022 11:04 AM
574	Many of the athletes are same season and it can be a lot to manage	7/25/2022 11:04 AM
575	1 ATC to over 100 athletes is a very poor ratio. It means some athletes may not receive the care they deserve if I have to choose between multiple patients.	7/25/2022 11:04 AM
576	Student-athletes and sport coaches are expecting concierge medicine and one-to-one care - this is not possible with the clinician:student-athlete ratio.	7/25/2022 11:03 AM
577	I am responsible for more than 200 athletes MYSELF between football and men's and women's track and field. I am the only ATC with football and track and field/cross country.	7/25/2022 11:03 AM
578	This will be my b first season going from 30 athletes to 100	7/25/2022 11:02 AM
579	I cannot provide the appropriate healthcare to my volume of patients while performing my administrative responsibilities properly and still be an appropriate spouse and parent.	7/25/2022 11:01 AM
580	This is manageable for a non-contact sport, swimming.	7/25/2022 11:01 AM
581	Because there are two certified full time ATs working with half of the athletes I work with I feel I can provide quality care	7/25/2022 11:00 AM
582	I cannot give my best care when I am responsible for this number of athletes. Baseball is 40+ alone, and then I have around 100 football players split between just 3 full time athletic trainers. I cannot give every athlete the best care when I have 130+ to worry about	7/25/2022 11:00 AM
583	It is an improvement of last year with 100+ but still feel like time is at a minimum for treatments or working as closely as I would like for each athlete	7/25/2022 11:00 AM
584	I'm expected to complete a lot of other tasks on top of caring for 50 SA with high expectations from coaches.	7/25/2022 11:00 AM

NATA ICSM Compensation Task Force

585	I am able to meet the athletes' needs, but along side my responsibilities to my outside company, I find myself spread thin and at a higher risk of burnout. This is not sustainable long-term.	7/25/2022 11:00 AM
586	Supervisor-strongly agree. Coaches depends on the situation. I stand by what I believe in.	7/25/2022 11:00 AM
587	it is the support staff you have around you not the number of athletes. When there were 2 1/2 ATs covering football that number was too many. When i had 5 that number was fine.	7/25/2022 11:00 AM
588	too many students to care for.	7/25/2022 10:52 AM
589	It's way too many and that is not recognized by admin.	7/25/2022 10:52 AM
590	It is too many for one person, especially when it comes to making sure their healthcare paperwork and needs are correctly covered. It is a model that sets me up to make mistakes by missing something.	7/25/2022 10:50 AM
591	The number isn't the issue it is getting the additional help needed from other staff.	7/25/2022 10:50 AM
592	I provide care for too many athletes. I feel at times I am unable to fully treat and give my total care and attention to them.	7/25/2022 10:50 AM
593	Depends on specific situation- mine being admin- I am responsible for all; depends on what other resources are available & other factors to determine appropriateness	7/25/2022 10:50 AM
594	While working track & field, I have felt I am able to reach the standard of care my athletes deserve while still achieving my supervisor's expectations. This is due to having 2 GAs working with me. I chose somewhat agree because I only have 1 GA this year & do not think the process will be as smooth with only 1 full time & 1 GA handling 95 athletes.	7/25/2022 10:50 AM
595	The health center doesn't support us.	7/25/2022 10:48 AM
596	There are nearly 300 athletes at my school and I am the only full time athletic trainer.	7/25/2022 10:48 AM
597	A collegiate rowing team should have 2 athletic trainers- a full time and an intern.	7/25/2022 10:48 AM
598	Taking on a number of teams by yourself is challenging. You want to make sure everyone is well taken care of but the ratio for one person is demanding.	7/25/2022 10:48 AM
599	Poor athlete to ATC ratio	7/25/2022 10:47 AM
600	One person is not able to provide the care needed to this number of individuals and do all other tasks that are required.	7/25/2022 10:47 AM
601	Coverage is spread too thin, but the flexibility required to have adequate AT coverage is limited by budgetary restrictions of the school/athletic department.	7/25/2022 10:47 AM
602	Additional help is often needed to fulfill all daily requirements.	7/25/2022 10:47 AM
603	We are expected to travel to all away games, which is a lot of time and sometimes but possible.	7/25/2022 10:46 AM
604	Not more help and be able to pay them what they deserve	7/25/2022 10:45 AM
605	It is a reasonable amount of people when broken down by season. The overlaps in season are pushing the envelope.	7/25/2022 10:45 AM
606	Too many athletes for 1 full time and 1 part time personnel.	7/25/2022 10:45 AM
607	My co worker should be doing more of his share	7/25/2022 10:43 AM
608	I have over 400 athletes and only four staff. Extremely overworked	7/25/2022 10:43 AM
609	The load is distributed between two ATC's and the school is small.	7/25/2022 10:43 AM
610	It is expected to work with that load of athletes.	7/25/2022 10:43 AM
611	If my number one role as a staff/assistant is healthcare, I need to be able to have an appropriate amount of SA's to supply the best care possible.	7/25/2022 10:42 AM
612	need more staff	7/25/2022 10:42 AM
613	Hard to supervise multiple teams with sports that overlap	7/25/2022 10:42 AM

NATA ICSM Compensation Task Force

614	It is easy to manage a single team.	7/25/2022 10:42 AM
615	High patient load compared to other health professionals. We do a good job but spread to thin takes a physical and mental toll	7/25/2022 10:42 AM
616	Luckily, where I work there are three ATs. However, if we were able to have one more, we would be able to focus more on certain teams or individuals that we don't see very often. This could also help with work-life balance and making sure that the load is evenly distributed among ATs.	7/25/2022 10:42 AM
617	I only have 1 sport and have a certified intern and several ATP students to assist with this number	7/25/2022 10:41 AM
618	There is often not enough time in the day to complete all tasks necessary, especially regarding trying to fit rehab for all injured athletes into a work day	7/25/2022 10:41 AM
619	I don't have issues with answering. My issues are being overly taxed by the number of student athletes per AT	7/25/2022 10:41 AM
620	We need more staffing	7/25/2022 10:40 AM
621	Too many athletes and not enough ATs	7/25/2022 10:39 AM
622	Staff of 2 for 500-550 students athletes is not sustainable long term but is down anyway	7/25/2022 10:39 AM
623	Currently we have 300 athletes within 12 sports including Football with only 2 Full Time Athletic Trainers on staff. We find at times having 2 home events scheduled at the same time while still having practices going. This stretches us thin and opens the school to a potential delay in response to medical emergencies.	7/25/2022 10:39 AM
624	The number of student-athletes that require services in comparison to staff is far too great for us to keep up.	7/25/2022 10:39 AM
625	Not enough AT's per student athlete	7/25/2022 10:38 AM
626	We have 235 athletes competing at my university, with 2 staff athletic trainers. I feel that we need at least one more staff ATC in order to meet the needs and expectations of AD, coaches and admin.	7/25/2022 10:37 AM
627	The expectations that go along with that many athletes, not just their health care, that exceeds the bounds of health care, but being there to be there because "that's how we've always done it". The struggle to slowly change that mindset has been frustrating	7/25/2022 10:37 AM
628	I am in a full-time administrative role and only fill in if needed.	7/25/2022 10:36 AM
629	I have 150+ athletes, 65 in season athletes in the fall and about 100 in the spring. It can be difficult to give all of them proper attention during their out of season segments	7/25/2022 10:36 AM
630	Being the head football athletic trainer, I am responsible for the full team, but I share that load with 4 other people.	7/25/2022 10:36 AM
631	More full time staff needs to be hired working football	7/25/2022 10:36 AM
632	Dependant on level of care/supervision of a specific sport/team. Does it include travel, practice coverage, etc.	7/25/2022 10:36 AM
633	This number is okay. Will approach too many in the next year due to the way sports seasons align.	7/25/2022 10:36 AM
634	Not enough time allotted to work with them	7/25/2022 10:35 AM
635	Having a number of athlete is difficulty, and decreases the level of care given.	7/25/2022 10:35 AM
636	We have 2 people working football and need more	7/25/2022 10:35 AM
637	I have +/- 300 student-athletes each year which makes it difficult to give them the attention they each deserve.	7/25/2022 10:35 AM
638	For the D3 level, this is sustainable if staffed properly. Any other level, every AT can only have 2 teams (one high concussion risk and one low) due to coverage demands because of increased practice time periods.	7/25/2022 10:35 AM

NATA ICSM Compensation Task Force

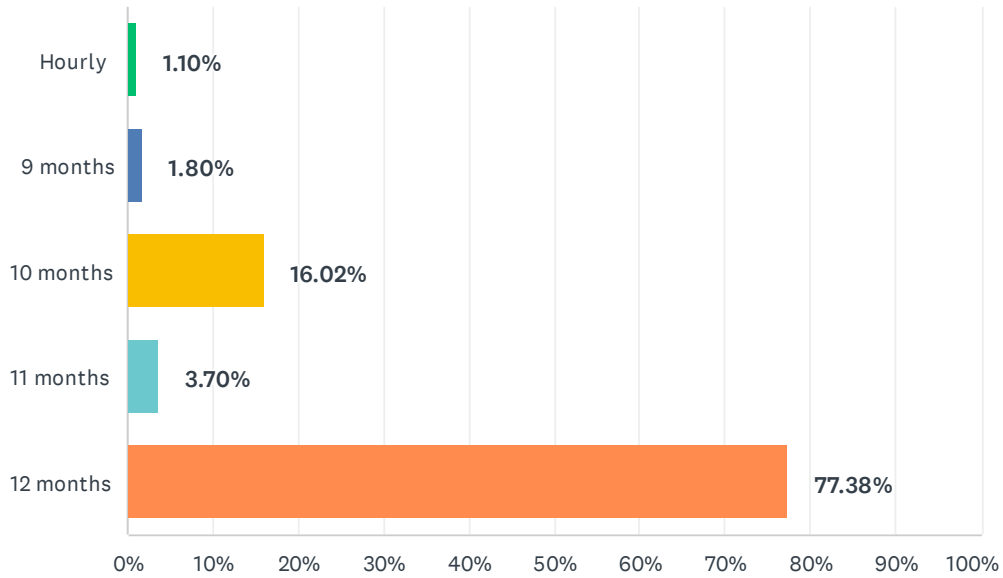
639	When most coaches are only responsible for anywhere from 10-15 students to coach why is it that an AT is expected to take care of more students. We have to cover practice, do rehab, arrange appts. and take the SA to appts. Plus be on call 24/7 for the athletes and then go to another sport when the season you are working with ends plus cover the out of season sports as well.	7/25/2022 10:35 AM
640	Na	7/25/2022 10:34 AM
641	Do you mean me or my entire staff? I am directly responsible for approximately 75, but my staff and I are responsible for 800+	7/25/2022 10:34 AM
642	The expectations of annual performance are established in early conversations.	7/25/2022 10:34 AM
643	Ratio of patient:AT is critical to understanding the volume of health care services needed to provide appropriate medical care and also provide medical staff with appropriate time off for their own mental and physical health to avoid burnout and apathy.	7/25/2022 10:34 AM
644	I am a Sr Asst AD/Head AT and oversee program and 800 student athletes	7/25/2022 10:34 AM
645	At the Division 1 level, the time demands and expectations have become unrealistic. There should be 1 FT ATC for every 25 student athletes, at a minimum. There should also be student help that can take care of the practice set up. We need to focus on the day-to-day care of the student athlete. We have so many other things going on that it takes away from healthcare.	7/25/2022 10:34 AM
646	We are 1 ATC to 150 SAs. That is way to big. We need more ATCs	7/25/2022 10:33 AM
647	I cover football and lacrosse. Both are big roster sports and I travel with both teams	7/25/2022 10:33 AM
648	The bigger issue is number of teams at an institution in regards to seasons in competition. Adjustments can be made	7/25/2022 10:33 AM
649	I cover 2 teams- both opposite in season schedules- when opposite team is in off season I am available for day treatments only- primary focus is in season team	7/25/2022 10:33 AM
650	Yes	7/25/2022 10:33 AM
651	Simple math, 100+ athletes per AT is too big a ratio. I can't meet the needs of all the athletes I am responsible for	7/25/2022 10:33 AM
652	This is a high number but the expectations vary based on when the athletes are in season vs out of season which makes it manageable.	7/25/2022 10:33 AM
653	A lot of athletes for one person	7/25/2022 10:32 AM
654	The number isn't so much the problem as having two in season teams at the same time.	7/25/2022 10:32 AM
655	The ratio of pt:ATC is not equivocal across sports	7/25/2022 10:32 AM
656	I have a large number that I am responsible for and the coaches that I have only care about the ones that play but I still have to provide care for others on the team and some coaches don't see that.	7/25/2022 10:32 AM
657	I think that our supervising bodies expect that 1 AT could reasonably care for as many as 100+ athletes at a time.	7/25/2022 10:32 AM
658	Team assignments allow for proper management of the injuries.	7/25/2022 10:31 AM
659	The number of SA care is the same for all support staff members.	7/25/2022 10:31 AM
660	I feel I have significantly more athletes than I am able to provide quality healthcare to	7/25/2022 10:31 AM
661	You can always use more athletic trainers while caring for an entire student athlete population.	7/25/2022 10:31 AM
662	Na	7/25/2022 10:30 AM
663	I feel we need more staff to improve service as well as quality of life for staff	7/25/2022 10:30 AM
664	In being responsible for over 200 student athletes through team assignments myself, It is difficult to ensure all student athletes receive adequate attention and medical services, and it is more approached like triage.	7/25/2022 10:30 AM
665	# of athletes can be an issue if it is multiple teams that require coverage for all practices,	7/25/2022 10:30 AM

NATA ICSM Compensation Task Force

	weight lifts, conditionings etc.	
666	I believe especially at the higher D1 institutions where coverage expectations are high that each AT should have one primary sport.	7/25/2022 10:30 AM
667	It is difficult to provide the care and event coverage for all of my athletes due to overlapping seasons and travel schedules.	7/25/2022 10:29 AM
668	Over 400 student athletes with 4 ATCs is very difficult to balance with 21 varsity sports.	7/25/2022 10:29 AM
669	Institution currently has the equivalent of 1.25 ATs	7/25/2022 10:29 AM

Q16 What is your hiring term?

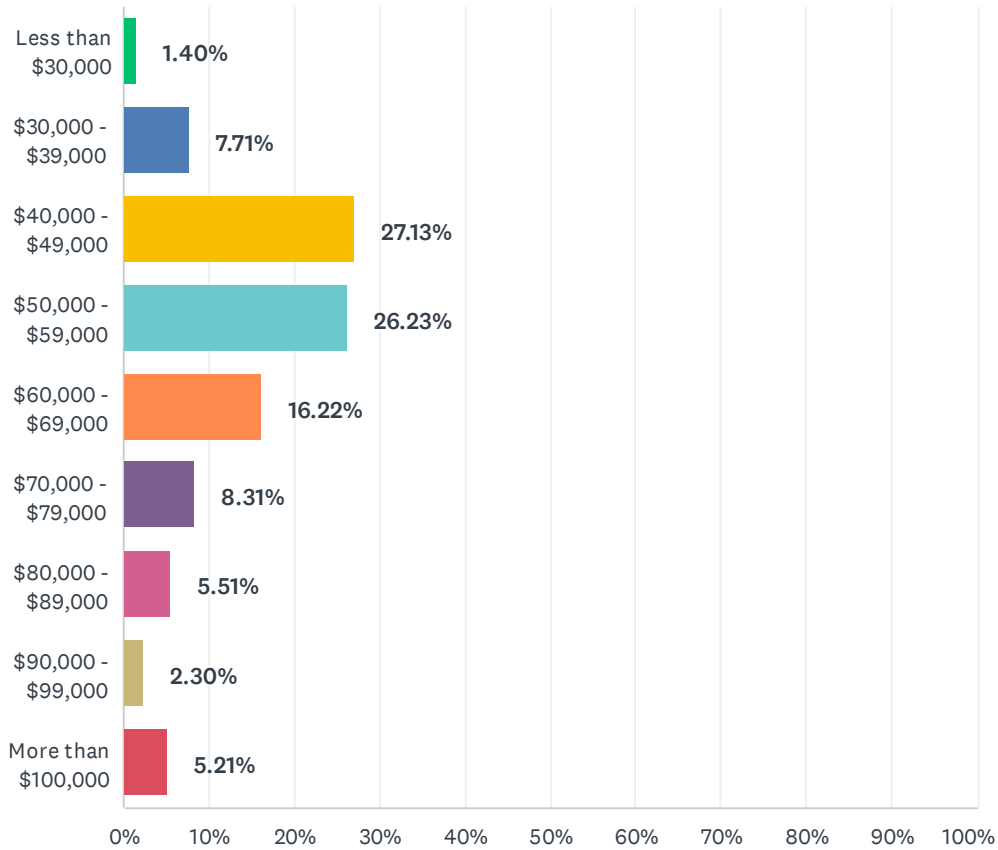
Answered: 999 Skipped: 147



ANSWER CHOICES	RESPONSES	
Hourly	1.10%	11
9 months	1.80%	18
10 months	16.02%	160
11 months	3.70%	37
12 months	77.38%	773
TOTAL		999

Q17 What is your current annual salary?

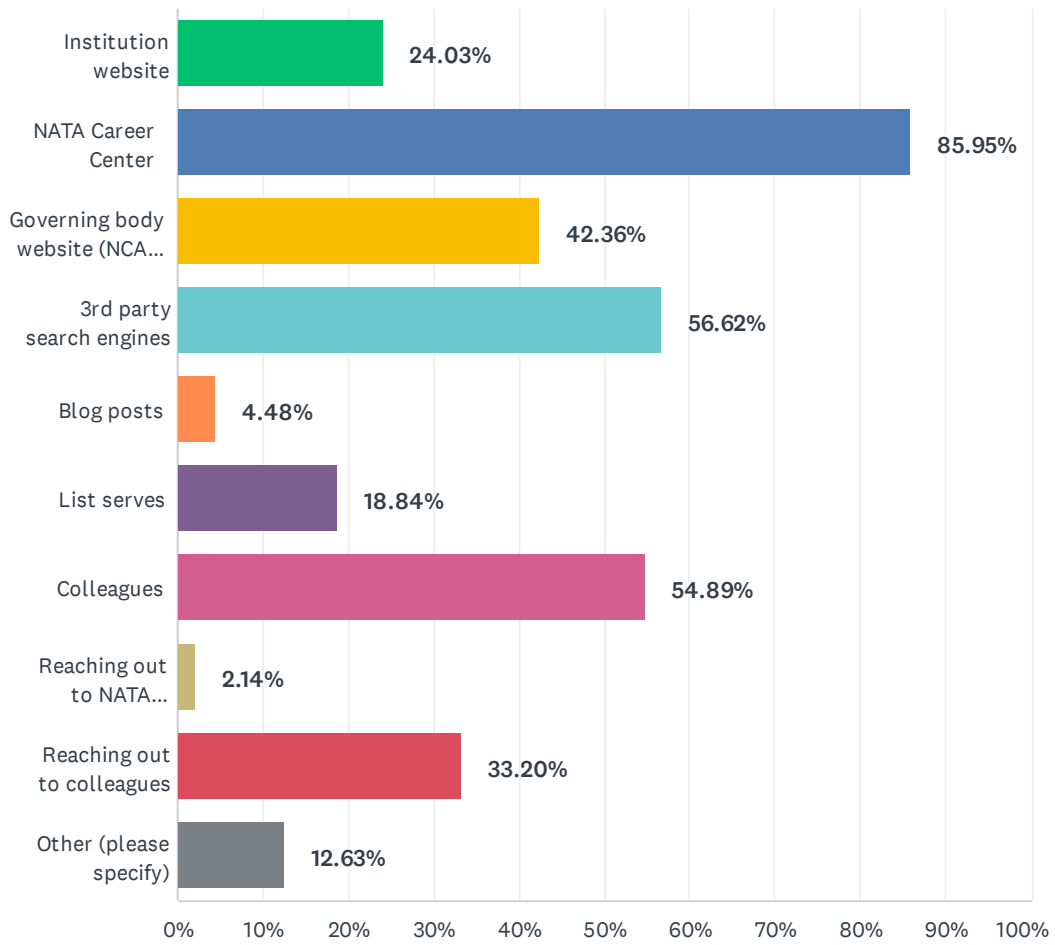
Answered: 999 Skipped: 147



ANSWER CHOICES	RESPONSES	
Less than \$30,000	1.40%	14
\$30,000 - \$39,000	7.71%	77
\$40,000 - \$49,000	27.13%	271
\$50,000 - \$59,000	26.23%	262
\$60,000 - \$69,000	16.22%	162
\$70,000 - \$79,000	8.31%	83
\$80,000 - \$89,000	5.51%	55
\$90,000 - \$99,000	2.30%	23
More than \$100,000	5.21%	52
TOTAL		999

Q18 Where do you look for job opportunities? (Check all that apply)

Answered: 982 Skipped: 164



NATA ICSM Compensation Task Force

ANSWER CHOICES	RESPONSES
Institution website	24.03% 236
NATA Career Center	85.95% 844
Governing body website (NCAA, NAIA, NJCAA, CCCAA, NWAC, USCAA)	42.36% 416
3rd party search engines	56.62% 556
Blog posts	4.48% 44
List serves	18.84% 185
Colleagues	54.89% 539
Reaching out to NATA committees	2.14% 21
Reaching out to colleagues	33.20% 326
Other (please specify)	12.63% 124
Total Respondents: 982	

#	OTHER (PLEASE SPECIFY)	DATE
1	CATS	8/7/2022 6:05 PM
2	indeed	8/7/2022 5:14 PM
3	Indeed	8/6/2022 5:12 PM
4	Linkedin	8/5/2022 11:18 PM
5	I do not look. I am happy where I am until retirement	8/5/2022 6:22 PM
6	College athletic trainers' society	8/5/2022 10:08 AM
7	state association	8/5/2022 7:01 AM
8	State/District AT organization postings	8/4/2022 8:52 PM
9	None as I am trying to retire.	8/4/2022 12:18 PM
10	LinkedIn	8/4/2022 10:40 AM
11	Social Media	8/4/2022 8:23 AM
12	Social Media	8/3/2022 10:47 PM
13	Been employed at same place for 17 years.	8/3/2022 6:42 PM
14	College Athletic Trainers, Indeed	8/3/2022 6:33 PM
15	I am trying to get out of the profession so not really looking to find another AT job	8/3/2022 2:25 PM
16	CATS	8/3/2022 1:44 PM
17	Indeed	8/3/2022 12:41 PM
18	I don't look for new jobs	8/3/2022 11:55 AM
19	I haven't actually looked in 20+years	8/3/2022 11:46 AM
20	Social media	8/3/2022 11:46 AM
21	almost retired not currently looking	8/3/2022 11:38 AM
22	TSATA Website	8/2/2022 6:04 AM
23	Program (undergrad and masters) social media and groups on fb	8/1/2022 7:45 PM

NATA ICSM Compensation Task Force

24	Women in Athletic Training Facebook group	8/1/2022 6:35 PM
25	Haven't looked for a while	8/1/2022 4:55 PM
26	Professional Group chats	8/1/2022 3:24 PM
27	Recruited off of Linked in	8/1/2022 2:01 PM
28	I don't	8/1/2022 1:39 PM
29	social media alumni group pages	8/1/2022 1:28 PM
30	Indeed	8/1/2022 1:21 PM
31	Texas State Athletic Trainer Association	8/1/2022 1:16 PM
32	CATS	8/1/2022 12:15 PM
33	I don't.	8/1/2022 12:12 PM
34	Indeed	8/1/2022 10:43 AM
35	indeed	8/1/2022 10:31 AM
36	HigherEdJobs, Indeed, LinkedIn p	8/1/2022 10:31 AM
37	NATA, indeed	8/1/2022 10:25 AM
38	CATS list-serv	7/31/2022 4:02 AM
39	Indeed.com	7/30/2022 11:08 AM
40	Linked in	7/30/2022 7:16 AM
41	District and state association job boards	7/29/2022 11:24 AM
42	haven't ever looked/been at same institution entire career and happy	7/28/2022 9:42 AM
43	I have retired from a full time position, this is a part time position	7/27/2022 3:05 PM
44	I have been at the same position for 20 years now so have not utilized any of the above. The institution recruited me when they hired me, I did not have to look for a position.	7/27/2022 7:02 AM
45	Social media sites/groups, CATS listserv	7/27/2022 6:26 AM
46	Indeed, higheredjobd.com, linkedin	7/27/2022 5:47 AM
47	CATS	7/26/2022 8:30 PM
48	CCCATA	7/26/2022 3:53 PM
49	NCAA	7/26/2022 1:55 PM
50	CATS	7/26/2022 12:14 PM
51	Indeed	7/26/2022 11:51 AM
52	College Athletic Trainers Society	7/26/2022 10:36 AM
53	Social media	7/26/2022 8:50 AM
54	Higher Ed sites such as Inside Higher Ed, Higher Ed Jobs	7/26/2022 7:34 AM
55	CATS	7/26/2022 6:45 AM
56	Friends that have connections.	7/26/2022 12:43 AM
57	FB Alumni groups	7/25/2022 8:46 PM
58	LinkedIn	7/25/2022 7:43 PM
59	Facebook groups	7/25/2022 7:41 PM
60	College Athletic Trainers' Society (CATS)	7/25/2022 7:38 PM
61	Indeed	7/25/2022 7:29 PM

NATA ICSM Compensation Task Force

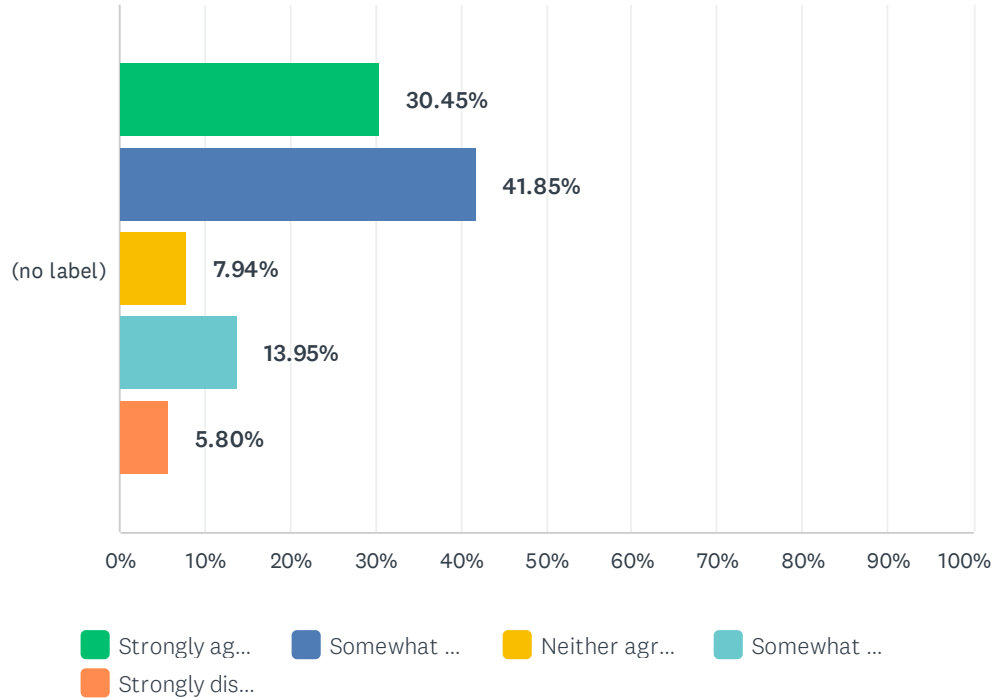
62	Indeed or other job websites	7/25/2022 6:42 PM
63	Alumni Facebook Page	7/25/2022 5:40 PM
64	I haven't job searched in quite some time	7/25/2022 5:26 PM
65	TSATA	7/25/2022 5:19 PM
66	Collegiate Athletic Trainers Society job center	7/25/2022 5:04 PM
67	Indeed	7/25/2022 4:58 PM
68	CATS Listserv	7/25/2022 4:34 PM
69	C.A.T.S	7/25/2022 4:01 PM
70	indeed	7/25/2022 3:56 PM
71	Google	7/25/2022 3:54 PM
72	CATS	7/25/2022 3:53 PM
73	CATS	7/25/2022 3:34 PM
74	Jobs outside athletic training	7/25/2022 2:56 PM
75	LinkedIn, Facebook groups	7/25/2022 2:55 PM
76	D1 Ticker	7/25/2022 2:54 PM
77	NCAA Website	7/25/2022 2:49 PM
78	Social Media	7/25/2022 2:21 PM
79	Networking with peers.	7/25/2022 1:54 PM
80	Higher Ed Jobs	7/25/2022 1:15 PM
81	CATS Facebook Page	7/25/2022 1:13 PM
82	Not looking	7/25/2022 1:05 PM
83	facebook athletic training groups	7/25/2022 12:53 PM
84	Word of mouth	7/25/2022 12:49 PM
85	Social Media	7/25/2022 12:48 PM
86	Not currently looking	7/25/2022 12:45 PM
87	CATS	7/25/2022 12:44 PM
88	CATS	7/25/2022 12:44 PM
89	I haven't looked for a job it 15 years	7/25/2022 12:41 PM
90	State association	7/25/2022 12:39 PM
91	Word of mouth	7/25/2022 12:29 PM
92	indeed	7/25/2022 12:09 PM
93	Indeed	7/25/2022 12:08 PM
94	I was contacted directly by the institution.	7/25/2022 12:06 PM
95	TSATA	7/25/2022 12:01 PM
96	Looking at positions not related to AT.	7/25/2022 11:58 AM
97	No good method exists	7/25/2022 11:57 AM
98	I haven't looked for another job for 20+ years so cannot answer	7/25/2022 11:51 AM
99	College Athletic Trainers Society	7/25/2022 11:47 AM

NATA ICSM Compensation Task Force

100	Linkden	7/25/2022 11:43 AM
101	NA	7/25/2022 11:41 AM
102	Social media	7/25/2022 11:38 AM
103	network on my own	7/25/2022 11:26 AM
104	I currently am not looking - if I leave my current position I will no longer work within the profession of athletic training	7/25/2022 11:23 AM
105	Indeed	7/25/2022 11:21 AM
106	Indeed	7/25/2022 11:12 AM
107	I do not look for other jobs	7/25/2022 11:10 AM
108	not currently looking	7/25/2022 11:05 AM
109	Indeed.com	7/25/2022 11:01 AM
110	CATS	7/25/2022 10:54 AM
111	PHATS	7/25/2022 10:53 AM
112	Athletic Training groups chats	7/25/2022 10:51 AM
113	Indeed/Linked In	7/25/2022 10:50 AM
114	Social media	7/25/2022 10:42 AM
115	CATA	7/25/2022 10:41 AM
116	Facebook	7/25/2022 10:40 AM
117	Not looking	7/25/2022 10:39 AM
118	None - working for 2 more years before retiring	7/25/2022 10:37 AM
119	College Athletic Trainers Society Website	7/25/2022 10:36 AM
120	LinkedIn, Indeed	7/25/2022 10:35 AM
121	Athletic training related facebook groups	7/25/2022 10:35 AM
122	CATS Career Center	7/25/2022 10:32 AM
123	LinkedIn	7/25/2022 10:32 AM
124	HigherEdJobs	7/25/2022 10:30 AM

Q19 Rank your agreement with the following statement: I feel my job description is current and reflective of the job I currently hold.

Answered: 982 Skipped: 164



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	30.45% 299	41.85% 411	7.94% 78	13.95% 137	5.80% 57	982	3.77

Q20 Please explain.

Answered: 498 Skipped: 648

#	RESPONSES	DATE
1	COVID policies are everchanging	8/8/2022 7:29 AM
2	Do not have a specific job description	8/7/2022 6:05 PM
3	They gave a well description	8/6/2022 5:12 PM
4	I have been able to get exposure to the world of athletic training through an internship before my full time position.	8/6/2022 9:04 AM
5	Full time faculty with one month extra for athletics healthcare however I spend a large percent of my time with athletics healthcare.	8/6/2022 8:41 AM
6	All (most) job descriptions are generic enough to maintain their relevancy.	8/5/2022 11:18 PM
7	I was able to reclassify and the description reflects my job now.	8/5/2022 6:22 PM
8	Many daily tasks fall under "other duties as assigned"	8/5/2022 12:02 PM
9	I do way more than what my job description states	8/5/2022 11:21 AM
10	I feel I do more than what my job description entails.	8/5/2022 11:18 AM
11	There are many things I am responsible for that are not part of my description. Mainly COVID or work outside of contracted time periods.	8/5/2022 11:09 AM
12	I helped develop my job description	8/5/2022 10:08 AM
13	Initially this was not the case but changes have been made to reflect all positions appropriately.	8/5/2022 9:50 AM
14	It does reflect my duties as Head AT. I also contribute to the Athletic Department as a whole in a leadership role.	8/5/2022 8:35 AM
15	I complete duties that any head AT should/would.	8/5/2022 7:51 AM
16	I would need to refresh on the actual description. I feel most descriptions are pretty generic. What I don't think is accurate, is the amount of time spent working and not at home. There is an expectation to spend more hours then the job description's hourly expectations. There's an expectation to go out of your way for changes in schedule and the severity versus compensation can be disheartening. For example, the job description stated I was to be paid for holidays. I was expected to work many of these holidays and there was no compensation for this lost benefit.	8/5/2022 7:01 AM
17	I was just updated to reflect a move to 1.0 FTE and position requirements.	8/4/2022 8:52 PM
18	I don't believe my job description is as detailed as it should be. There is a good amount of gray area to allow for adjustments to administrative duties.	8/4/2022 6:31 PM
19	I helped write my job description	8/4/2022 5:11 PM
20	I am responsible for more than what is included in my job description.	8/4/2022 4:10 PM
21	The administration responsibilities have been handled by me over the last 6 months without a title change	8/4/2022 12:54 PM
22	I have been given multiple tasks from administration, usually from the athletic director (not my Head ATC that I report to), that are not in my job description. Therefore it is expected of me to do these things, also without extra compensation to do so. For example, I am required to teach CPR to all coaches because I am certified to do so, but it is not in my job description nor am I getting paid to do so.	8/4/2022 12:44 PM

NATA ICSM Compensation Task Force

23	It does not include all the extra, jobs that have been added to my job	8/4/2022 12:38 PM
24	I work 50-60 hours at my primary setting but they still make me do outreach, which was not in my initial contract	8/4/2022 12:36 PM
25	If we put everything ATs do, no one would take the job.	8/4/2022 12:18 PM
26	Other duties as assigned, including additional administrative functions, have been added since my job description was written.	8/4/2022 10:25 AM
27	The job description is correct, but in actuality it does not work out that way due to not having enough staff.	8/4/2022 9:16 AM
28	The actual job description defines around half of the responsibilities we are actually responsible for on a daily basis.	8/4/2022 8:59 AM
29	A lot of other duties as assigned	8/4/2022 8:55 AM
30	to vague for a reason, admin can add things without recompense	8/4/2022 8:54 AM
31	They gave me an accurate job description.	8/4/2022 8:23 AM
32	Small school asks more of employees to do other duties as assigned.	8/4/2022 8:03 AM
33	It doesn't nearly include all that I do.	8/4/2022 7:49 AM
34	Like many positions in college athletics, my position has evolved from the time when the job description was created and is outdated. We are in the process of updating all of them at my institution, but mine is currently very outdated.	8/4/2022 7:09 AM
35	My job description has not been updated in more than a decade.	8/4/2022 6:40 AM
36	N/A	8/4/2022 6:29 AM
37	I was responsible for revising the job descriptions for our staff so they are now a more realistic representation of our duties and removed what we cannot provide anymore due to staff:athlete ratios	8/4/2022 4:25 AM
38	COVID expanded our jobs immensely. Some of those demand have still not gone away. Not only that, but depending on assignment - the AT can be facilitating collaboration (or straight doing the job of) members of the performance team (sports science, s&c, Coach education, etc) Conferences who conduct research require a lot of data collection and assistance from staff ATs. Meeting NCAA, conference, and institutional requirements have grown in terms of education requirements (concussion education, prevention of catastrophic injury & death, mandatory reporting, driver certifications, etc)	8/4/2022 1:00 AM
39	Completely agree	8/3/2022 10:47 PM
40	Hard to put what we do into enough words	8/3/2022 9:31 PM
41	I've been in my position for over 15 years, so I've supported the department in many roles from interim AD to academic coordinator	8/3/2022 8:13 PM
42	I am the one who "rewrote" my job description once I started. They listed what they had believed to be pertinent but were willing to adjust once I was employed.	8/3/2022 8:03 PM
43	What we do as athletic trainers are hard to put into words of a job description!	8/3/2022 7:48 PM
44	I created it	8/3/2022 7:25 PM
45	Current job description is outdated and doesn't accurately reflect the comprehensive role of an athletic trainer, especially in a post-covid works	8/3/2022 7:20 PM
46	Our jobs have drastically changed and demands have increased following Covid.	8/3/2022 7:17 PM
47	My job description is fitting and typical for a collegiate athletic trainer. However, pay was grossly under averages for the area (factoring in cost of living) and field.	8/3/2022 7:11 PM
48	It always feels that we end up doing more than asked any given year depending on the specific needs of a team and our resources at the institution	8/3/2022 6:56 PM
49	I feel there are additional duties and task that we take on as athletic trainers that are not often	8/3/2022 6:33 PM

NATA ICSM Compensation Task Force

reflected in our job description.

50	My job description has changed through the years as I have stayed on here some things added some things removed.	8/3/2022 6:27 PM
51	We are asked to do a lot....not always covered by the job title -- some days I miss being an AT (lots of paperwork/policies/meetings/etc. currently).	8/3/2022 5:51 PM
52	There are many things that an AT does on a daily basis that are not always captured in job descriptions (ie. acknowledging mental health issue, etc)	8/3/2022 3:30 PM
53	It is up to date and current	8/3/2022 3:07 PM
54	The job description needs to be updated from the past years of covid and changes to small responsibilities.	8/3/2022 2:38 PM
55	Job description matches my roll to a T	8/3/2022 2:29 PM
56	We keep updating our job description as things change in the world of athletic training	8/3/2022 2:25 PM
57	I recently was promoted/had a title change. I asked for a new job description and was told by our AD "its the same description, you are just expected to lead more."	8/3/2022 2:24 PM
58	There are a lot of duties as the head athletic trainer that I am expected to do, yet not in my official job description. My job description could use a firm overhaul.	8/3/2022 1:52 PM
59	I do what I've been hired to do.	8/3/2022 1:46 PM
60	I feel, like more Athletic Trainers, that I do more than my job description entails.	8/3/2022 1:46 PM
61	Some administration duties	8/3/2022 1:31 PM
62	I am working above and beyond the 25% athletic training duties of my contract.	8/3/2022 1:11 PM
63	My job description encompasses appropriately what I do.	8/3/2022 12:44 PM
64	very general	8/3/2022 11:56 AM
65	Job description is fairly accurate, but I'm not sure any job description can accurately portray what working with that many teams/athletes is actually like.	8/3/2022 11:46 AM
66	My job description states that I am full time contract with a university and that I am responsible for the care of those athletes. I also do outreach throughout the year at different venues in Oklahoma.	8/3/2022 11:46 AM
67	Unfortunately my HR does grasp what I do as an Athletic Trainer, and We have tried to educate and have our job description rewrote numerous times.	8/3/2022 11:38 AM
68	I wrote it sooooooo...I think it is accurate to what I do.	8/3/2022 11:38 AM
69	I am not really familiar with my specific job description	8/3/2022 11:27 AM
70	More tasks and responsibilities than can be listed	8/3/2022 11:27 AM
71	Very general and also some aspects that do not pertain to position.	8/3/2022 11:25 AM
72	So far it's been what I expected based on previous experiences and expectations from the job description when I applied.	8/3/2022 11:01 AM
73	I have recently been promoted to an administrative title to reflect my job responsibilities	8/3/2022 10:31 AM
74	N/A	8/3/2022 9:32 AM
75	it's reasonably close	8/2/2022 6:10 PM
76	Its in between	8/2/2022 6:06 PM
77	Additional duties are always added.	8/2/2022 5:22 PM
78	It's hard to put everything in a job description for an athletic trainer. We wear many hats, but the traditional posting has the same responsibilities	8/2/2022 4:33 PM
79	Duties as assigned can get long	8/2/2022 3:52 PM

NATA ICSM Compensation Task Force

80	I know I need ATC help in order for things to work.	8/2/2022 2:05 PM
81	There are items that I currently do that are not on there but it's pretty accurate.	8/2/2022 1:21 PM
82	Provided with a template, I completed my own job description.	8/2/2022 12:30 PM
83	I'm actually new to this position, just beginning my 3rd week. However, the job advertisement is reflective of my current role and responsibilities. I	8/2/2022 12:02 PM
84	I have input in the creation and update of my job description.	8/2/2022 11:39 AM
85	The job is ever changing each year.	8/2/2022 11:05 AM
86	Yes	8/2/2022 9:19 AM
87	It is currently being reevaluated to be more accurate in the duties and the percentage of responsibilities those account for.	8/2/2022 8:26 AM
88	Oversee all of student healthcare and perform other duties as an assistant athletic director...practice schedules to name one other area not normally performed by ATC's	8/2/2022 7:53 AM
89	There's always the section at the bottom that says "other duties as assigned" that leads into a plethora of additional job requirements.	8/2/2022 7:07 AM
90	duties outlined were much less then actual duties being performed	8/2/2022 6:21 AM
91	Small college there are a lot of other duties as assigned, such as: the 21-22 years I ended up driving schools busses for athletic trip due to the fact there were no other drivers.	8/2/2022 6:04 AM
92	It's pretty accurate.	8/2/2022 5:13 AM
93	I am an outreach athletic trainer and I fulfill my time at the school and any other coverage that my department needs.	8/1/2022 9:05 PM
94	There are many more items expected/listed as other roles appointed by director of sport medicine.	8/1/2022 8:43 PM
95	We do so much more than usually is listed.	8/1/2022 7:52 PM
96	Job description is well laid out.	8/1/2022 7:17 PM
97	Sometimes expected to do odd things for my insitution.	8/1/2022 6:45 PM
98	My job title of assistant athletic trainer is appropriate.	8/1/2022 6:36 PM
99	"some weekend work required" is inaccurate.. We work 7 days a week in season and I am in season for 7 months straight	8/1/2022 6:35 PM
100	I'm responsible for more than my job description.	8/1/2022 6:21 PM
101	The job description is super vague so it is easy to meet this.	8/1/2022 6:13 PM
102	I've never seen my true job description	8/1/2022 5:29 PM
103	Encompasses many responsibilities, that could be for more then one AT	8/1/2022 4:55 PM
104	Our job descriptions were recently rewritten and to me, they are quite vague which at times could be helpful, but at others, be hard for advancement or being eligible for pay increases or bonuses.	8/1/2022 4:12 PM
105	I have more responsibilities than my Job description outlines.	8/1/2022 4:12 PM
106	I feel as though I do more and could be paid more for doing so	8/1/2022 3:24 PM
107	I do a lot of administrator duties. Unfortunately this is in conjunction with athletic training assignment.	8/1/2022 3:01 PM
108	My job title explains what I do	8/1/2022 2:56 PM
109	Most job descriptions are generic and non specific or ATC.	8/1/2022 2:53 PM
110	There are some things that could be fine tuned in terms of responsibilities	8/1/2022 2:49 PM
111	It is current	8/1/2022 2:28 PM

NATA ICSM Compensation Task Force

112	Note I am filing this with info about what position was but was offer \$14k more to work normal hours in town next to one college is in. College did not support ATs. Treats us like janitorial staff. Expects everything but not much in return so I burnt out trying	8/1/2022 2:01 PM
113	My duties all fall inside my job description. I have the opportunity to join committees at my discretion.	8/1/2022 1:53 PM
114	My current job description is not fully accurate in the other roles I fulfill within my position, i.e. CPR instructor for all athletics staff.	8/1/2022 1:43 PM
115	I think the other duties as assigned could be more in depth	8/1/2022 1:37 PM
116	I assist with running the athletic training staff but also have some department administrative duties	8/1/2022 1:35 PM
117	Job description absolutely does not reflect what I do daily.	8/1/2022 1:31 PM
118	n/a	8/1/2022 1:28 PM
119	my role and responsibilities change on a daily basis. the challenge is to remain flexible and be able to adapt to the big picture.	8/1/2022 1:22 PM
120	Help out Health center with lots of things due to them being understaffed	8/1/2022 1:21 PM
121	Self explanatory	8/1/2022 1:16 PM
122	I'm sure it could be updated with the changes that have occurred over the years, but it is mostly accurate.	8/1/2022 1:13 PM
123	I am giving jobs behind my levels of expertise. If you are available you are given a job whether you want it or your qualified for it	8/1/2022 1:05 PM
124	All AT job descriptions list baseline skills and requirements. Nothing is written out in job description with the university or athletics that indicates the expectations of coaches and duties needed within the sport. "Other duties as assigned" is taken too liberally.	8/1/2022 1:02 PM
125	My job description matches my current work load.	8/1/2022 12:46 PM
126	Colleague and I rewrote job description studying reclassification.	8/1/2022 12:28 PM
127	Recent promotion, still working out the kinks	8/1/2022 12:27 PM
128	I'm not sure if it is current or not, but it is reflective of the job I hold	8/1/2022 12:24 PM
129	Job description was transparent with sport assignments and administrative duties	8/1/2022 12:15 PM
130	Job descriptions are always changing HR at our facility does not do a good job of updating our descriptions which causes problems with our salary and getting salary increases.	8/1/2022 12:12 PM
131	When I got here it was a big deal to change my job description to recognize health care is part of the job. The HR lady has been here longer and change is not something she favors. School did not know really what an athletic trainer did until I go here.	8/1/2022 12:12 PM
132	My job description is accurate to what I do	8/1/2022 12:08 PM
133	There is a lot that gets filed under "duties as assigned".	8/1/2022 11:54 AM
134	I wrote my job description last year.	8/1/2022 11:54 AM
135	Standard copy and paste across the board. Most listings don't even state what sport they're hiring for.	8/1/2022 11:47 AM
136	No qualms with that statement	8/1/2022 11:43 AM
137	I agree with my job discription.	8/1/2022 11:42 AM
138	The job responsibilities have been spelled out in a performance evaluation format that is very detailed. There are some gray areas and EMR requirements are constantly changing and this takes extra time.	8/1/2022 11:33 AM
139	Health care administrator responsibilities are not well described in my PD or quantified in salary	8/1/2022 11:23 AM

NATA ICSM Compensation Task Force

140	The jobs are never what they seem nor the hours that are really put in. We are pretty much on call 24/7 and if we don't respond get penalized by coaches and admin.	8/1/2022 11:22 AM
141	It will never be able to list all of the little things that are expected.	8/1/2022 11:21 AM
142	The description accurately reflects my day to day duties	8/1/2022 11:21 AM
143	I would like a little more clarity on my administrative responsibilities, but otherwise, am in a good position.	8/1/2022 11:17 AM
144	Job description is well defined	8/1/2022 11:09 AM
145	Do more than job listing	8/1/2022 11:07 AM
146	I have more responsibilities than in my job description	8/1/2022 11:04 AM
147	More bosses with each sport and athletic director, doctors and health center add teaching	8/1/2022 11:03 AM
148	I do far more than the job description. What's expected vs what's described at the d2 level never matches	8/1/2022 11:02 AM
149	In the process of transitioning to more responsibilities	8/1/2022 11:00 AM
150	Traditional AT job	8/1/2022 10:53 AM
151	I determine my Job description...	8/1/2022 10:52 AM
152	I do a lot more than what I was hired for and there isn't a job description that exists for the growth I've done	8/1/2022 10:51 AM
153	Covid completely changed the job description	8/1/2022 10:51 AM
154	x	8/1/2022 10:49 AM
155	I have many more responsibilities than in my job description including Administrative Duties.	8/1/2022 10:49 AM
156	It has been updated and is good representation of what I do.	8/1/2022 10:46 AM
157	My position was changed in 2018 to be a dedicated administrator for our sports medicine department. I feel that how the position has been created that the descriptions is accurate.	8/1/2022 10:46 AM
158	My job description should be reviewed by a healthcare provider and include additional administrative responsibilities. Likely if rewritten it would be more noticeable that the job is too much for one person and to also have clinical responsibilities.	8/1/2022 10:44 AM
159	This is reviewed and up-date annually and I feel it is reflective of the job I perform.	8/1/2022 10:43 AM
160	With turnover my job responsibility has changed and my description hasn't followed.	8/1/2022 10:41 AM
161	I have a complete job description for being a faculty member, program director and department chair but there's always 'other duties as assigned'	8/1/2022 10:39 AM
162	The job is always evolving, as is the case for college athletics.	8/1/2022 10:38 AM
163	I fill the role of an assistant athletic trainer.	8/1/2022 10:38 AM
164	I think it could be updated.	8/1/2022 10:36 AM
165	Athletic administration does not completely understand athletic training.	8/1/2022 10:36 AM
166	My institution does a good job of outlining my responsibilities and roles	8/1/2022 10:36 AM
167	Doesn't cover all roles	8/1/2022 10:35 AM
168	I do what it says	8/1/2022 10:33 AM
169	we are down several athletic trainers going into the fall so I am taking on more responsibility that is not in my current job description.	8/1/2022 10:31 AM
170	Poor pay for job description	8/1/2022 10:31 AM
171	Generic job description, that is then defined year to year with administration tasks carried over	8/1/2022 10:31 AM
172	There have been some re-arranging of sport assignment in recent years but overall I have a	8/1/2022 10:27 AM

NATA ICSM Compensation Task Force

	good handle on my assignments.	
173	it is comprehensive in description but any job description in athletic training not able to summarize everything we do or what could do	8/1/2022 10:27 AM
174	I feel I have more administrative duties that are mentioned and I feel I have less support from my administration because of the sports I take care of.	8/1/2022 10:26 AM
175	I feel that myself, and many other athletic trainers go above and beyond job descriptions.	8/1/2022 10:25 AM
176	When I was hired it was a 12 months position with one other full time ATC, I'm now by myself with minimal per diem help	8/1/2022 10:24 AM
177	Does not include all the admin duties we do including insurance coordination	8/1/2022 10:23 AM
178	Many of my job duties are not outlined in my job description but fall under other duties as assigned.	8/1/2022 10:21 AM
179	recent promotion and additional responsibilities have not been added	8/1/2022 10:20 AM
180	My current description needs updated to encompass all of the duties that I carry out on a regular basis.	8/1/2022 9:02 AM
181	I write and update the P&P manual and oversee all sports teams	7/31/2022 11:12 AM
182	I do not have an administrator title or salary but 70% of my job is administration.	7/31/2022 4:02 AM
183	It lists everything that I am expected to do	7/30/2022 11:08 AM
184	I definitely feel as though I do more than what my job description entails	7/30/2022 11:05 AM
185	I believe it closely matches my responsibilities and duties.	7/30/2022 7:58 AM
186	I am listed as also a strength coach which is not accurate and I am not listed as work study coordinator	7/30/2022 7:16 AM
187	This is my 7th year, things have been added to my duties.	7/29/2022 5:18 PM
188	Fairly inclusive of job responsibilities.	7/29/2022 11:24 AM
189	The job description and my role has changed so not totally sure what areas I will be continuing to serve and which ones will go to my colleagues.	7/29/2022 8:31 AM
190	My job title is officially from within the strength and conditioning staff, and not sports medicine.	7/28/2022 8:35 PM
191	My job description does not adequately depict all administrative task that I complete in addition to providing healthcare	7/28/2022 6:34 PM
192	I feel that there are always extra responsibilities added onto job titles. There are some things that I did not foresee being a job i would be doing.	7/28/2022 1:14 PM
193	My job description explains my everyday duties but doesn't touch on the extra stuff I do.	7/28/2022 10:33 AM
194	Job description is accurate, but there is not enough time in the day to get everything done within the job description.	7/28/2022 9:48 AM
195	I agree.	7/28/2022 9:42 AM
196	My description clearly outline my primary, secondary, and administrative duties.	7/28/2022 9:21 AM
197	I believe everything was done properly and described well.	7/27/2022 4:14 PM
198	description has not been updated in yearssssss	7/27/2022 4:06 PM
199	I am paid for 29 hours per week and the school is very flexible with my schedule	7/27/2022 3:05 PM
200	I do a lot more administratively than my job description shows.	7/27/2022 2:18 PM
201	I do tasks that aren't really related to health care and athletic training but need to be done, as an example I help run our schools compliance software.	7/27/2022 2:04 PM
202	I agree that my job description is what I do.	7/27/2022 1:09 PM
203	N/A	7/27/2022 12:46 PM

NATA ICSM Compensation Task Force

204	I was originally hired for women's basketball and three years in got moved to different sports with no input.	7/27/2022 12:41 PM
205	It is a fluid situation with things constantly changing	7/27/2022 10:56 AM
206	I hold more administrative responsibilities than outlined by my job description	7/27/2022 10:29 AM
207	I just received a promotion with a job description.	7/27/2022 7:46 AM
208	The institution has added tasks onto my everyday activities and have not updated or compensated me for those activities.	7/27/2022 7:02 AM
209	There are so many additional responsibilities that I personally do in my job setting that are not listed in my description - I have taken on my admin roles that are not listed.	7/27/2022 6:26 AM
210	Haven't seen job description in awhile	7/27/2022 1:29 AM
211	My job at the D3 level is reflective of my job description. It was not reflective of my job during Covid as I became quite Covid coordinator while also performing all of my duties as an athletic trainer.	7/26/2022 9:10 PM
212	The description cannot do justice to what we are actually doing. It doesn't include being in call 24/7 by phone/text. It does not include going to physician appts/surgeries/PT. It cannot fully represent coach demands and expectations. It does not show how many hours per week we are working or travelling. It cannot fully show the amount of workload placed on exempt salaried employees. NCAA keeps approving more practices and CARA hours and we get no more help, just expected to work more for less. They add coaches but not ATs.	7/26/2022 4:23 PM
213	People who do not understand what athletic training is are creating general job descriptions that really don't reflect what I do.	7/26/2022 4:17 PM
214	I think it could only be accurate after the fact.	7/26/2022 3:38 PM
215	My responsibilities as the Rehabilitation Coordinator are not defined. Additionally, I do not have a job description for my position.	7/26/2022 3:05 PM
216	I'm 1 of 2- I do it all	7/26/2022 1:55 PM
217	I do now because i just rewrote it.	7/26/2022 1:51 PM
218	Somewhat accurate.	7/26/2022 1:14 PM
219	consistently being added new tasks and responsibilities as other staff leave... without compensation	7/26/2022 1:03 PM
220	My job description is very specific to my role at this university. I've found that former jobs haven't been as specific in order to cover potential sporting assignment changes, etc.	7/26/2022 1:01 PM
221	Starting a new position so yet to be determined	7/26/2022 12:46 PM
222	As ATC we are given and take on other responsibilities because of our caring nature that are not in our job description	7/26/2022 12:40 PM
223	N/A	7/26/2022 12:19 PM
224	I work way more admin duties that my job description explains.	7/26/2022 12:15 PM
225	I think it speaks to some of the clinical responsibilities but does not touch on the additional administrative responsibilities I have. I know that those are not specific to one position but rather to individuals, but it can be misleading to others to not realize how much additional work I have on my plate.	7/26/2022 12:14 PM
226	I have been given extra duties, primarily administratively, and am not compensated for these additional tasks.	7/26/2022 12:02 PM
227	Recently, I was obligated into the task of insurance verifications and it has drastically taken my attention away from my day-to-day responsibilities.	7/26/2022 11:51 AM
228	Duties always get added. Usually pertaining to insurance. First I just needed to check that athletes had insurance and take care of the school's secondary insurance. Then I had to find options for primary insurance if a student needed. Then I needed to find funding sources. Now I need to enroll them in the primary plan. It never ends.	7/26/2022 11:35 AM

NATA ICSM Compensation Task Force

229	for the most part yes, but now that I just got switched from a 9mo contract to a 12 mo contract, the duties have been questioned. But of course we always do more than what our job descriptions entail.	7/26/2022 11:27 AM
230	There are duties I do that I am told are "not my job" but I am still expected to do them in order to provide proper care	7/26/2022 11:24 AM
231	Job descriptions have changed during COVID and most likely will be changed for the rest of my career	7/26/2022 11:15 AM
232	There are a lot of additional tasks that come up sporadically but all these add up in the long run to more job responsibilities than what were expected up front	7/26/2022 10:45 AM
233	Patient care is accurate. Administration duties continue to increase	7/26/2022 10:36 AM
234	I was just promoted to Assistant Head Athletic Trainer this year, and I am still unclear about how exactly my job has changed. I knew what I was doing before, though!	7/26/2022 10:09 AM
235	My job description, despite my job changing, had never changed.	7/26/2022 9:53 AM
236	I was hired to cover Men's basketball and supply management. Since then insurance, other sports among other duties continue to be added	7/26/2022 9:41 AM
237	My job description was somewhat vague in terms of responsibilities, but includes the major healthcare points and possible specific administrative duties that could be assigned	7/26/2022 9:38 AM
238	I don't know how to further explain that.	7/26/2022 9:36 AM
239	Our responsibilities have expanded since the beginning of the covid-19 pandemic and our job descriptions and compensation have not changed	7/26/2022 9:32 AM
240	Outdated, does not cover what actually do every day	7/26/2022 9:15 AM
241	updated two years ago	7/26/2022 8:59 AM
242	It was just updated within a year ago	7/26/2022 8:54 AM
243	Meeting all expectation of the job	7/26/2022 8:52 AM
244	my job description matched my responsibilities held	7/26/2022 8:41 AM
245	I feel like any AT job title is slightly misleading and not all encompassing of what we do; it is also very dependent of the institution you are at	7/26/2022 8:37 AM
246	The description is incomplete. It is probably difficult to itemize all that I do, but "take care of student-athlete health" is a little vague.	7/26/2022 8:22 AM
247	I am doing way more then was described in my original job description.	7/26/2022 8:19 AM
248	Increase in time, effort, duties, etc. - no increase in compensation, resources, admin help, career advancement	7/26/2022 8:08 AM
249	I wrote it, I should strongly agree with it	7/26/2022 7:51 AM
250	Our job description allows for flexibility within the job and is not overly specific.	7/26/2022 7:35 AM
251	Hospital network will not modify job descriptions based on contracted sites, so all AT's in the system have the same job description regardless of actual setting (DME room, small high school, large college, doesn't matter)	7/26/2022 7:34 AM
252	I do more than what my title suggests.	7/26/2022 7:23 AM
253	I've never been given a job description. I wrote one two years ago when I was "applying" for the head position, but at the time I was writing descriptions for the 4 positions I was told we were going to have, so now delineation of admin and sport responsibilities is completely inaccurate	7/26/2022 7:13 AM
254	There are always responsibilities added along the way that aren't in our job description. Covid as a whole shows that	7/26/2022 7:00 AM
255	I just believe the head athletic trainer should be responsible for some rehabs	7/26/2022 6:47 AM

NATA ICSM Compensation Task Force

256	Job descriptions for higher level administrators (in my opinion) do not address or give credit for clinical responsibilities. Clinical performance and responsibilities are not valued - only larger administrative oversight get attention.	7/26/2022 6:45 AM
257	My duties and responsibilities are clearly outlined.	7/26/2022 6:34 AM
258	there could be an update to my position title as i help with director responsibilities.	7/26/2022 6:24 AM
259	It was recently updated and follows the modern medical model.	7/26/2022 3:51 AM
260	My job description lists my practice privileges as well as some of my limitations.	7/26/2022 12:43 AM
261	As Head Athletic Trainer, I do not think my job description is an accurate representation of the amount of administrative duties I am tasked with.	7/25/2022 11:36 PM
262	No credit values assigned to the expectations of supervising AT students. Administration has limited knowledge of what an AT can bring to the institution. Most schools have some type of hospital /clinic affiliation for sponsorship values, and it's the AT who is directly responsible for ensuring referrals are made to these healthcare facilities while the athletic department / administrators reap the benefits.	7/25/2022 9:58 PM
263	My duties have increased. Current wording in my contract is "duties as assigned". That can mean anything, regardless of time spent in preparation and during, with no additional compensation for extra time spent working.	7/25/2022 9:23 PM
264	I don't feel like my job description will ever truly reflect what I all do	7/25/2022 9:22 PM
265	I felt I'd have more administrative duties.	7/25/2022 8:48 PM
266	My job description is updated yearly by my supervisor and very accurate with tasks performed by me.	7/25/2022 8:46 PM
267	Currently doing more duties than my job description. Job title is entry level but performing above that.	7/25/2022 8:32 PM
268	"Assistant" is a relative term that does not apply well to those of us who are the sole ATC for our teams, but also are not "Associate" level	7/25/2022 8:32 PM
269	I have changes to my responsibilities and team assignments without restructure of my contract.	7/25/2022 7:54 PM
270	Job agreement is vague due to statement of "And any other duties assigned by head ATC or athletic director"	7/25/2022 7:51 PM
271	Especially with the covid pandemic, athletic trainers are performing much more than their job descriptions entail.	7/25/2022 7:38 PM
272	I just do what coaches and athletes tell me.	7/25/2022 7:35 PM
273	Our hospital has not been changing our job description for over 10 years even though we asked them to change it. It is not a specific enough and you can't tell it is a local high school employment or college employment.	7/25/2022 7:32 PM
274	HR gets our job description from a national HR database instead of appropriate AT sources	7/25/2022 7:29 PM
275	I do way more than my description.	7/25/2022 7:15 PM
276	Covid changed that but getting back to normal with less additional duties added on	7/25/2022 7:04 PM
277	Assistant AD for sports medicine and performance— in charge of all athletic trainers and strength and conditioning staff. Also run event management, summer sport camps/clinics	7/25/2022 6:45 PM
278	I think ATs do a lot outside of their job descriptions...especially dealing with Covid for over 2 years	7/25/2022 6:42 PM
279	I have been here 11 years, seen the addition of a 2nd position and yet we are equal, no additional title for my years of service and experience.	7/25/2022 6:21 PM
280	There are no surprises. My job description perfectly lays out my responsibilities and duties.	7/25/2022 5:54 PM
281	The annual additions of responsibilities to the primary healthcare provider of institutions (eg. head AT) continues to grow and grow. My job description is a generic "evaluate, treat,	7/25/2022 5:47 PM

NATA ICSM Compensation Task Force

	rehabilitate” with the “other duties as assigned by Athletic Director” kicker.	
282	Administration of a program is to vague, if you truly listed the duties of the director of college AT services most institutions would split the job into 2 or 3 positions.	7/25/2022 5:40 PM
283	My current position is as advertised. Nothing was changed or added after I accepted.	7/25/2022 5:40 PM
284	It mostly encompasses what I do but I also feel a large portion of our jobs fall into “other duties as assigned”	7/25/2022 5:31 PM
285	My job description hasn't been revisited in quite some time. I'm sure it's a bit dated.	7/25/2022 5:26 PM
286	I do what my job description says.	7/25/2022 5:04 PM
287	We updated them recently so it is accurate	7/25/2022 5:00 PM
288	There has been additional responsibilities added to my job and my job description has not been changed since I became Head Athletic Trainer 4 years ago	7/25/2022 4:58 PM
289	I believe I do everything listed in my job description and more. I do not believe the ability to get it all done in a timely manner is a realistic expectation, and I believe it puts a massive amount of pressure and stress on any individual trying to fulfill the current role that I'm in.	7/25/2022 4:49 PM
290	Description does not reflect responsibility, stress, time demands, and public spotlight of duties.	7/25/2022 4:34 PM
291	Does not explain all that I do and how much quantity of work I take on for the institution.	7/25/2022 4:25 PM
292	I enjoy my interactions with the student-athletes that I serve. I definitely enjoy working women's basketball being a huge basketball fan. The role of student-athlete health insurance coordinator is something I do for zero compensation. My administration and leadership will acknowledge my effort, but do not compensate me for it.	7/25/2022 4:24 PM
293	I am not given additional responsibilities. I was hired for a specific position and it is rare that I ever go outside of that position.	7/25/2022 4:16 PM
294	It has changed due to Covid in reality, but not on paper	7/25/2022 4:11 PM
295	I feel it fits	7/25/2022 4:08 PM
296	There is more supervision of students than what is on my job description.	7/25/2022 4:06 PM
297	I am expected to only complete the skills required by my job.	7/25/2022 4:01 PM
298	Somethings always gets added to that. Covid was a very good example of this.	7/25/2022 4:01 PM
299	My job description is for 3 sports only, instead, I am in charge of 7, with no extra compensation or even recognition from the employer	7/25/2022 4:00 PM
300	Covid changed it so much.	7/25/2022 3:56 PM
301	I have been assigned other duties and responsibilities with no raise in compensation.	7/25/2022 3:54 PM
302	I have taken on more of the basic responsibilities the former Athletic Trainer did not deem to be necessary.	7/25/2022 3:53 PM
303	I am also assistant athletic director. Sometimes it feels I do that more than ATC duties.	7/25/2022 3:50 PM
304	I am "unofficially" an associate AT with much more responsibility than my counterparts, so I am working to change that to show more of a hierarchy	7/25/2022 3:50 PM
305	I deal with teams and am medically responsible for them	7/25/2022 3:44 PM
306	I have evaluation and treatment skills not understood by 98% of the people out there. Until an appreciation and understanding occurs with its value in Healthcare will the appropriate adjustment be made in job description.	7/25/2022 3:43 PM
307	Reflects my duties	7/25/2022 3:34 PM
308	Other duties as assigned has been used very well in favor of the institution.	7/25/2022 3:32 PM
309	The job description is in line with what the duties of the job are and what is expected.	7/25/2022 3:31 PM
310	More oversight and responsibility of secondary teams than explained throughout interview	7/25/2022 3:20 PM

NATA ICSM Compensation Task Force

	process.	
311	Recently updated when I accepted a new position	7/25/2022 2:59 PM
312	My job description has not been adequately updated nor have I had a proper performance evaluation at my current job	7/25/2022 2:56 PM
313	Responsibilities were added after signing my contract.	7/25/2022 2:55 PM
314	In the job description it covers general responsibilities/umbrella terms.	7/25/2022 2:55 PM
315	I have been given more responsibilities from the medical company that employs the athletic trainers.	7/25/2022 2:51 PM
316	I disagree with the "assistant" title that I hold. I provide most care to the student-athletes I'm responsible for by working independently, rather than under the direction of our head AT.	7/25/2022 2:49 PM
317	Sports Medicine job descriptions were reviewed and updated approximately 5 years ago to reflect the current positions and job titles	7/25/2022 2:44 PM
318	Always asked to do extra duties not assigned. Especially following covid	7/25/2022 2:36 PM
319	We are responsible for SO much more than "The prevention and care of athletic injuries" and your typical job description. We are getting texts about kids dealing with mental health issues, injuries, family issues etc. 24 hours a day.	7/25/2022 2:36 PM
320	In addition to duties as a health care provider I am also responsible for mentoring students and staff.	7/25/2022 2:34 PM
321	I do much more than what my job descriptions says.	7/25/2022 2:32 PM
322	Job description is not nearly all encompassing of current duties/responsibilities	7/25/2022 2:24 PM
323	I wrote it	7/25/2022 2:21 PM
324	n/a	7/25/2022 2:21 PM
325	The depth and breadth of my admin duties are not fully represented.	7/25/2022 2:19 PM
326	to be be honest it needs to be updated	7/25/2022 2:15 PM
327	The university of Wisconsin system just re-worked all job titles that are used... way better representation of what ATs do	7/25/2022 2:14 PM
328	Assigned senior level administrative duties with base job title and pay.	7/25/2022 2:04 PM
329	The job description follows the local, state, NATA, and BOC standards on how the Athletic Trainer should perform in the setting. In the Associate Athletic Trainer position, there are more job duties to be completed that was not added on the job posting.	7/25/2022 2:03 PM
330	I wrote it so I would hope it would agree. But working at a small college you end up doing things do specifically in your job decription. Especially during and after COVID	7/25/2022 1:55 PM
331	I wrote my job description.	7/25/2022 1:54 PM
332	Covers most of the scope but could be updated	7/25/2022 1:53 PM
333	COVID/infection management needs to be updated in the job description.	7/25/2022 1:50 PM
334	Lots of room for interpretation	7/25/2022 1:47 PM
335	It is accurate	7/25/2022 1:46 PM
336	Most of my description is duty as assigned	7/25/2022 1:44 PM
337	My job description at the health system does not do justice what I provide for my institution. Been working on adjusting for over 5 years. Hospital does not pay Head or assistant AT in collegiate setting any differently.	7/25/2022 1:37 PM
338	The requirements have changed since I was hired by NCAA and the job description hasn't changed.	7/25/2022 1:36 PM
339	I believe the title justifies the salary amount	7/25/2022 1:36 PM

NATA ICSM Compensation Task Force

340	The job description is written as vaguely as possible to provide institutional compulsion to work above and beyond what would be considered normal or acceptable. This is fairly ubiquitous throughout collegiate athletics. If athletic administrations or HR departments wrote job descriptions that actually reflect the duties being done, they would likely have to reassess their compensation model to reflect the true scope of work that a collegiate athletic trainer performs.	7/25/2022 1:22 PM
341	Currently, it was just updated. But the prior 6-7 years it wasn't accurate and I was doing more than what my description noted. My position assumed the responsibilities from a prior person that was classified and paid higher.	7/25/2022 1:21 PM
342	I've taken on more job responsibilities over the last 3 years	7/25/2022 1:19 PM
343	My institution is behind the times in terms of professional development, growth and security.	7/25/2022 1:17 PM
344	My main role is instruction and mentoring sports medicine students during internships and practical applications.	7/25/2022 1:15 PM
345	I have never seen a job description. If there was one, it is doubtful that everything I do on a daily basis would be included in such a description.	7/25/2022 1:13 PM
346	I feel that the hospital policies are within the state's practice act for athletic trainers. That said, with the practice act changing soon, the hospital will need to update the services that we can provide.	7/25/2022 1:07 PM
347	Other duties as assigned is last thing in job description so it's technically anything and everything that admin throws my way	7/25/2022 1:06 PM
348	Didn't feel the ob description included covid responsibilities or factor in the lack of advancement	7/25/2022 1:05 PM
349	Well paid with lots of responsibility.	7/25/2022 1:05 PM
350	was hired before covid which is definitely not in the job description	7/25/2022 12:53 PM
351	i wear many hats at my institution, not all in job description.	7/25/2022 12:52 PM
352	Needs to be more detailed.	7/25/2022 12:49 PM
353	The description itself is fairly vague so it is not up to date with the amount of demands per se but it does reflect the duties needed to perform the job.	7/25/2022 12:49 PM
354	It needs some updating	7/25/2022 12:45 PM
355	What's on paper isn't all of what I do.	7/25/2022 12:41 PM
356	Several things have been added to my position in recent years that are not on my job description.	7/25/2022 12:39 PM
357	It's checks all the boxes. There is vague language in there too that covers random responsibilities that might come up from my supervisors too	7/25/2022 12:35 PM
358	This is just an institution problem but my job description is fairly basic but in being here, there have been many more responsibilities, per usual anywhere, than listed.	7/25/2022 12:34 PM
359	Too much stuff goes on and don't have full support of athletic department	7/25/2022 12:31 PM
360	My job description is very generic and does not actually describe what I have done on a daily basis. It has been attempted to be revised by my supervisor but our athletic administration has hindered this to keep my salary down.	7/25/2022 12:29 PM
361	I helped write the job description with the AD, so I feel it's the best description of the job.	7/25/2022 12:20 PM
362	Yes job and job description line up.	7/25/2022 12:19 PM
363	My title is Associate Director of Sports Performance - Director of Sports Medicine-Medical Compliance. This title encompasses all of my duties in oversight. I feel strongly about the medical compliance title since "Compliance" in the medical community is a well-defined position from hospitals to medical device companies.	7/25/2022 12:19 PM
364	The job posting from the hospital are not clear what level of athletics or which town you would be operating in. They are very generic.	7/25/2022 12:18 PM

NATA ICSM Compensation Task Force

365	Recently updated	7/25/2022 12:17 PM
366	There are always roles not included in a job description that become part of the job. It is to be expected.	7/25/2022 12:14 PM
367	The job description is open ended and allows other duties to be tacked on without proper compensation.	7/25/2022 12:14 PM
368	My job description is fine, but words are hard to describe ALL the things we do as ATs.	7/25/2022 12:14 PM
369	Duties as assigned my AD should no be part of my contract.	7/25/2022 12:13 PM
370	We just updated my job description	7/25/2022 12:09 PM
371	I have additional sport coverage I was not aware of. Not detailed description beyond basic college athletic trainer description.	7/25/2022 12:08 PM
372	Additional secondary responsibilities have been added with no monetary compensation.	7/25/2022 12:06 PM
373	There have not been surprises or any unfair additions in my job duties. It was accurately described when the job is posted. I gain administrative duties throughout the years but nothing is being unfairly added to my plate.	7/25/2022 12:06 PM
374	Being the senior of two athletic trainers for track and field, I am most often looked to for decision making and advice but hold the same title as my less experienced coworker. My expectations for massage therapy and interaction throughout the athletic department in different committees are not included in my job description either.	7/25/2022 12:04 PM
375	I have been doing my job for a long time now, with increasing responsibility and little movement.	7/25/2022 12:03 PM
376	My job description does appropriately reflect the job that I currently hold. I do not feel like I was blindsided during onboarding process and I knew exactly what the job entailed.	7/25/2022 12:02 PM
377	I have a lot more duties than were listed in the job description and even more when covid hit.	7/25/2022 12:01 PM
378	I do more than my job description.	7/25/2022 11:58 AM
379	We have had a lot of turnover and I have taken on a considerable amount of new workload while we search for new staff members.	7/25/2022 11:58 AM
380	Athletic Dept does not always understand medical issues that AT handles	7/25/2022 11:57 AM
381	I created my clinic, it was not in my original job description	7/25/2022 11:57 AM
382	My responsibilities are extremely fluid	7/25/2022 11:53 AM
383	Most of my duties are explained in my description	7/25/2022 11:53 AM
384	Small college responsibilities are many	7/25/2022 11:53 AM
385	The demands of the sport are increasing very rapidly and many things, including the time spent are not appropriately reflected.	7/25/2022 11:51 AM
386	My responsibility is above what I am contracted as and what I'm compensated for.	7/25/2022 11:51 AM
387	Academic side so it accurately reflects the classes I teach and duties within a faculty role	7/25/2022 11:51 AM
388	I currently oversee two programs on my own that the head AT does not participate with in any way. When I attempt to enact changes or perform certain skills, I sometimes hit road blocks due to the fact my title is "assistant" and individuals do not see me able to carry out certain tasks	7/25/2022 11:47 AM
389	It's not even close. The title I have is assistant AT but my role is much closer to head AT in terms of the job description and responsibilities	7/25/2022 11:45 AM
390	The job posting also says "other duties as assigned" so this can be random things that are added into the day that do not pertain directly to athletic training in the collegiate setting.	7/25/2022 11:44 AM
391	needs revised to take into account ncaa health care administraotr	7/25/2022 11:43 AM
392	All descriptions are the same	7/25/2022 11:43 AM

NATA ICSM Compensation Task Force

393	My current job description does not capture all aspects that were added when I was give the AHCA title several years ago.	7/25/2022 11:43 AM
394	I feel like I do a lot more than what is actually in my job description but still falls inline with the job.	7/25/2022 11:43 AM
395	"Other duties as assigned" is too broad	7/25/2022 11:41 AM
396	NA	7/25/2022 11:39 AM
397	I say only somewhat agree because I think there is a lot of extra duties that I do that is not laid out in my job description.	7/25/2022 11:38 AM
398	Was told I'd be with a couple teams, wound up working with the whole school as a single AT for an extended period of time	7/25/2022 11:37 AM
399	The job description is accurate however the volume of work is not disclosed before hiring	7/25/2022 11:37 AM
400	I am exclusive to the college and feel I am doing what I was hired to do.	7/25/2022 11:37 AM
401	Percentages are not necessarily accurate. Job description does not accurately account for/compensate all of the non-traditional parts of our job - weekend hours, late night messages with duty to answer, etc.	7/25/2022 11:32 AM
402	Job description lists duties as "assigned" which can and do change regularly. In addition to already assigned sports for baseball and M/W rowing.	7/25/2022 11:31 AM
403	It is accurate, but often there are things that I pick up when help is needed that is not in my description.	7/25/2022 11:28 AM
404	I do WAY more than my job description entails	7/25/2022 11:26 AM
405	very opened ended job responsibilities	7/25/2022 11:26 AM
406	Dual role - have been in role for 15 years & some terminology has changed in that time which would warrant updating.	7/25/2022 11:24 AM
407	I have outstanding support from my AD and my AT staff. The current college admin doesn't begin to understand or appreciate the work we do but they also currently leave us alone.	7/25/2022 11:23 AM
408	It was reviewed two years ago.	7/25/2022 11:23 AM
409	I believe my job description is correct, but missing a few items that have begun to take a larger portion of my day to day (covid, drug testing, policy implementation, insurance).	7/25/2022 11:22 AM
410	I feel that I perform more than my job description states in certain cases	7/25/2022 11:21 AM
411	It could use updated and is a little antiquated.	7/25/2022 11:21 AM
412	its fine	7/25/2022 11:20 AM
413	The job description does not take into account amount of athletes, days/hours expected, or pay.	7/25/2022 11:20 AM
414	I cover all of the roles described in my job description and am able to go beyond what is expected of me.	7/25/2022 11:20 AM
415	Na	7/25/2022 11:19 AM
416	Add to the AD admin team meetings recently - change from previous but allows us to be in the know with the athletic dept.	7/25/2022 11:18 AM
417	It's HR's take on what an AT does and they have no idea.	7/25/2022 11:17 AM
418	They keep it vague since our job changes so frequently. Also since we employ all setting from HS to clinic to industrial	7/25/2022 11:17 AM
419	I feel my job description is comprehensive in the duties I am responsible for	7/25/2022 11:17 AM
420	I am a certified athletic trainer and assistant athletic trainer. That is what I do.	7/25/2022 11:16 AM
421	Not much has changed since I originally signed on with what the job description described.	7/25/2022 11:15 AM

NATA ICSM Compensation Task Force

422	Our job description avoids the mental health aspects of our job and does not fully explain the understaffing/hourly load.	7/25/2022 11:14 AM
423	They don't have it in the job description but upon my hire I was told that I would have to teach a PE class 1-2x per week for the fall and spring semesters.	7/25/2022 11:14 AM
424	My job is way more encompassing then my job description/what I was told.	7/25/2022 11:12 AM
425	There is always something extra added	7/25/2022 11:09 AM
426	JDQ's have been re-written to include specifics of position as well as general statements to allow for all the "things" that arise in an athletics setting.	7/25/2022 11:07 AM
427	It explains it minimally	7/25/2022 11:06 AM
428	It is reflective of my job.	7/25/2022 11:06 AM
429	I perform significantly more administrative duties than what my job description entails	7/25/2022 11:05 AM
430	It appropriately describes the tasks I perform on a day-to-day basis.	7/25/2022 11:04 AM
431	Descriptions that contain all aspects of Athletic Training principles are appropriate	7/25/2022 11:04 AM
432	Just restructured a contract	7/25/2022 11:03 AM
433	My current job is a combination of clinical work and teaching. Both have steadily increased in demands over the past 10-15 years without any change to compensation or job description.	7/25/2022 11:03 AM
434	I am the Head Football Athletic Trainer, but I am also the only ATC with football.	7/25/2022 11:03 AM
435	I wrote it, so it is pretty reflective, but the administration is continually changing my duties and responsibilities so it is never up to date.	7/25/2022 11:02 AM
436	There are quite a few responsibilities outside of the actual description, and the responsibility for an entire athletic department requires hours outside of my assignment to create trust.	7/25/2022 11:02 AM
437	I was hired to work tennis, am working tennis	7/25/2022 11:02 AM
438	Sometimes admin duties are pushed onto the assistants and when they should be covered by the head ATC	7/25/2022 11:01 AM
439	After addressing concerns about my job description and salary reflecting the wide range of administrative responsibilities I already oversee within the Athletics Department, I was informed I would have a promotion with a title change and was asked to provide a new job description. Athletics administration has yet to inform me or my direct supervisor (ATC) of my title change or approve the job description I provided them in May. Pay increases were in effect as of 7/1.	7/25/2022 11:01 AM
440	Camp admin required. No additional compensation, and it is not included in job responsibilities	7/25/2022 11:00 AM
441	Many other expectations but I have the supportive staff and leadership I need to be successful.	7/25/2022 11:00 AM
442	I do way more than what I was hired to do. They definitely take advantage of the "other duties as described by the Director of Athletics"	7/25/2022 11:00 AM
443	They have changed my job description and have not shared it with me.	7/25/2022 11:00 AM
444	I have many other tasks not listed in my job description.	7/25/2022 10:54 AM
445	I've been given more responsibilities with a job title change but no change in compensation. Done so on a lets see how you do this year with this then we'll consider a raise basis	7/25/2022 10:52 AM
446	I have not seen my job description or updated it since hired in 2014. I have changed sports and administrative duties in that time.	7/25/2022 10:52 AM
447	I feel I do much more than what my job description and expectations are. I independently manage more SAs, I oversee intern ATs, and have to coordinate among more coaches and staff.	7/25/2022 10:52 AM
448	We all have hidden admin duties, but the description is basically correct.	7/25/2022 10:51 AM
449	My administrative & clinical duties are well established.	7/25/2022 10:51 AM

NATA ICSM Compensation Task Force

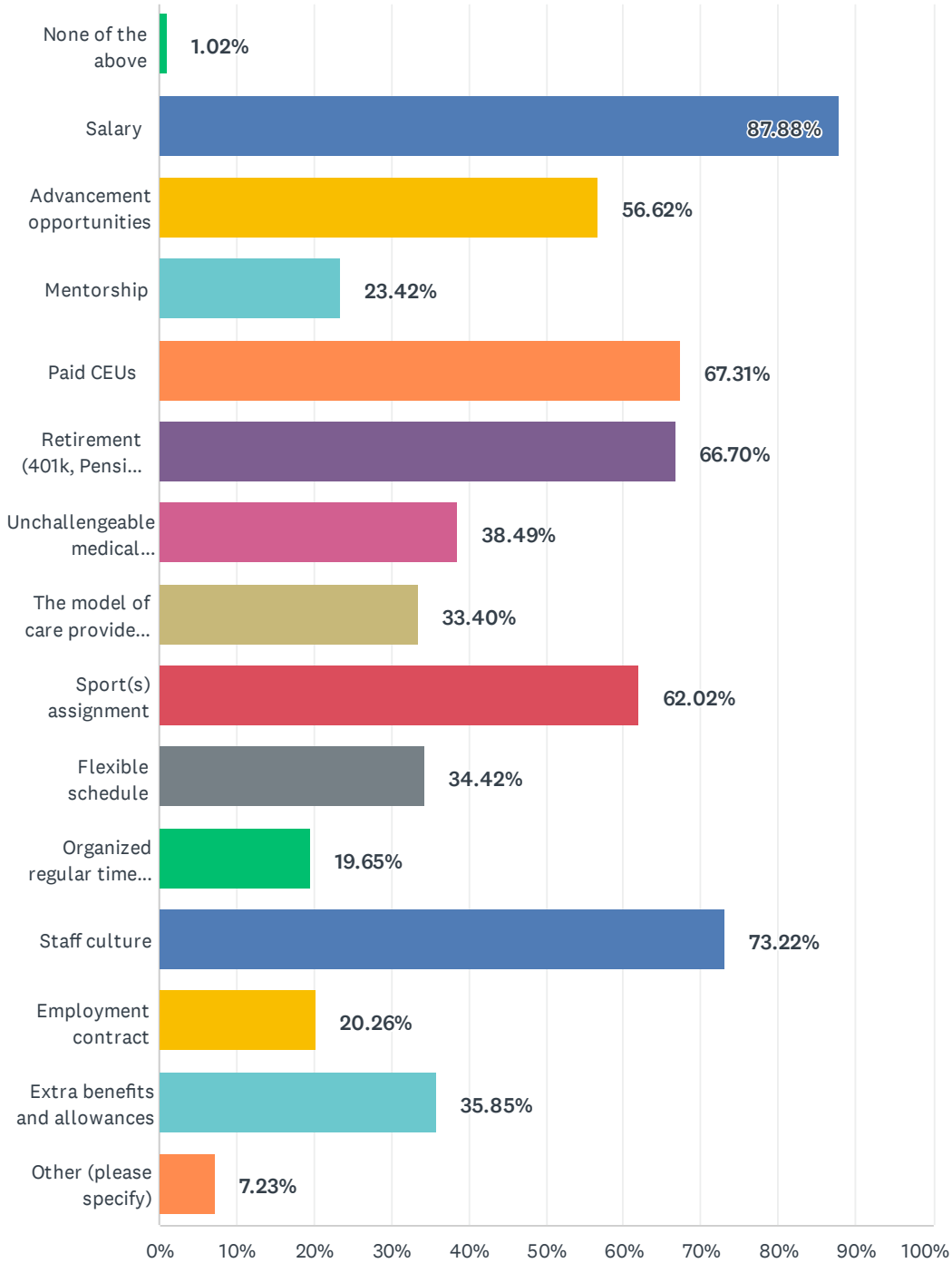
450	My job description reflects what I do, but I do so much more not listed.	7/25/2022 10:51 AM
451	There is a clause that says all other assigned tasks and my employees abuses that.	7/25/2022 10:49 AM
452	My title at the college says Athletic Trainer. However, I am actually the Head Athletic Trainer, Strength & Conditioning Coordinator and an Instructor in Physical Fitness & Wellness in which I teach 12 credits per semester.	7/25/2022 10:49 AM
453	I do more than the description	7/25/2022 10:48 AM
454	Job description needs to be updated.	7/25/2022 10:48 AM
455	My job description is accurate, but limited in the full scale of my responsibilities and coverage.	7/25/2022 10:48 AM
456	I do what the description say for my work	7/25/2022 10:47 AM
457	ATs always do more than what the job description states	7/25/2022 10:46 AM
458	I am the medical administrator for the college reporting directly to the DOS. sports medicine is one of our four services arms.	7/25/2022 10:45 AM
459	Job descriptions for ATs are not merely a paragraph. They are more like a 5 page essay.	7/25/2022 10:45 AM
460	I do more than what is on my job description	7/25/2022 10:44 AM
461	I for the majority of my day/semester do what is asked of me. COVID obviously changed that but it is becoming on the back burner at this time.	7/25/2022 10:43 AM
462	I am asked to do more than what is in my contract.	7/25/2022 10:43 AM
463	I do much more than my job description	7/25/2022 10:42 AM
464	I do more than is written	7/25/2022 10:42 AM
465	We are currently in talks with our Union Representatives and Human Resources in changing our JD that is well over 30 years old without proper update to what accurately describes what we as Athletic Trainers do on a daily basis.	7/25/2022 10:41 AM
466	The pandemic and change in ADs has altered it	7/25/2022 10:40 AM
467	Lacks detailed information on actual administrative responsibilities.	7/25/2022 10:40 AM
468	We still have general umbrella terms that can overload our staff if high ups decide they need extra from us. And it may not be a part of our AT job	7/25/2022 10:40 AM
469	Currently have to do duties that were not in the job description. Such as summer camps that are 15+ hours long with over 500+ kids.	7/25/2022 10:40 AM
470	Have not encountered excessive "duties as assigned." My job description fits my typical position and my daily duties reflect that also.	7/25/2022 10:40 AM
471	Not certain of my exact job description	7/25/2022 10:39 AM
472	N/a	7/25/2022 10:39 AM
473	It is ok if that was all that I have to do. But, the other duties assigned area tends to end up taking time away from my medical duties and possible time off. This increases the hours that I need to be on campus.	7/25/2022 10:39 AM
474	Changes in role over time.	7/25/2022 10:38 AM
475	My job description is very accurate	7/25/2022 10:37 AM
476	I think there are a lot of things that get swept up into "other duties as assigned" that don't get accounted for that take you away from what you feel your main role should be.	7/25/2022 10:37 AM
477	I do a lot more than can be listed on a position listing.	7/25/2022 10:37 AM
478	Currently, I am starting a new job. As of right now, I feel as though my position title is descriptive of what I do. There are some added titles I may be able to add that are outside of athletic training but as far as athletic training goes, it is a good description.	7/25/2022 10:37 AM
479	I believe that the area of "other duties as assigned" is very broad and can be abused at times.	7/25/2022 10:36 AM

NATA ICSM Compensation Task Force

480	Revised every couple of years to reflect changes to demands of the profession and NCAA (i.e. more administrative responsibility, policy development, staff supervision, scheduling, etc.)	7/25/2022 10:36 AM
481	My supervisor and I annually review the job description. We make adjustments as needed	7/25/2022 10:35 AM
482	As a Director I have less time than I need for admin duties but that is due to inability to hire 2 staff members that have been posted for months. No applicants	7/25/2022 10:35 AM
483	I feel job descriptions are standard but there are always "extra duties as assigned" that fall out of our typical duties due to staffing shortages	7/25/2022 10:35 AM
484	My description is purely sports medicine. Drug testing and other things that I oversee fall outside of my pervue.	7/25/2022 10:35 AM
485	The institution I work for is in the process of reviewing job descriptions across the entire institution so I am awaiting those results.	7/25/2022 10:35 AM
486	I think that my description provides the basic information of my job requirements but can also somewhat belittle what I actually do on a daily basis.	7/25/2022 10:35 AM
487	No matter what you put on paper to describe your job, you will never be able to cover all of your daily duties. Our raises are also tied to our job responsibilities, so if you put every nuanced task down in your initial description, you would have to continuously add responsibilities and overwork yourself to receive adequate compensation.	7/25/2022 10:35 AM
488	Other duties as assigned is a very broad statement that has included a lot of unrelated duties.	7/25/2022 10:34 AM
489	Understaffed and underpaid tends to come with college athletics jobs	7/25/2022 10:34 AM
490	We are vastly under staffed, so we are having to pick up the slack for missing staff members. This is expected with zero compensation.	7/25/2022 10:33 AM
491	Was just updated	7/25/2022 10:32 AM
492	It is accurate and enforced	7/25/2022 10:32 AM
493	matches what I do	7/25/2022 10:32 AM
494	Na	7/25/2022 10:31 AM
495	It encompasses putting the student-athlete first while providing coverage and services.	7/25/2022 10:31 AM
496	I was hired for an assistant ATC position and those duties are similar in what was presented to me.	7/25/2022 10:31 AM
497	I have a split appointment of teaching 16 credits a year and being the head athletic trainer	7/25/2022 10:30 AM
498	"Other duties as needed" is a vague catch-all that allows my institution to throw any and everything at me and require me to do it.	7/25/2022 10:30 AM

Q21 When searching for your current position, what variables below were important to you in evaluating the job? (Check all that apply)

Answered: 982 Skipped: 164



NATA ICSM Compensation Task Force

ANSWER CHOICES	RESPONSES
None of the above	1.02% 10
Salary	87.88% 863
Advancement opportunities	56.62% 556
Mentorship	23.42% 230
Paid CEUs	67.31% 661
Retirement (401k, Pension, Etc.)	66.70% 655
Unchallengeable medical autonomy	38.49% 378
The model of care provides clear defined reporting lines, salary advancement and/or positional advancement	33.40% 328
Sport(s) assignment	62.02% 609
Flexible schedule	34.42% 338
Organized regular time off	19.65% 193
Staff culture	73.22% 719
Employment contract	20.26% 199
Extra benefits and allowances	35.85% 352
Other (please specify)	7.23% 71
Total Respondents: 982	

#	OTHER (PLEASE SPECIFY)	DATE
1	Close to family, over seeing department	8/6/2022 7:18 AM
2	Location was most important	8/5/2022 7:01 AM
3	Location	8/4/2022 8:52 PM
4	Location close to spouse's employment	8/4/2022 6:40 AM
5	Family oriented	8/3/2022 10:47 PM
6	Location - I was moving, the relocation package was excellent	8/3/2022 8:13 PM
7	Location	8/3/2022 7:48 PM
8	Proximity to family	8/3/2022 7:17 PM
9	Location	8/3/2022 6:57 PM
10	Staff to Athlete Ratio	8/3/2022 6:27 PM
11	location - wife found a job...I needed to find one	8/3/2022 5:51 PM
12	I have been in this position for over 11 years so the above question does not pertain so much to me	8/3/2022 2:25 PM
13	I wasn't looking- they reached out to me as someone who was from the local area, and I wasn't very happy at the job I held at the time.	8/3/2022 11:46 AM
14	Location was important factor in re-locating to my current position	8/2/2022 12:02 PM
15	All of these, but none...it was my first job. Didn't anticipate being here more then 3-5 years.	8/2/2022 11:39 AM
16	Tuition remission	8/1/2022 5:29 PM

NATA ICSM Compensation Task Force

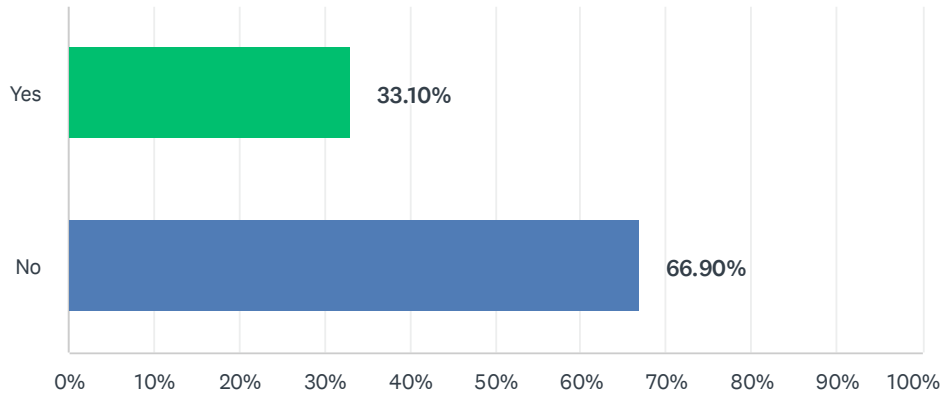
17	Currently I took a job just to leave the last one.	8/1/2022 3:01 PM
18	location	8/1/2022 1:22 PM
19	Good relationship among the athletic staff	8/1/2022 1:16 PM
20	Family feel within our department	8/1/2022 11:21 AM
21	Location	8/1/2022 11:14 AM
22	Proximity to aging family	8/1/2022 11:03 AM
23	Challenge and improvement	8/1/2022 11:02 AM
24	appropriate expectations for hours an AT will work throughout the year	8/1/2022 10:39 AM
25	Healthcare vs Coverage Model	8/1/2022 10:31 AM
26	Experience	8/1/2022 10:29 AM
27	Location	8/1/2022 10:23 AM
28	location	8/1/2022 9:02 AM
29	Location	7/27/2022 7:18 PM
30	Location	7/27/2022 9:27 AM
31	When I took the job it was completely different than my current job but have been able to successfully advance at the same institution.	7/27/2022 7:46 AM
32	Location	7/27/2022 6:26 AM
33	Culture, are there openings often or not? How long has everyone on staff worked there?	7/26/2022 9:53 AM
34	location	7/26/2022 7:35 AM
35	geographical location	7/26/2022 7:34 AM
36	Better situation than what I was in. Young AT when I got my current job.	7/26/2022 7:23 AM
37	maintaining continuity of running our program	7/26/2022 7:13 AM
38	I was homeless and needed a job	7/25/2022 7:35 PM
39	Was promised a better work/life balance than my previous role	7/25/2022 6:42 PM
40	I need a job in order to pay for basic life necessities.	7/25/2022 4:25 PM
41	The need to move closer to "home" post my Father's passing.	7/25/2022 4:24 PM
42	Just wanting to feel happy by the end of the day. Took a 2 grand pay cut just to not hate my life everyday.	7/25/2022 4:01 PM
43	Location	7/25/2022 3:54 PM
44	I did not search for this position. I was in the right place at the right time and was offered the job.	7/25/2022 3:53 PM
45	Co-worker	7/25/2022 3:27 PM
46	Location	7/25/2022 2:49 PM
47	Successful program which I previously had ties to	7/25/2022 2:36 PM
48	Current job was chosen soley based on location	7/25/2022 1:08 PM
49	NCAA competition level	7/25/2022 12:52 PM
50	Geographic location	7/25/2022 12:49 PM
51	Location	7/25/2022 12:35 PM
52	Administration support of athletic training	7/25/2022 12:29 PM
53	Location, Location , Location	7/25/2022 12:19 PM

NATA ICSM Compensation Task Force

54	Power 5	7/25/2022 12:14 PM
55	Tuition exchange	7/25/2022 12:06 PM
56	Location, wanted to be closer to family	7/25/2022 12:04 PM
57	None	7/25/2022 12:02 PM
58	Academic culture	7/25/2022 11:51 AM
59	Location	7/25/2022 11:45 AM
60	Location. My fiance got a job offer and I needed a job.	7/25/2022 11:37 AM
61	Location	7/25/2022 11:28 AM
62	I only took this job 30 years ago so that I could maintain a relationship that has become a 29 yr marriage	7/25/2022 11:23 AM
63	hired 30+ years ago	7/25/2022 11:05 AM
64	Location	7/25/2022 11:01 AM
65	it was 22 years ago... that was a different time to get a job	7/25/2022 11:00 AM
66	Location	7/25/2022 10:53 AM
67	Lower patient to practitioner ratio	7/25/2022 10:52 AM
68	Location	7/25/2022 10:40 AM
69	Since I have been at this position for 19 years things were different back when I took the job. Job market was manly tradidional	7/25/2022 10:39 AM
70	Location	7/25/2022 10:36 AM
71	Educational advancement opportunities (advanced degree: DAT)	7/25/2022 10:32 AM

Q22 When you were hired at your current position did you undergo a formalized onboarding or mentorship process?

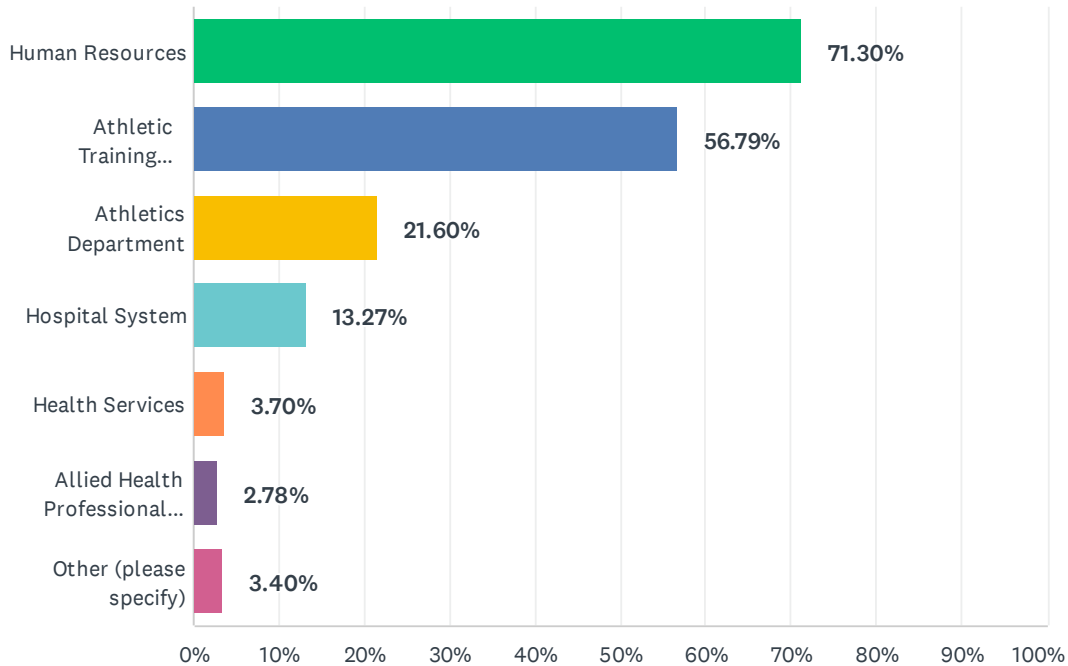
Answered: 982 Skipped: 164



ANSWER CHOICES	RESPONSES	
Yes	33.10%	325
No	66.90%	657
TOTAL		982

Q23 Who performed your formalized onboarding or mentorship process? (Check all that apply)

Answered: 324 Skipped: 822



ANSWER CHOICES	RESPONSES	
Human Resources	71.30%	231
Athletic Training Department	56.79%	184
Athletics Department	21.60%	70
Hospital System	13.27%	43
Health Services	3.70%	12
Allied Health Professional Company	2.78%	9
Other (please specify)	3.40%	11
Total Respondents: 324		

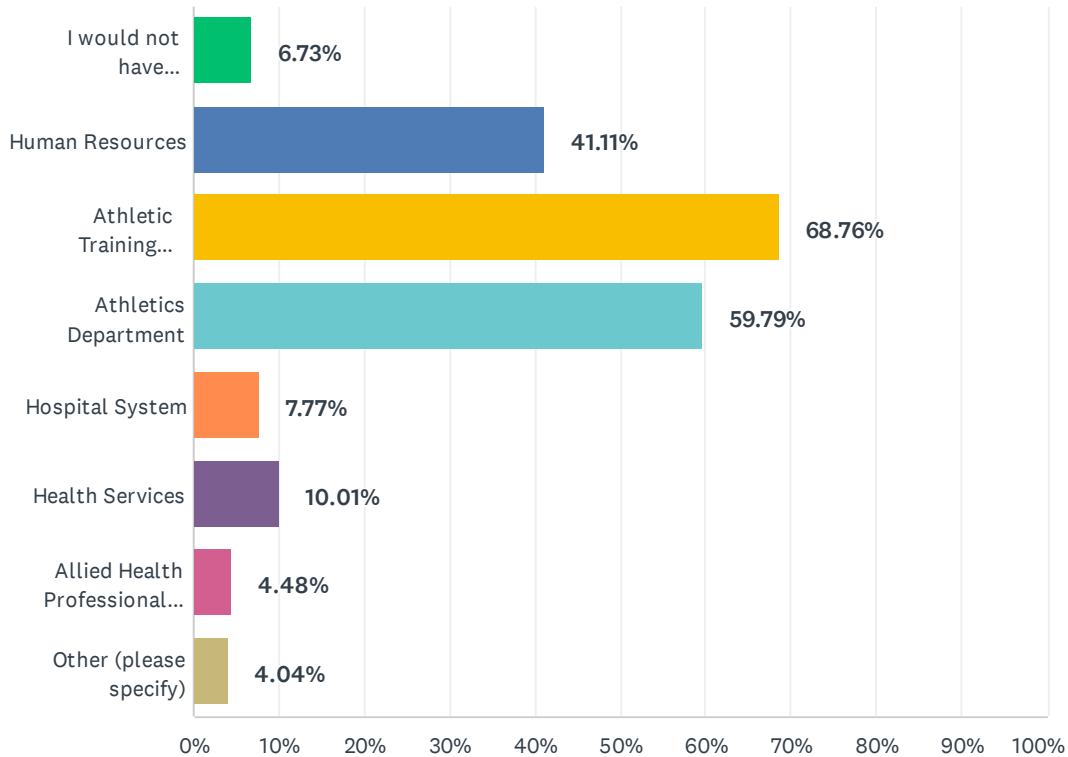
#	OTHER (PLEASE SPECIFY)	DATE
1	University Cabinet (No HR department when I was hired)	8/4/2022 8:52 PM
2	Academics faculty of university	8/3/2022 3:47 PM
3	Individual	8/1/2022 1:40 PM
4	team physicians	8/1/2022 1:22 PM
5	faculty development committee	8/1/2022 10:39 AM
6	university had one for faculty teaching	8/1/2022 10:33 AM

NATA ICSM Compensation Task Force

7	Student Services	7/27/2022 3:05 PM
8	Kinesiology Department	7/25/2022 1:16 PM
9	We received onboarding for the health network, and then received onboarding for the college by the athletic trainers that were here	7/25/2022 1:08 PM
10	our onboarding was a general university employee onboarding that was one day. There was no formal onboarding from the department of sports medicine, athletics, etc	7/25/2022 12:00 PM
11	Dean of Students	7/25/2022 10:46 AM

Q24 Who would you have appreciated a formalized onboarding or mentorship process from? (Check all that apply)

Answered: 669 Skipped: 477



ANSWER CHOICES	RESPONSES	
I would not have appreciated a formal onboarding or mentorship process.	6.73%	45
Human Resources	41.11%	275
Athletic Training Department	68.76%	460
Athletics Department	59.79%	400
Hospital System	7.77%	52
Health Services	10.01%	67
Allied Health Professional Company	4.48%	30
Other (please specify)	4.04%	27
Total Respondents: 669		

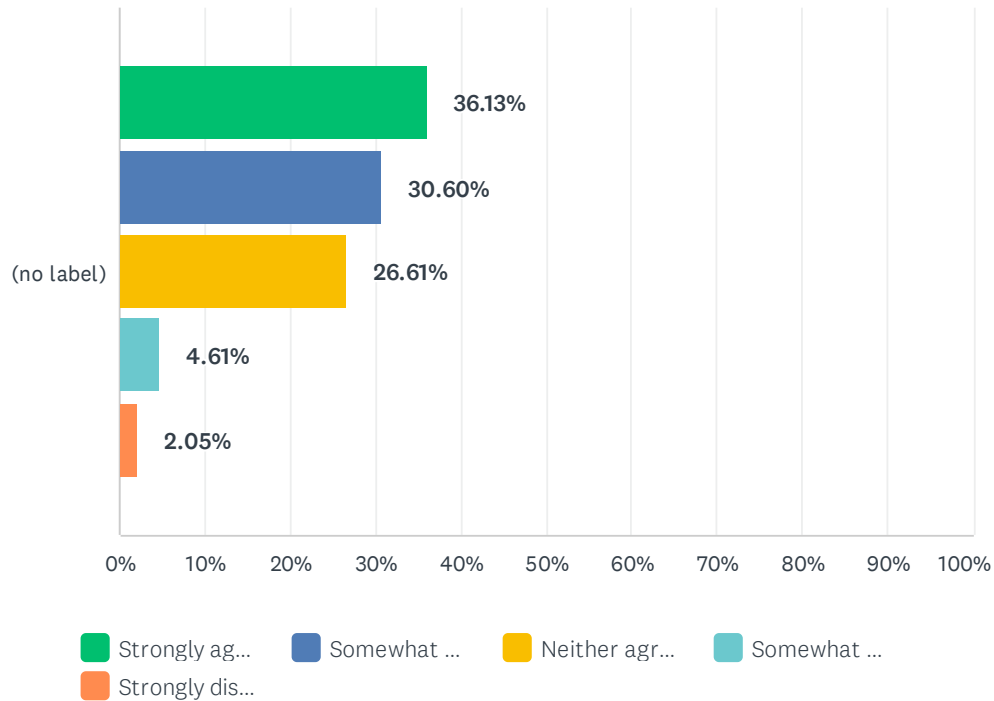
#	OTHER (PLEASE SPECIFY)	DATE
1	Some combination of HR and Athletics would have been nice, but I was basically thrown into the fire	8/3/2022 11:47 AM
2	I was the first ATC that they have ever hired. Nobody really understood the aspects of my job. I more or less taught everyone what I do.	8/3/2022 11:39 AM

NATA ICSM Compensation Task Force

3	Not sure who it would've been from. I was the first FT hire for the department.	8/3/2022 11:32 AM
4	Also indifferent on this	8/1/2022 2:54 PM
5	Was first full time trainer	8/1/2022 2:01 PM
6	Orthopedic provides	8/1/2022 11:50 AM
7	I'm the first full time	8/1/2022 11:03 AM
8	Someone who knew what actually needed to be done, but the only person who truly knew all job responsibilities was the perso. Who left. The AD and physicians may think they know but would not be able to do my job or train me in it	8/1/2022 10:46 AM
9	University	7/26/2022 8:43 PM
10	I work in 2 settings, the informal process was effective and fine with me.	7/26/2022 7:37 AM
11	I was hired as a Director of sports medicine, in a athletic model, who is qualified to mentor internally? My mentorship was from previous supervisors at other institutions	7/26/2022 6:46 AM
12	A formal training by my payroll department.	7/26/2022 12:44 AM
13	Academic help	7/25/2022 8:29 PM
14	Any onboarding would have been nice!	7/25/2022 6:22 PM
15	I was the only AT at the time. It was hard to know who would have been most effective.	7/25/2022 5:27 PM
16	Business/purchasing services.	7/25/2022 4:06 PM
17	I felt the informal process of onboarding into Ath. Training & Ath Dep was adequate I would have appreciated a more formal introduction to the associated providers we work with (i.e. Student Health Center, Orthopedic group, etc.)	7/25/2022 2:37 PM
18	I was not given one due to lack of staff and late employment.	7/25/2022 2:04 PM
19	There was no one at the university who could have gotten me ready for this position at the time.	7/25/2022 11:54 AM
20	I do go through employee orientation at the hospital	7/25/2022 11:49 AM
21	Research faculty	7/25/2022 11:38 AM
22	Payroll/Accounts Receiving Office, Fundraising/Advancement Office	7/25/2022 11:24 AM
23	I did not need this as my move to the college level was a transfer within the same sports medicine department at our hospital. I transferred from a high school position to a college one and was already very familiar with their work model as well as personell.	7/25/2022 11:11 AM
24	physicians working with, other ATs	7/25/2022 11:00 AM
25	I replaced the previous Athletic Trainer for 30+ years who retired. There was no one in the department to conduct an onboarding. Athletic Department did its best to onboard.	7/25/2022 10:43 AM
26	Went through HR onboarding, not organized AT staff onboarding	7/25/2022 10:32 AM
27	academic unit/dean	7/25/2022 10:30 AM

Q25 Rate your agreement with the following statement: I feel that during the recruitment process that my institution valued a diverse and inclusive environment.

Answered: 977 Skipped: 169



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	36.13% 353	30.60% 299	26.61% 260	4.61% 45	2.05% 20	977	3.94

Q26 Please explain.

Answered: 309 Skipped: 837

#	RESPONSES	DATE
1	just my sense	8/7/2022 6:06 PM
2	Being able to trust the people around you and the opportunity to grow and learn in the field of athletic training.	8/6/2022 9:05 AM
3	Always in a state of learning	8/5/2022 6:22 PM
4	A diversity statement and meeting with our VP of Diversity and Inclusion is required of all interviewees.	8/5/2022 12:03 PM
5	The best applicant for the job should be hired based on experience or accolades or references. Nothing else should be put before this. Who will bring the most immediate positive effects on the department and staff.	8/5/2022 11:10 AM
6	Our department is diverse and everyone gets along	8/5/2022 10:09 AM
7	I was moved up from an Assistant position. The search to replace me as an assistant was inclusive.	8/5/2022 8:37 AM
8	I somewhat agree with that statement, noticing the diversity and inclusion of our current athletic staff	8/5/2022 7:52 AM
9	I feel as though the school could improve its diversity.	8/5/2022 7:01 AM
10	I was hired before DEI was a thing. At a faith-based institution, it is important first and foremost for an agreement to a statement of faith.	8/4/2022 8:53 PM
11	Working at a religious institution does automatically decrease diversity to an extent. I don't believe that it is necessarily something that the University thinks about when going through the hiring process	8/4/2022 6:32 PM
12	unsure	8/4/2022 5:11 PM
13	My institution values diversity.	8/4/2022 4:11 PM
14	My head ATC was very specific on the expectation of having a diverse and inclusive environment in the athletic training department.	8/4/2022 12:51 PM
15	it was never addresses	8/4/2022 12:38 PM
16	The position was open for anyone to apply to it.	8/4/2022 9:17 AM
17	No true communication on this topic one way or the other	8/4/2022 9:00 AM
18	I was a midseason hire, they just needed someone and the athletic department all looks and thinks the same.	8/4/2022 8:55 AM
19	They have created a diverse environment here.	8/4/2022 8:24 AM
20	16 years later, current employer is just barely beginning to recognize the need for a diverse, inclusive environment.	8/4/2022 6:42 AM
21	N/A	8/4/2022 6:30 AM
22	It was clearly stated in the unit's mission and vision. It was also clear in the makeup of the staff that DE&I was of importance and value	8/4/2022 1:01 AM
23	I met with many individuals from multiple areas of the school	8/3/2022 8:14 PM
24	I am the first AT at the school and they were very eager to work with a first time full time AT who was also female.	8/3/2022 8:04 PM

NATA ICSM Compensation Task Force

25	Felt very welcomed	8/3/2022 7:26 PM
26	I am the only administrator (non coach) in the department of color. The department does not actively seek diversity	8/3/2022 7:21 PM
27	We didn't seek out diversity	8/3/2022 7:18 PM
28	There was no specific diversity and inclusion aspects included in the process of my recruitment	8/3/2022 7:12 PM
29	Our institution feels moderately diverse and as if they value differing backgrounds	8/3/2022 6:57 PM
30	When I started there was not very much diversity within the whole athletic department. I think the institution I work at has been getting better but still has a long way to go.	8/3/2022 6:44 PM
31	We are a Baptist University so we are looking for people to uphold the university mission, they mostly stick with this but we do have a very wide variety within Athletic Training	8/3/2022 6:28 PM
32	I feel that we have a fairly diverse staff and that is a benefit to our student-athletes and their needs	8/3/2022 5:52 PM
33	The institution I work at does value diversity, I am not sure the hospital I work for does.	8/3/2022 3:31 PM
34	Good environment!	8/3/2022 3:19 PM
35	As a spiritually based institution diverse and inclusion is built in to particular characteristics and known prior to hiring process.	8/3/2022 2:42 PM
36	I think they did	8/3/2022 2:24 PM
37	N/A	8/3/2022 1:47 PM
38	There is always room for more diversity and inclusion.	8/3/2022 1:47 PM
39	They were desperate to fill the position	8/3/2022 1:13 PM
40	It is a religious institution that specifically wants Christians.	8/3/2022 12:47 PM
41	The institution I work at is an evangelical Christian school, they have very conservative views and would not hire a non-Christian or member of the LGBTQ+ community. I am none of those things but it still feels as though bc of their religious affiliation they have conservative, non-inclusive views/standards.	8/3/2022 12:31 PM
42	A lot has changed in 17 years	8/3/2022 12:02 PM
43	Our sports medicine group has a wide range of genders and ethnicities. The coaching staff and admin at the university is also very diverse and inclusive.	8/3/2022 11:48 AM
44	20 years ago, DEI wasn't even on anyones radar (sad to say)	8/3/2022 11:41 AM
45	nonrelevant	8/3/2022 11:29 AM
46	It didn't necessarily come up, but I was asked if I can work with a diverse group of people, which I can.	8/3/2022 11:02 AM
47	N/A	8/3/2022 9:32 AM
48	It was not as diverse as it is now	8/2/2022 6:07 PM
49	During the process, diversity and inclusion were discussed many times	8/2/2022 4:35 PM
50	Hospital does but the college wants a robot to do what they want	8/2/2022 3:53 PM
51	Experience was more important the diversity when I was hired.	8/2/2022 12:31 PM
52	This was 25 years ago and "diversity" wasn't on the radar at the time. It was not a point of discussion with me during my interview.	8/2/2022 11:40 AM
53	I felt welcomed and comfortable in the environment.	8/2/2022 11:10 AM
54	Yes	8/2/2022 9:20 AM
55	very welcoming and have a scratch my back, ill scratch yours mindset.	8/2/2022 7:08 AM

NATA ICSM Compensation Task Force

56	My college has prided themselves on being very diverse and have set up diversity and inclusion task forces within athletics	8/2/2022 6:22 AM
57	I believe I was the only option	8/2/2022 5:14 AM
58	I really wasn't on boarded at my institute. I was assigned there and met athletic staff as I went.	8/1/2022 9:06 PM
59	They needed someone ASAP as current staff left	8/1/2022 5:30 PM
60	It was a long time ago	8/1/2022 4:56 PM
61	There was not much talk about diversity, equity and inclusion anywhere in my interview process.	8/1/2022 4:13 PM
62	UC Riverside is a very diverse university with its students and staff, especially in the Athletics Department.	8/1/2022 3:52 PM
63	Don't think it was something outwardly promoted. When hired there were two other POC. Now there is just me.	8/1/2022 3:25 PM
64	There seems to be no stereotype	8/1/2022 2:57 PM
65	My department 15 years ago looked a lot different than it does today. We've made it a goal to focus more on DEI	8/1/2022 2:03 PM
66	At no time did I feel that their main focus was on diversity but rather the best person for the position.	8/1/2022 1:54 PM
67	N/A	8/1/2022 1:44 PM
68	Through UK healthcare systems they recruit a diverse candidate pool	8/1/2022 1:38 PM
69	My current university is very diverse and has become more inclusive	8/1/2022 1:35 PM
70	we are a private, christian institution and a unique work environment that is not for everyone necessarily	8/1/2022 1:29 PM
71	my recruitment was 15 years ago. There was not an emphasis on DEI. it was more about the ability to do the job in an efficient and proficient manner.	8/1/2022 1:24 PM
72	Self explanatory	8/1/2022 1:17 PM
73	Diversity is a work in progress on our campus.	8/1/2022 12:46 PM
74	Diversity was not an issue when I was hired nor is it now.	8/1/2022 12:30 PM
75	Didn't seem to be at the forefront	8/1/2022 12:18 PM
76	A ridiculous question and politically motivated.	8/1/2022 12:13 PM
77	It was a topic that was discussed at length and shown by the diversity of the department	8/1/2022 12:09 PM
78	I didn't not get the vibe that they didn't, but there was nothing formal.	8/1/2022 11:55 AM
79	My current employer values a person's skill set and experience, along with positive references.	8/1/2022 11:55 AM
80	When they hire outside of school alums, diversity is high. But alums aren't quite diverse	8/1/2022 11:46 AM
81	There is a thorough process for recruiting diverse candidates.	8/1/2022 11:44 AM
82	The SWA was very proactive on hiring qualified female staff members and providing professional development for them	8/1/2022 11:34 AM
83	UVM struggles to attract diverse candidates given the location and overall population demographic	8/1/2022 11:24 AM
84	Inclusive and friendly and open was important. Laughing and not taking everything so seriously was important in keeping the work environment light given some of the frustrations we deal with on a daily basis	8/1/2022 11:23 AM
85	They preached it, but often hire people from the same school or that they are 'familiar with' to minimize the training process.	8/1/2022 11:23 AM
86	I believe so, but we can do better.	8/1/2022 11:17 AM

NATA ICSM Compensation Task Force

87	No issues. Job is open to all qualified	8/1/2022 11:10 AM
88	Has been improving but needs to do more	8/1/2022 11:08 AM
89	Higher education very diverse	8/1/2022 11:04 AM
90	very diverse staff here	8/1/2022 11:01 AM
91	It was not an issue	8/1/2022 10:53 AM
92	x	8/1/2022 10:49 AM
93	Our current sports medicine staff has good diversity throughout our group. I have been at this institution for 24 years, but the impressions that I had when applying at that time is that the staff was diverse and inclusive as it is today.	8/1/2022 10:49 AM
94	Our school is the third most diverse school in the country.	8/1/2022 10:47 AM
95	They value DEI efforts in recruitment	8/1/2022 10:47 AM
96	N/A	8/1/2022 10:44 AM
97	I feel they valued a diverse and inclusive environment, but the outward appearance of this institution could be more diverse (I believe its more due to lack of diverse candidates).	8/1/2022 10:43 AM
98	It speaks for itself when you look at our diverse staff.	8/1/2022 10:39 AM
99	I transferred from the hospital based sports medicine program to my current position.	8/1/2022 10:39 AM
100	I believe my institution does value a diverse staff, but have not been able to fully recruit enough diverse individuals	8/1/2022 10:38 AM
101	Was hired 15 years ago. Things have changed	8/1/2022 10:35 AM
102	live in an area that is not very diverse, and the applicants are not either	8/1/2022 10:34 AM
103	I belief our institution does a great job of having a diverse and inclusive environment.	8/1/2022 10:28 AM
104	DEI is very important in where I work	8/1/2022 10:28 AM
105	It was posted that the all were encouraged to apply. However, since hiring, the diversity of our department is evident.	8/1/2022 10:27 AM
106	All views were welcomed and continue at this time.	8/1/2022 9:02 AM
107	They asked a lot of questions in my interview regarding diversity and inclusion practices.	7/30/2022 11:09 AM
108	My institution is located in an urban area and specifically recruits international students and students of color.	7/30/2022 8:00 AM
109	My head AT is helpful in managing my Rheumatoid Arthritis. My AD is not	7/30/2022 7:19 AM
110	Was expressed multiple times in multiple ways	7/29/2022 11:25 AM
111	There is no formal onboarding, thrown into the fire, and do your thing.	7/28/2022 8:37 PM
112	Our staff is very diverse and from different cultural backgrounds. I believe this helps the student athlete success when they can see someone that looks like them among staff.	7/28/2022 1:15 PM
113	This area of the country has very little diversity to pull from	7/28/2022 10:34 AM
114	hard to answer, was 15 years ago	7/28/2022 9:43 AM
115	My boss clearly stated multiple times that they were looking for someone that would fit the position and staff the best. Not limited to just experience or time certified but the best person for the role and who would bring something different to the staff.	7/28/2022 9:22 AM
116	was a last minute hire and they needed to find someone fast	7/27/2022 4:06 PM
117	Not inclusive	7/27/2022 2:19 PM
118	Questions were asked in my interview regarding these areas.	7/27/2022 1:10 PM
119	N/A	7/27/2022 12:46 PM

NATA ICSM Compensation Task Force

120	Majority of our staff is cis, het and white. Everyone we have interviewed since I have been here has been white.	7/27/2022 12:43 PM
121	They were willing to hire the most qualified not a specific male or female	7/27/2022 10:57 AM
122	Importance is placed on seeking out and considering non-white candidates, however I feel more consideration and thoughtfulness is needed to retain non-white candidates.	7/27/2022 10:31 AM
123	When I got to my current position diversity and inclusion was clearly not a priority. Since I've been in a position to do hiring it has become a main priority and focus of mine.	7/27/2022 8:51 AM
124	I was hired 19 years ago and feel the institution was interested in diversity and inclusion at that time and that it has only improved.	7/27/2022 7:47 AM
125	They were looking to hire a PT/ATC and contacted me specifically to fill that role. There were a few other candidates but I was not aware of those.	7/27/2022 7:03 AM
126	I honestly didn't really think about the diversity/inclusion when I went through my hiring process	7/27/2022 6:27 AM
127	My current employer is taking strides in being more inclusive and diverse even though it is hard to do in a mainly white-person state. I think there is always more to do when it comes to including all people and encouraging students to try Athletic training when their staff looks like them.	7/26/2022 9:11 PM
128	Department was open about wanting to hire staff from different backgrounds and levels	7/26/2022 5:27 PM
129	They do their best but some regions of the US are not very attractive to diverse populations.	7/26/2022 4:24 PM
130	Although it is discussed, the administration has not done enough to value diversity and inclusion.	7/26/2022 3:06 PM
131	There is not much diversity within our staff but there is within the university.	7/26/2022 2:44 PM
132	We are a very diverse college so it is the norm	7/26/2022 1:56 PM
133	during my hiring - no Now - yes	7/26/2022 1:04 PM
134	The university I work at currently does not value diversity as much as the other conferences I have worked in previously. The PAC-12 and BIG10 never stop talking about diversity and inclusion. The SEC (where I work currently) makes sure to mention it in yearly meetings but does not embody it.	7/26/2022 1:02 PM
135	N/A	7/26/2022 12:19 PM
136	We were at the point of recruiting people just to fill the staff so it felt more hire out of need than for always focusing on staff diversity.	7/26/2022 12:14 PM
137	While the candidate pools we interview are diverse, our staff is entirely white.	7/26/2022 12:04 PM
138	Our inclusion is dictated by the applicants. No one is discouraged, but if we only have a handful of applicants and they are of one ethnic group, what options do we have for diversity?	7/26/2022 11:36 AM
139	I was hired with a diverse population	7/26/2022 11:25 AM
140	During the recruitment process, it was clear that leadership was open to fresh ideas and does not adhere to the "this is the way we've always done it" mentality. Whenever I have presented a new idea or suggest a new way of doing things (e.g. allowing patients to web book appointments), it has always been seriously considered.	7/26/2022 10:13 AM
141	They are only looking for one gender. Which, at this current time is included in the umbrella of inclusive and diverse.	7/26/2022 9:54 AM
142	Based on the salary we offer we just take first person to say yes	7/26/2022 9:42 AM
143	I feel as though this is self explanatory	7/26/2022 9:36 AM
144	Much more stressed in today's hiring than in my hiring	7/26/2022 8:53 AM
145	the current staff lacks diversity, however I do not believe that comes from a lack of value at the institution	7/26/2022 8:43 AM

NATA ICSM Compensation Task Force

146	My institution is in a very monochromatic part of the country. It is difficulty to recruit any type of diversity.	7/26/2022 8:24 AM
147	No diversity, 9/12 male staff	7/26/2022 8:10 AM
148	Accepting that they were looking for a specific set of skills and experiences which probably narrowed the pool, there were no obvious exclusions	7/26/2022 7:53 AM
149	I felt as though they were looking for more diversity, and I fit that at the time.	7/26/2022 7:38 AM
150	I do not believe it was at the forefront of anyone's mind	7/26/2022 7:35 AM
151	I don't honestly think that there was much of a recruitment process - I think I was 1 of 3 resumes, and having been part of the hiring process here now, we receive few resumes (sometimes none) for positions posted	7/26/2022 7:16 AM
152	I feel like they just wanted to hire whomever would accept	7/26/2022 6:48 AM
153	Noted point of emphasis. Current climate of hiring AT's make this difficult.	7/26/2022 6:48 AM
154	Didn't factor into decision.	7/26/2022 6:35 AM
155	we support it but have a small minority population	7/26/2022 6:25 AM
156	The university I am currently work at prioritizes seeking out minorities and women to apply for positions. It is a very inclusive environment.	7/26/2022 3:54 AM
157	I was the only applicant. This is a part-time and I was the only ATC that applied. I "got lucky" in that I had recently retired from being a full-time high school teacher and athletic trainer.	7/26/2022 12:47 AM
158	As with most institutions and organizations (including the NATA) most of what my institution does in regards to diversity and inclusion is performative at best. It is spoken about but there is little to no action behind it.	7/25/2022 11:38 PM
159	Doubt that diversity issues at the time of my initial employment were considered.	7/25/2022 10:00 PM
160	For each new hire process we actively search for people from diverse backgrounds	7/25/2022 9:07 PM
161	I didn't notice it. People were treated as humans and not by their background or any identity category. This was appreciated. The culture has drastically changed and DEI initiatives have taken hold of the university. Due to this racial and gender stereotyping and discrimination is promoted. If you express different opinions or world views you are told you are wrong, insensitive, and treated as a problem within the department. DEI has only worsened diversity and inclusive behavior. Equity has increased but all that means is the hardest workers get not reward for their effort and the poor get to reap the benefits. This has led to 1/3 of the athletics department to leave in the last year.	7/25/2022 7:59 PM
162	In a normal year, they would, but athletic training departments are getting desperate to find employees this past year. Applicants are at an all-time challenge.	7/25/2022 7:39 PM
163	They just need someone to do what the coaches tell them to do.	7/25/2022 7:36 PM
164	I just never felt offended by them, so I guess they were good.	7/25/2022 7:34 PM
165	Not a real issue at my institution. Very diverse and inclusive environment	7/25/2022 7:30 PM
166	Hard to recruit to rural Great Lakes	7/25/2022 7:05 PM
167	Did not consider physical limitations during interview. Campus not truly ADA compliant.	7/25/2022 6:39 PM
168	Diversity and inclusion is not my institution strongest area.	7/25/2022 6:23 PM
169	The staff has a diverse group and is actually outnumbered by women.	7/25/2022 5:55 PM
170	I am not a minority, so it was not something that was highlighted. I was more concerned with culture. If the culture is right, we can address weaknesses. There was no point where I felt any prejudice or thought diversity would be a problem.	7/25/2022 5:52 PM
171	Our department as a whole generally lacks diversity but I also believe the reputation/location of the institution may deter more diverse candidates	7/25/2022 5:32 PM
172	Our institution is more worried about who they can obtain for the least amount of money than	7/25/2022 5:27 PM

NATA ICSM Compensation Task Force

	anything.	
173	Davidson is a very diverse and inclusive institution	7/25/2022 5:05 PM
174	No concerns with this component	7/25/2022 5:01 PM
175	No opinion on this	7/25/2022 4:49 PM
176	Please hire people on their ability, merit, and skill. Please hire people on their character, personality, and meritocracy.	7/25/2022 4:26 PM
177	Unknown	7/25/2022 4:25 PM
178	My instution made it very well known on how well they thought that I fit in with their staff and with my sport assignments. It was clear from the start that I would fit in extremely well and that it was a very inclusive environment.	7/25/2022 4:18 PM
179	Just look at the roster of coaches on staff, especially head coaches. Look then at the support staff. The support staff is diverse because that is what is seen in TV. They don't care about DEIA stuff for head coaching positions	7/25/2022 4:12 PM
180	Nine needed	7/25/2022 4:08 PM
181	Everyone comes from different back grounds and learning styles.	7/25/2022 4:03 PM
182	I don't have any insight into other candidates that were considered for my position	7/25/2022 4:01 PM
183	Seemed as though the department was actively seeking to diversify.	7/25/2022 3:55 PM
184	The staff was not used to an Athletic Trainer being so hands on in the department.	7/25/2022 3:55 PM
185	While my institution does work a lot on diversity as a HSI, my athletics department is pretty strictly white males in most positions.	7/25/2022 3:53 PM
186	I feel from a medical model perspective there is little appreciation. From a racial, gender model my employer is on par with most models	7/25/2022 3:47 PM
187	we are not a very diverse staff	7/25/2022 3:37 PM
188	I was honestly just concerned with getting my first job (about to start year 11) that I didn't pay attention to many institutional factors or was oblivious to other factors	7/25/2022 3:34 PM
189	I was actively recruited as a female	7/25/2022 3:01 PM
190	Geographically speaking diversity can be a hardship	7/25/2022 2:57 PM
191	DEI training.	7/25/2022 2:55 PM
192	It's hard to know at the time if diversity was promoted in the recruitment process, but being apart of committees now, it's very obvious!	7/25/2022 2:54 PM
193	interview questions that were asked during the interview process	7/25/2022 2:45 PM
194	Having served on hiring committees I believe that the institution seeks and values those from diverse backgrounds and communities.	7/25/2022 2:38 PM
195	During recruitment there weren't any other applicants	7/25/2022 2:33 PM
196	n/a	7/25/2022 2:21 PM
197	My department has hired a diverse and inclusive group of people.	7/25/2022 2:21 PM
198	I'm not sure of the value my institution placed on diversity and inclusivity during my recruitment.	7/25/2022 2:17 PM
199	Similar demographic of employees on staff at the time of hiring.	7/25/2022 2:12 PM
200	The institution that I work for values a diverse community. There are some employees that I have noticed who are not open about having a lot of change within the community of the institution	7/25/2022 2:06 PM
201	We had some formal training in diversity and inclusion	7/25/2022 1:59 PM
202	It was considered and explored	7/25/2022 1:56 PM

NATA ICSM Compensation Task Force

203	I am Caucasian working at a HBCU	7/25/2022 1:51 PM
204	Our university preaches inclusion	7/25/2022 1:49 PM
205	When I was hired I knew I would be welcomed as an LGBTQ+ individual.	7/25/2022 1:38 PM
206	Diversity was only considered recently and it's not authentic. We don't have systems in place that support and value diversity	7/25/2022 1:37 PM
207	All of the right words are said about hiring a diverse and inclusive staff, however the end product tends to always remain the same as far as diverse demographics are concerned.	7/25/2022 1:24 PM
208	While they promote it, I find that they struggle to meet it.	7/25/2022 1:18 PM
209	This was a major part of the application process.	7/25/2022 1:16 PM
210	I was hired over 12 years ago. DEI is now valued more than it was when I was hired.	7/25/2022 1:14 PM
211	I currently work with a staff who comes from a variety of backgrounds and have different experience that we all currently learn from	7/25/2022 1:08 PM
212	It was over 20 years ago. There was almost no diversity. Primarily white males.	7/25/2022 1:07 PM
213	Not part of overall discussion.	7/25/2022 1:06 PM
214	I think in my time it was diverse and inclusive by chance not by design and is reverting back to a lack of diverse environment	7/25/2022 1:05 PM
215	It was a long time ago and at that time, I just needed to get into a new position regardless of several factors.	7/25/2022 12:50 PM
216	I believe they wanted to but unfortunately did not have a very diverse applicant pool	7/25/2022 12:45 PM
217	The goal is to have the best people for the job, not the most diverse staff. And my institution did not give any weight to diversity. The best person got the job regardless of race, sex, gender etc...in terms of inclusive, same thing. Everyone is treated the same regardless of their background	7/25/2022 12:37 PM
218	My institution did well in connecting me with the diverse population on my visit and exposing me to the different kinds of people that work in the department.	7/25/2022 12:35 PM
219	This has never been an issue	7/25/2022 12:32 PM
220	They included questions in both the application and interview process, as well as, descriptions of their visions for a diverse and inclusive work place.	7/25/2022 12:21 PM
221	I don't understand what this question is asking	7/25/2022 12:20 PM
222	Only minority on staff for eight years.	7/25/2022 12:20 PM
223	Hiring process was totally different when I was hired. Now a days they do.	7/25/2022 12:18 PM
224	The university I work has a very diverse culture in both administration and student population. And I know the university is focused being supported, valued, and respected.	7/25/2022 12:15 PM
225	95% of our coaches are 40yr old+ white men.	7/25/2022 12:14 PM
226	i think it was fair	7/25/2022 12:10 PM
227	Our college stresses inclusion and diversity.	7/25/2022 12:07 PM
228	Diversity is included in all parts of the hiring process, specifically seeking out diverse candidates	7/25/2022 12:07 PM
229	I did not feel any strong leaning either way when I was hired in 2018.	7/25/2022 12:06 PM
230	We have been trying but not many diverse candidates are available or did not apply for our jobs. So it is hard to tell	7/25/2022 12:06 PM
231	I believe that they do	7/25/2022 12:01 PM
232	Old boys club process	7/25/2022 11:58 AM

NATA ICSM Compensation Task Force

233	We are not very diverse as a department	7/25/2022 11:54 AM
234	They made sure to ask questions and explain their outlook on diversify.	7/25/2022 11:48 AM
235	Diversity is not at the forefront of their decision making	7/25/2022 11:46 AM
236	n/a	7/25/2022 11:45 AM
237	Hiring felt rushed, wanted to fill multiple positions quickly	7/25/2022 11:44 AM
238	I have been here a long time. It values a diverse and inclusive environment more now then when I was hired	7/25/2022 11:44 AM
239	was hired over 30 years ago	7/25/2022 11:43 AM
240	YES	7/25/2022 11:43 AM
241	When hired, diversity was a large part of the hiring process, meaning they truly emphasized it.	7/25/2022 11:40 AM
242	High turnover, just want to fill positions	7/25/2022 11:39 AM
243	I do not know.	7/25/2022 11:39 AM
244	Diversity was not a subject that was advertised as a valued asset	7/25/2022 11:39 AM
245	They didn't seem not to	7/25/2022 11:38 AM
246	Diversified staff.	7/25/2022 11:32 AM
247	I don't know	7/25/2022 11:31 AM
248	I think it is important, but with the current market, we are not focusing on diverse recruitment, but rather just any recruitment.	7/25/2022 11:30 AM
249	There is very little diversity among the AT staff at my place of employment.	7/25/2022 11:28 AM
250	its a liberal university	7/25/2022 11:26 AM
251	There is little diversity within the athletics department staff.	7/25/2022 11:23 AM
252	NA at the time I was hired	7/25/2022 11:23 AM
253	I can't know for sure as I don't know how the process went outside of my interview, but the staff was looking for the person that best fit the job	7/25/2022 11:22 AM
254	I think we could be more diverse.	7/25/2022 11:22 AM
255	It's all white males.	7/25/2022 11:21 AM
256	Open and friendly culture/community that allowed for growth of individuals.	7/25/2022 11:20 AM
257	Na	7/25/2022 11:19 AM
258	The field is highly Caucasian and female	7/25/2022 11:18 AM
259	I feel like during the hiring process the hiring committee was looking for the best candidate for the job	7/25/2022 11:18 AM
260	I think it would have been more diverse and inclusive but there was little applicants to start off with.	7/25/2022 11:16 AM
261	During the interview process I spoke to different individuals in different parts of the athletic department. Each asked me an array of questions.	7/25/2022 11:15 AM
262	Are making an effort to recruit and retain as diverse a staff as possible.	7/25/2022 11:08 AM
263	My recruitment felt as the statement says	7/25/2022 11:07 AM
264	Yes	7/25/2022 11:06 AM
265	?	7/25/2022 11:06 AM
266	The institution at which I am employed does not discriminate on the basis of gender, race, ethnicity, etc.	7/25/2022 11:05 AM

NATA ICSM Compensation Task Force

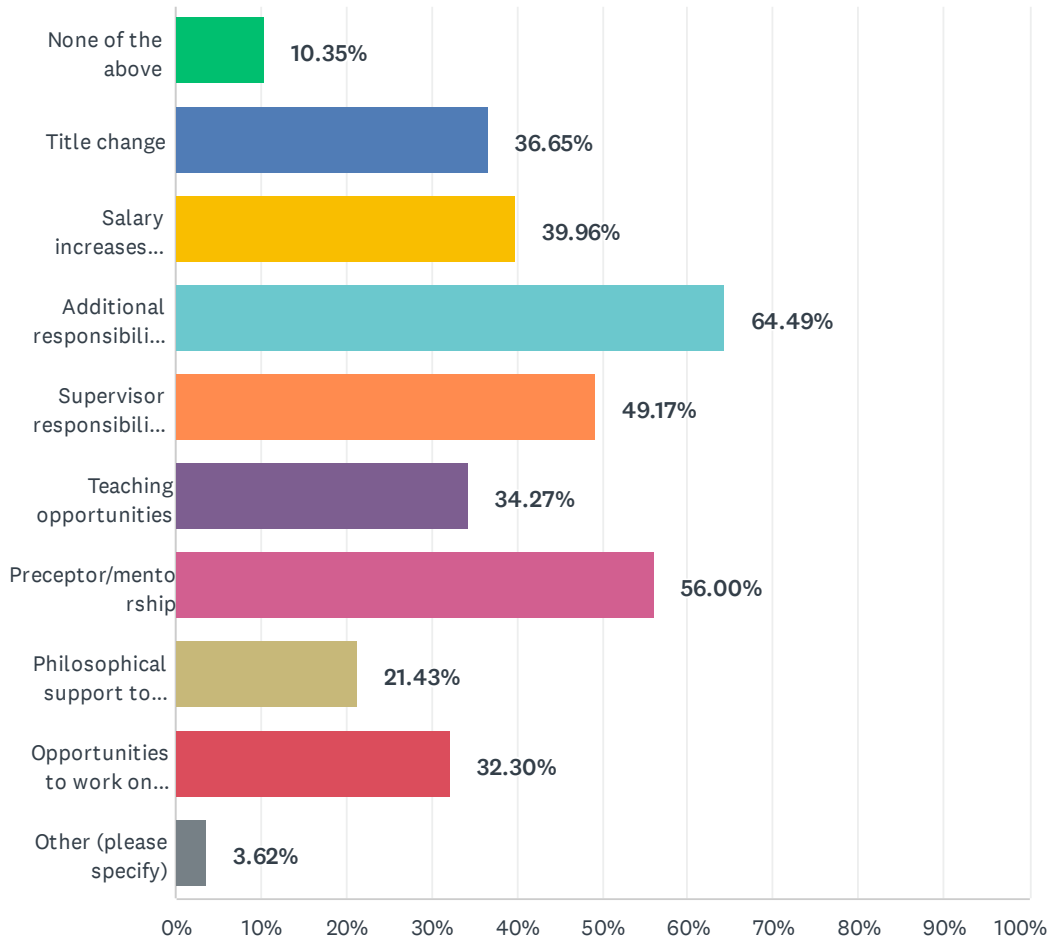
267	i was hired in the 80's	7/25/2022 11:05 AM
268	We try to have diversity in our staff, but salary allocations limit our ability to attract diverse candidates.	7/25/2022 11:04 AM
269	My college institution puts a high value at diversity, but the health care organization who hired me doesn't show that in practice.	7/25/2022 11:03 AM
270	Valued through the process, yes. Hiring quotas or interview quotas, no.	7/25/2022 11:03 AM
271	I am a female working as a Head Football Athletic Trainer at the Division 1 level.	7/25/2022 11:03 AM
272	Diversity of staff does not represent the current student athlete population	7/25/2022 11:01 AM
273	it was 22 years ago the only thing we looked at was the best candidate.	7/25/2022 11:00 AM
274	We have a diverse staff and have turned down better candidates in support of that	7/25/2022 10:55 AM
275	Questions about diversity and inclusiveness were asked and the environment is that as well	7/25/2022 10:53 AM
276	My institution is intentional in diversity as demonstrated from our latest search process.	7/25/2022 10:52 AM
277	I don't really know either way if they did or did not.	7/25/2022 10:50 AM
278	The school is a Lutheran Christian private institution that favors a faith based focus for hiring that limits their accessibility to diverse candidates.	7/25/2022 10:50 AM
279	All make staff	7/25/2022 10:49 AM
280	There was definitely a gender and race disparities at the time.	7/25/2022 10:49 AM
281	There was no feeling of judgment	7/25/2022 10:49 AM
282	The director of diversity was on my hiring board	7/25/2022 10:45 AM
283	The campus is located in an area with a very diverse neighborhood and community.	7/25/2022 10:45 AM
284	Some coaches/staff make comments about the LGBT community and play it off like a joke.	7/25/2022 10:44 AM
285	Idk	7/25/2022 10:43 AM
286	Met with the DEI director at my institution	7/25/2022 10:41 AM
287	Always use to being the minority in a work place due to career field and location	7/25/2022 10:41 AM
288	I don't really feel that a diverse, inclusive environment was stressed, however it may have just been the culture already..?	7/25/2022 10:41 AM
289	I believe that they wanted the best person for the job.	7/25/2022 10:41 AM
290	Diversity and inclusion is very valued at my University	7/25/2022 10:40 AM
291	N/a	7/25/2022 10:40 AM
292	I was not recruited	7/25/2022 10:39 AM
293	Difficult to find candidates for this area, no matter their race, religion, etc.	7/25/2022 10:39 AM
294	I'm not aware of the applicant pool.	7/25/2022 10:38 AM
295	Continually looking for those who fill gaps.	7/25/2022 10:38 AM
296	They were looking for the strongest candidate at the time, I was recruited for the position.	7/25/2022 10:37 AM
297	Having been recruited during this process for my previous employer, I knew they value diversity.	7/25/2022 10:37 AM
298	Na	7/25/2022 10:36 AM
299	This was 36 years ago. Not really a thing then	7/25/2022 10:36 AM
300	The institution makes diversity and inclusion a valued part of the process.	7/25/2022 10:36 AM
301	21 years ago i was hired...I don't recall back then. But we currently do value	7/25/2022 10:36 AM

NATA ICSM Compensation Task Force

302	i felt no bias toward my hiring	7/25/2022 10:36 AM
303	We have so much turn over that we have a "next mentality. We are ok with people leaving.	7/25/2022 10:36 AM
304	We say that we want and encourage diversity but much of our staff does not reflect that although our geographic location may be a limiting factor to this.	7/25/2022 10:36 AM
305	My institution has an extremely diverse pool of employees	7/25/2022 10:36 AM
306	Was really not a major emphasis when I was hired.	7/25/2022 10:33 AM
307	While our athletic training staff values diversity, the athletics department as a whole is severely lacking in that department. When I was first looking at the job it gave me second thoughts about applying.	7/25/2022 10:31 AM
308	We are a very diverse institution by student athlete makeup, so hiring is based on opportunity for diversity.	7/25/2022 10:31 AM
309	They were just looking for a person to fill a position. Fortunately, the fit was a good one	7/25/2022 10:31 AM

Q27 Have you experienced any of the following advancement opportunities within your sports medicine/institution structure? (Check all that apply)

Answered: 966 Skipped: 180



NATA ICSM Compensation Task Force

ANSWER CHOICES	RESPONSES
None of the above	10.35% 100
Title change	36.65% 354
Salary increases beyond the annual cost of living adjustment (merit raise)	39.96% 386
Additional responsibilities and projects for sports medicine	64.49% 623
Supervisor responsibilities of interns, staff, etc.	49.17% 475
Teaching opportunities	34.27% 331
Preceptor/mentorship	56.00% 541
Philosophical support to volunteer on professional and/or campus committees	21.43% 207
Opportunities to work on projects across campus and/or the community	32.30% 312
Other (please specify)	3.62% 35
Total Respondents: 966	

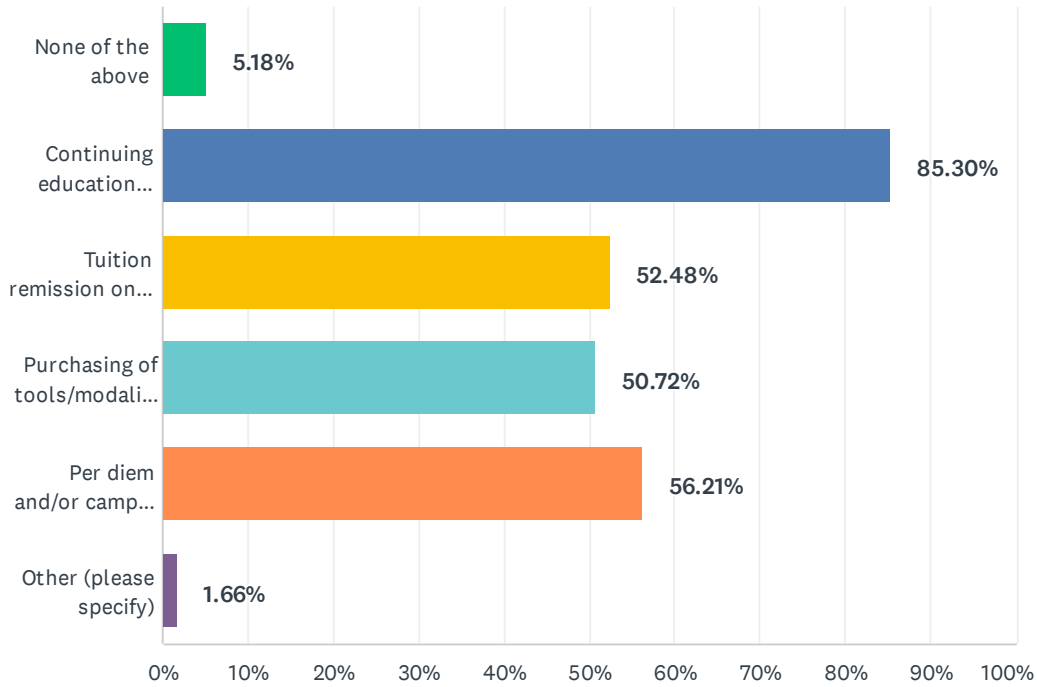
#	OTHER (PLEASE SPECIFY)	DATE
1	Salary increase opportunities did not happen until employed by hospital system	8/4/2022 1:46 PM
2	President's Leadership Academy	8/3/2022 11:35 PM
3	Adding teaching/intern supervisor position, and are working on salary increases beyond cost of living	8/3/2022 8:06 PM
4	Construction projects to make the ATF better	8/3/2022 5:53 PM
5	Salary increase, but not beyond annual cost of living adjustment because we dont receive that	8/3/2022 2:26 PM
6	Recently started In this position. Cannot answer	8/1/2022 5:04 PM
7	Work on publications	8/1/2022 2:31 PM
8	No salary changes many years. To make more I had to teach outside my AT workload	8/1/2022 2:04 PM
9	COVID tracking for athlete's	8/1/2022 12:33 PM
10	No increase in compensation current with experience and expertise	8/1/2022 11:05 AM
11	Opportunity to enroll in classes for a second Masters Degree	8/1/2022 10:46 AM
12	many of these are required for faculty members	8/1/2022 10:41 AM
13	I took on my own opportunities but was discouraged from continuing them	8/1/2022 10:33 AM
14	New to Staff	8/1/2022 10:32 AM
15	NATA and district committee work recommendations.	8/1/2022 9:14 AM
16	Extra salary when AT staff numbers are too low to compensate for significantly more hours of work.	7/30/2022 8:04 AM
17	I have only been at this job for 8 months. As far as I am aware, there are no title change parameters, salary increases, or anything mentioned above.	7/26/2022 1:04 PM
18	a small salary increase	7/26/2022 12:16 PM
19	Organizations are superb at adding linear responsibilities without compensation. It's just expected especially in the college/university setting and that needs to change.	7/26/2022 11:18 AM
20	Opportunities to advance were ther responsibility of one person, and they handed them out with bias and with no transparency.	7/26/2022 9:56 AM

NATA ICSM Compensation Task Force

21	There is no salary increase at UWG, UWG even hires new folks and pay them equal or more to me	7/26/2022 9:44 AM
22	I received a raise when promoted to head position (but this was to make up for the money I would not be getting since I was simultaneously stepping down as a faculty member)	7/26/2022 7:18 AM
23	University Covid committees	7/26/2022 6:49 AM
24	I had to leave my previous position after 10 years in order to receive advancement	7/26/2022 3:57 AM
25	Additional unpaid responsibilities	7/25/2022 6:25 PM
26	Student-Athlete Health Insurance Coordinator	7/25/2022 4:27 PM
27	also assistant AD	7/25/2022 3:52 PM
28	Only at my current institution for <1 yr	7/25/2022 3:02 PM
29	Additionally responsibilities with no pay increase. I am contracted through a PT company- my job description includes an umbrella statement that I am to help with any other needs, that are not listed, for the university.	7/25/2022 2:59 PM
30	Additional responsibilities outside of sports medicine	7/25/2022 2:54 PM
31	I have been promised a title change and a pay raise but have not gotten it yet.	7/25/2022 1:16 PM
32	Editing the department P&P	7/25/2022 12:36 PM
33	Working on concussion policy review	7/25/2022 11:24 AM
34	Had more jobs loaded on me NO PAY INCREASE	7/25/2022 11:20 AM
35	Relatively new hire	7/25/2022 10:34 AM

Q28 What financial benefits of advancement do you currently have in your role? (Check all that apply)

Answered: 966 Skipped: 180



ANSWER CHOICES	RESPONSES	
None of the above	5.18%	50
Continuing education opportunities	85.30%	824
Tuition remission on campus	52.48%	507
Purchasing of tools/modalities to expand your clinical skill set or practice	50.72%	490
Per diem and/or camp employment opportunities	56.21%	543
Other (please specify)	1.66%	16
Total Respondents: 966		

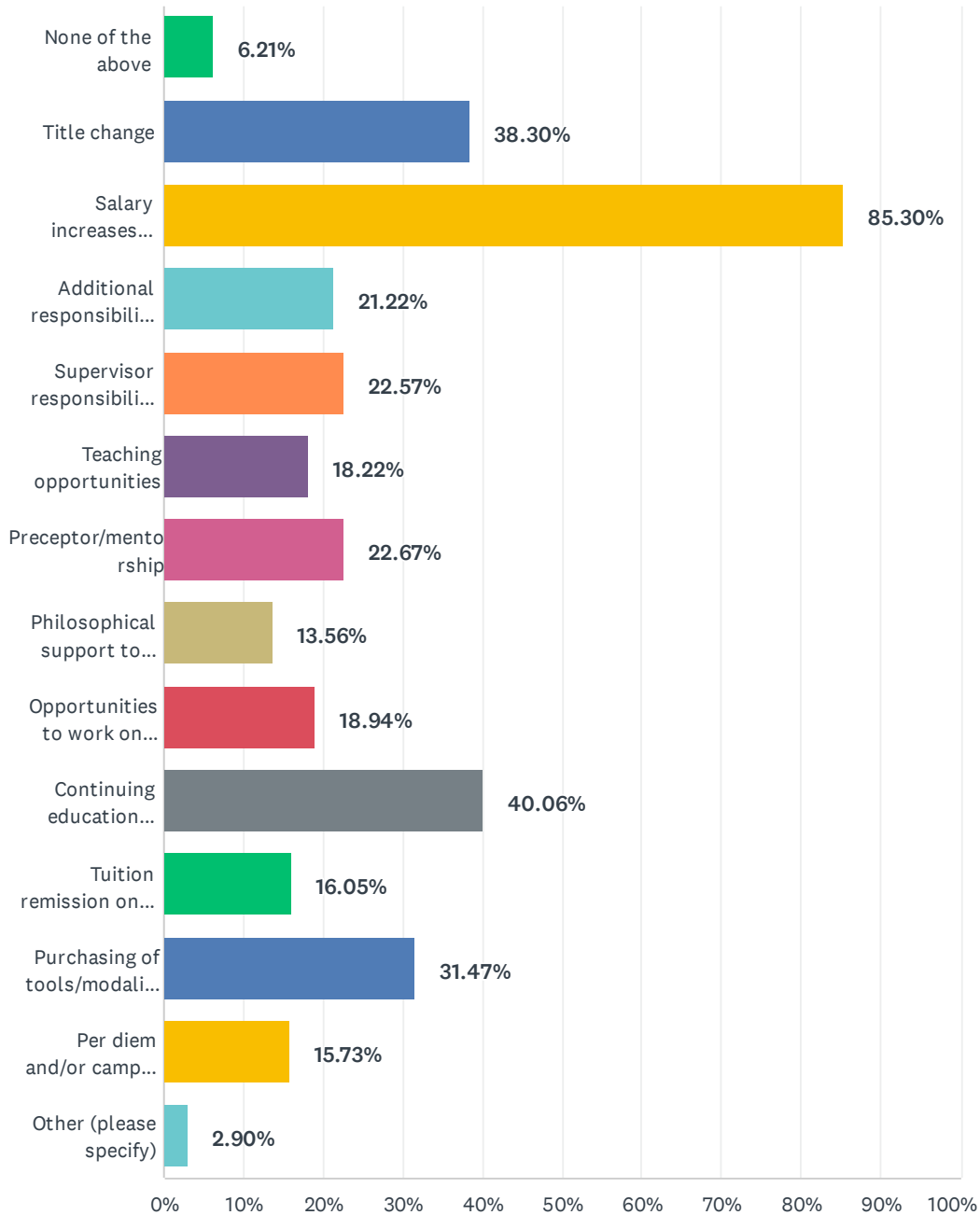
#	OTHER (PLEASE SPECIFY)	DATE
1	Paid beyond the 40/hr work week (athletics within an industrial home)	8/3/2022 8:16 PM
2	We may have the opportunity, but we may not have the time	8/3/2022 7:19 PM
3	Phone	8/3/2022 6:30 PM
4	Dues payment	8/2/2022 6:07 PM
5	Professional development monies	8/1/2022 12:33 PM
6	overload contracts for teaching extra courses	8/1/2022 10:41 AM
7	B	7/26/2022 8:45 PM

NATA ICSM Compensation Task Force

8	No additional compensation for additional work	7/26/2022 9:34 AM
9	technically we could take courses at a discount, but we can't not be in clinic/at practice so taking courses isn't a reality	7/26/2022 7:18 AM
10	CEU units are taken out of my budget, but it is an expense that I do not have to pay out of pocket.	7/25/2022 10:05 PM
11	Teaching a CPR course for the university allowed me to increase my income	7/25/2022 6:45 PM
12	Extra Compensation lecturing in other Colleges	7/25/2022 12:24 PM
13	Camp per-diem is not appropriately adjusted for the going rate of AT's at our institution. Athletic Departments and coaching staffs were looking at paying an hourly wage of \$8.80/HR for a camp for a certified Athletic Trainer.	7/25/2022 11:47 AM
14	within the union we get scheduled pay increases negotiated in the contract to get more than COL increases. in 5 years here I had 3 pay increases equaling just over 10k since my starting pay.	7/25/2022 11:25 AM
15	On Athletics Meal plan	7/25/2022 11:09 AM
16	originally had car stipend but that was removed. Had bowl bonus be asked to have that removed as it is a conflict of interest	7/25/2022 11:00 AM

Q29 What benefits of advancement would you like to see in your role? (Check all that apply)

Answered: 966 Skipped: 180



NATA ICSM Compensation Task Force

ANSWER CHOICES	RESPONSES
None of the above	6.21% 60
Title change	38.30% 370
Salary increases beyond the annual cost of living adjustment (merit raise)	85.30% 824
Additional responsibilities and projects for sports medicine	21.22% 205
Supervisor responsibilities of interns, staff, etc.	22.57% 218
Teaching opportunities	18.22% 176
Preceptor/mentorship	22.67% 219
Philosophical support to volunteer on professional and/or campus committees	13.56% 131
Opportunities to work on projects across campus and/or the community	18.94% 183
Continuing education opportunities	40.06% 387
Tuition remission on campus	16.05% 155
Purchasing of tools/modalities to expand your clinical skill set or practice	31.47% 304
Per diem and/or camp employment opportunities	15.73% 152
Other (please specify)	2.90% 28
Total Respondents: 966	

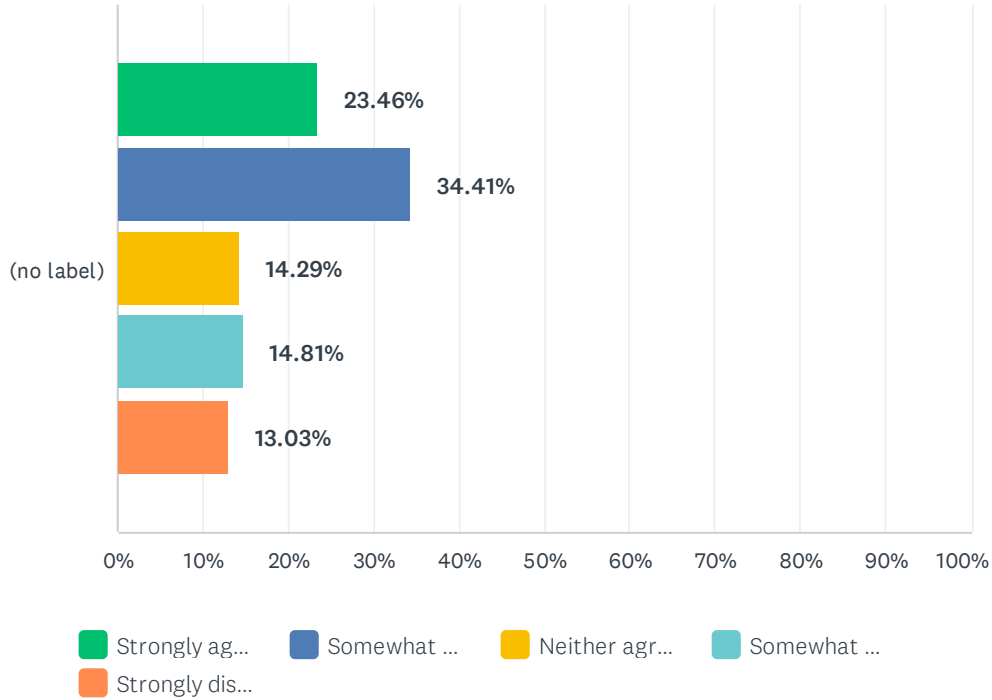
#	OTHER (PLEASE SPECIFY)	DATE
1	being paid for all the additional roles added over the years	8/4/2022 8:56 AM
2	Easy of access to tools and medical autonomy	8/3/2022 10:50 PM
3	Salary raise. The university is "not in a position to offer raises."	8/3/2022 12:33 PM
4	cost of living increases	8/2/2022 11:41 AM
5	dry needling certification	8/1/2022 7:47 PM
6	More staff evaluation for needs	8/1/2022 4:57 PM
7	Annual COIA would be nice	8/1/2022 2:04 PM
8	Administrative support	8/1/2022 12:33 PM
9	more certification options	8/1/2022 11:48 AM
10	already occur.	8/1/2022 11:29 AM
11	Tuition remission for off campus if it's a degree helping our department. Salary increases to cover inflation. Salary increase when new degrees are achieved (aka a masters)	8/1/2022 11:27 AM
12	already have what I think is important	7/27/2022 4:08 PM
13	respect for athletic training department from administration	7/27/2022 10:08 AM
14	I feel that I have all of the above and would just like to have more abilities for advancement.	7/27/2022 7:48 AM
15	To be paid for the other activities that were added to my task list without compensation previously	7/27/2022 7:05 AM
16	The ability to truly oversee my area. The ability to be admin only in my area.	7/26/2022 4:27 PM
17	Have seen an infrequent increase of salary compensation over the years. I work at a private institution, so some years no increase in salary and some years Margo al cost of living	7/25/2022 10:05 PM

NATA ICSM Compensation Task Force

	increases.	
18	Less teams to work with	7/25/2022 7:56 PM
19	I have most of these opportunities if I choose to participate	7/25/2022 6:53 PM
20	I just wanted to say that supervisory opportunities naturally exist and any more “opportunities” would feel like an additional burden to my already full plate. Same is true for projects. I have the personal drive to have already sought out campus committee opportunities, provide mentoring to staff and students, and involvement in Conference leadership and professional associations. I appreciate support for these things, but if I felt pushed by administration to do these extra things, I would feel like I am being crushed by too much responsibility. We need additional compensation for being willing to take on more. The compensation makes us feel appreciated and alleviates the “crushing” sensation.	7/25/2022 6:03 PM
21	ability to expand my staff and pay them more	7/25/2022 12:56 PM
22	Increase of staff size	7/25/2022 12:41 PM
23	More time off, more help	7/25/2022 11:45 AM
24	Additional staff	7/25/2022 11:11 AM
25	consistent salary advancement for other ATs to keep staff. Some autonomy of own schedule to allow for more flexibility to be able to do activities out the job.	7/25/2022 11:00 AM
26	Actual cost of living adjustments	7/25/2022 10:48 AM
27	Another staff member hired	7/25/2022 10:47 AM
28	Being in charge of less teams	7/25/2022 10:31 AM

Q30 Rate your agreement with the following statement: I feel that I can reach my career goals at my current place of employment.

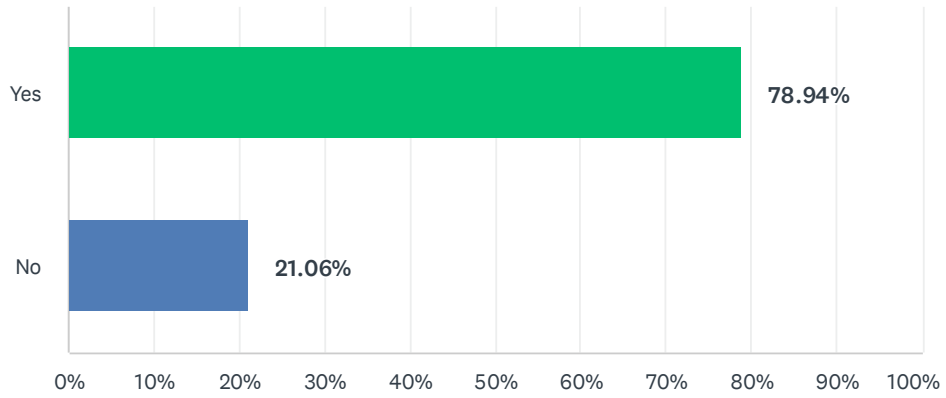
Answered: 959 Skipped: 187



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	23.46% 225	34.41% 330	14.29% 137	14.81% 142	13.03% 125	959	3.40

Q31 Does your immediate supervisor know your career goals?

Answered: 959 Skipped: 187



ANSWER CHOICES	RESPONSES	
Yes	78.94%	757
No	21.06%	202
TOTAL		959

Q32 Please explain.

Answered: 388 Skipped: 758

#	RESPONSES	DATE
1	filled out in a formal evaluation each year	8/8/2022 11:56 AM
2	My current employer utilizes a self and supervisor evaluation system that makes communication clear with my direct supervisor.	8/8/2022 10:34 AM
3	She is new and we have not been able to discuss	8/7/2022 6:09 PM
4	in 5-10 years I want to have working in a variety of athletic training environments. Long term goal is to work for a professional team.	8/6/2022 9:08 AM
5	I am starting my 4th year and I have never once been asked my career goals.	8/5/2022 11:23 PM
6	New AD but excited to have her support in my goals	8/5/2022 6:33 PM
7	I would like to see shifts in to associate roles and/or head roles. Current supervisor is similar in age and will not move on from current job.	8/5/2022 11:13 AM
8	I am planning on retiring from my institution.	8/5/2022 8:41 AM
9	If salary were to be appropriate for my position, I would be more apt to stay longer.	8/5/2022 7:55 AM
10	Possibly, but I don't have set goals at this time, besides to work my current job well and advance my other life goals.	8/5/2022 7:12 AM
11	We go over goals annually. I am currently happy where I am.	8/4/2022 8:56 PM
12	My Head Athletic Trainer is getting closer to retirement. I can see a path to taking their spot once they retire and they have voiced that they can also see me moving into that position.	8/4/2022 6:35 PM
13	I have had 1 on ones with my CEO	8/4/2022 5:17 PM
14	My goal is to move into a more administrative role with no sport coverage.	8/4/2022 4:13 PM
15	I'm happy at this level	8/4/2022 12:40 PM
16	He is aware that I want to retire.	8/4/2022 12:22 PM
17	My immediate supervisor is new within the past 12 months and we've never had a conversation about it.	8/4/2022 10:28 AM
18	When hired I explained I want to be Head of a department	8/4/2022 9:58 AM
19	Recently hired Athletic Director. Is not fully aware of career goals due to minimal interaction at this point	8/4/2022 9:03 AM
20	Never asked	8/4/2022 8:58 AM
21	when I explained my career goal I was told " that is not possible here"	8/4/2022 8:57 AM
22	I do want to work in professional soccer at some point and i told them that would be my goal for the future but at the moment I would like a place to stay for awhile.	8/4/2022 8:27 AM
23	My direct supervisor is effectively incompetent. Most people, including administrators, on campus are surprised to learn I am not the Head AT at my institution. They provide no leadership, oversight, or guidance of any type to myself or the other AT staff. They are not interested in our career goal, only in protecting their position.	8/4/2022 6:49 AM
24	My institution does not have the Sports I want to work with long term.	8/4/2022 6:33 AM
25	We rarely meet and do not discuss my personal goals	8/4/2022 4:28 AM
26	My supervisor is supportive and advocates for their employees and profession strongly. They	8/4/2022 1:09 AM

NATA ICSM Compensation Task Force

care strongly about the career goals of their staff and work hard to assist in attaining them. However, I don't feel that our athletic department will ever value athletic trainers enough to allow me any further development in terms of a title change and/or pay increase.

27	It is possible to advance but only if my direct supervisor leaves or advanced	8/3/2022 10:51 PM
28	Amongst 20-25K employees I am the only "athletic trainer" title. I have explained how this limits my ability to advance in salary structure	8/3/2022 8:19 PM
29	Since this is a first time AT position they are eager to help me reach my goal of running a program and designing a team that I can stick with until retirement/career change.	8/3/2022 8:09 PM
30	We have yearly reviews	8/3/2022 7:50 PM
31	We talk yearly on advancing personal/career goals	8/3/2022 7:29 PM
32	He knows and wants to keep me there, but our overall athletics department can make it difficult	8/3/2022 7:21 PM
33	I have discussed with my supervising/ head AT directions of where I would like to go with my career in performance evaluation meetings.	8/3/2022 7:15 PM
34	My immediate advisor is not the most well practiced at managing other athletic trainers.	8/3/2022 7:00 PM
35	My current career goal to potentially work within a power 5 conference or at the professional level.	8/3/2022 6:42 PM
36	The next few years yes long term no.	8/3/2022 6:31 PM
37	Haven't had that conversation -- not sure what they are currently. I feel like I am in survive and advance mode...not great, but not sure how to get out of that	8/3/2022 5:55 PM
38	We meet quarterly to review	8/3/2022 3:34 PM
39	We chat daily, so communication is key	8/3/2022 3:25 PM
40	We have good relationship.	8/3/2022 2:46 PM
41	We have to set goals during our yearly employee evaluations	8/3/2022 2:29 PM
42	We have meetings and she is aware that I no longer want to work in the world of athletic training	8/3/2022 2:28 PM
43	They are reviewed yearly	8/3/2022 2:04 PM
44	I am not sure if I have really set career goals. However, I do feel that there is not much room to climb the career ladder and advance myself.	8/3/2022 1:55 PM
45	My goal was to become a Head Athletic Trainer. My goal now is to teach more.	8/3/2022 1:52 PM
46	He hasn't asked	8/3/2022 1:50 PM
47	She is aware that I want to work at a college that I can be happy at.	8/3/2022 12:49 PM
48	I don't feel as though there is much growth at my current position, as the Head AT already.	8/3/2022 12:34 PM
49	has always understood, by projection and future goals that meet w the current standard	8/3/2022 11:58 AM
50	I believe the university supports my career goals but working with a hospital system, they are harder to obtain.	8/3/2022 11:52 AM
51	Sort of... I would like appropriate staff and an appropriate salary. Immediate supervisor is definitely aware, but doesn't really have the authority to make either happen	8/3/2022 11:51 AM
52	He has never asked or seemed interested.	8/3/2022 11:41 AM
53	No room for further advancement in current roll. Any opportunity would be in addition to current responsibilities without financial compensation	8/3/2022 11:29 AM
54	Though independent of a specific job title or location, he knows what I want to get out of my career.	8/3/2022 11:04 AM
55	Have not had a review in 2 1/2 years (due to covid).	8/3/2022 9:36 AM

NATA ICSM Compensation Task Force

56	My goal is to be a rehabilitation coordinator. I'm not a PT, which is a barrier, but I did an accredited residency in orthopedic rehabilitation. Hoping I can create that role at my current university one day when I'm ready to move on from specific sport coverage.	8/3/2022 9:08 AM
57	I have talked to him about them.	8/2/2022 6:08 PM
58	We have discussed my career ambitions	8/2/2022 4:36 PM
59	Manager at the Hospital knows I would like to move up	8/2/2022 3:56 PM
60	AD turnover is reason.	8/2/2022 2:21 PM
61	I want to move up to more administrative responsibilities but the priority is being given to coaches	8/2/2022 1:38 PM
62	Annual reviews include such discussions.	8/2/2022 12:34 PM
63	Employer understands I made the decision to work at this institution due to being closer to family and quality of life changes that were important to our family. The employer understands also understands this is likely my last job at this point in my career	8/2/2022 12:08 PM
64	I am there	8/2/2022 11:43 AM
65	This is discussed formally annually and informally through the year.	8/2/2022 11:12 AM
66	I'm employed through a hospital but my long term career goal is to transition to teaching, not any position in the ortho clinic.	8/2/2022 10:36 AM
67	No formal annual review to discuss goals	8/2/2022 9:22 AM
68	some goals are stated in bi-annual evaluations	8/2/2022 7:57 AM
69	We have had talks about what my future goals are and what I can do to better myself in reaching those goals	8/2/2022 6:25 AM
70	Guess I am just a happy employee, close to retirement :)	8/2/2022 6:10 AM
71	They know my goals, but my goals are constantly changing. Staying in athletics is becoming increasingly more difficult. Politics.	8/2/2022 5:17 AM
72	She knew I wanted college and I was given the opportunity to work on the collegiate level.	8/1/2022 9:08 PM
73	I have goals to work in professional sports and I have/will keep working to make that happen.	8/1/2022 7:54 PM
74	We have hired a new boss, and he has not been around/asked about our career goals/aspirations	8/1/2022 6:57 PM
75	A recent development I have discovered and have not had the conversation yet. Also new supervisor.	8/1/2022 6:47 PM
76	They never asked	8/1/2022 5:32 PM
77	New position	8/1/2022 5:06 PM
78	Has not come up in conversation	8/1/2022 4:58 PM
79	I have discussed these with my supervisor during hiring and throughout my time as an employee	8/1/2022 4:23 PM
80	This institution seems to follow the "this is the way it's always been" model with all white male administration. Seeing valued changed is hard to fathom most days. My immediate supervisor seems very supportive of my career goals, but I believe that happening could be hindered by others above him.	8/1/2022 4:17 PM
81	Former Head athletic trainer retired. New HAT hasn't had formal sit down on goals yet even though we have worked together before	8/1/2022 3:28 PM
82	There is no space to move up and get raises, it is baffling to me how the University settings do not understand why they have a shortage of ATs to fill positions.	8/1/2022 3:05 PM
83	Staff is never asked about career goals or if we are even happy with the position we have.	8/1/2022 2:57 PM
84	Eventually I would like to transition to a teaching faculty position	8/1/2022 2:52 PM

NATA ICSM Compensation Task Force

85	We have talked about my role in the department and what projects I would like to work on	8/1/2022 2:34 PM
86	Worked for over 7 ADS in 14 years. So career goals didn't matter	8/1/2022 2:07 PM
87	My current goals are leaning towards leaving the profession to focus more on mental health work, which would require more schooling.	8/1/2022 2:05 PM
88	My growth is discuss at every yearly evaluation. My goal as noted and all steps needed will be implemented.	8/1/2022 1:58 PM
89	N/A	8/1/2022 1:56 PM
90	To the extent that I know them, which I'm still not that sure.	8/1/2022 1:50 PM
91	My supervisor is my mentor and when I was brought back on my career goals were made known and have been a topic of conversation	8/1/2022 1:40 PM
92	My supervisor and I are working to increase staffing to improve health care and staff happiness	8/1/2022 1:39 PM
93	i am not even sure i know what my career goals are!	8/1/2022 1:31 PM
94	I've had 3 Athletic Directors already in my 4 years here and we have just recently hired Athletic Director number 4	8/1/2022 1:28 PM
95	I am already Head Athletic Trainer	8/1/2022 1:23 PM
96	No current supervisor	8/1/2022 1:21 PM
97	Self explanatory	8/1/2022 1:20 PM
98	Goals for advancement have been discussed, but there is no outline path for moving up within the department.	8/1/2022 1:05 PM
99	My supervisor is aware of my desire to continue to find success at the D3 level.	8/1/2022 12:51 PM
100	Too worried about his position	8/1/2022 12:35 PM
101	Associate AD and Head AT not likely to leave, are within same age range so I can't advance from current title.	8/1/2022 12:30 PM
102	I was a graduate assistant for 1 year and an intern for 3 years, my goal was to finally get a full time job. Now that I have one, I'm not sure what my goals are, other than to make a fair salary for the work I do	8/1/2022 12:26 PM
103	Athletic directors is not involved so keeping my long term plans to myself. Might involve me leaving this school, don't want treated differently or judged. Last person was plus bad mouthed to make it harder, aka almost forced to stay.	8/1/2022 12:18 PM
104	Yearly conversations.	8/1/2022 12:15 PM
105	have yearly evaluation meetings	8/1/2022 12:11 PM
106	I want to switch to the public safety setting	8/1/2022 11:59 AM
107	My direct supervisor has been in their role for 20+ years and plans to retire from here. My career goals would need to wait an additional 10 years to accomplish them here.	8/1/2022 11:59 AM
108	I've worked with my current supervisor for 18 years. We have matured in the profession together.	8/1/2022 11:58 AM
109	We discuss this during my annual review	8/1/2022 11:52 AM
110	I started this job as a temporary solution. Waiting for my next best opportunity.	8/1/2022 11:50 AM
111	I have reached the highest position I can in my department and am now preparing for retirement.	8/1/2022 11:37 AM
112	meetings are held with supervisors to understand where employees wish to work towards and the institution helps them get there.	8/1/2022 11:31 AM
113	We meet to discuss goals at least 1x a year	8/1/2022 11:30 AM

NATA ICSM Compensation Task Force

114	Discussed advancing to director of sports medicine	8/1/2022 11:26 AM
115	Annual Review	8/1/2022 11:23 AM
116	Yes, I have an annual review with my immediate supervisor and He knows my goals.	8/1/2022 11:20 AM
117	Plan has been presented for overseeing all of sports medicine, mental health, nutrition, and S&C at my institution.	8/1/2022 11:19 AM
118	Good working relationship with supervisors	8/1/2022 11:12 AM
119	I do not want them to think I am trying to leave my position because of my career goals.	8/1/2022 11:07 AM
120	Supervisor knows. However people above that do not know and do not care. Everyone is replaceable	8/1/2022 11:05 AM
121	I have expressed my goals ...	8/1/2022 10:58 AM
122	My current career goal is to be recognized as part of the Senior Staff for the Athletic Department, and to be able to have a seat at the table to directly represent our sports medicine staff. I would then like to see my salary also be competitive with others that have similiar positions.	8/1/2022 10:55 AM
123	he doesn't care	8/1/2022 10:54 AM
124	I have explained that I would like get more experience on the academic side of Athletic Training and see if I can further my career on that end as well.	8/1/2022 10:52 AM
125	x	8/1/2022 10:51 AM
126	I have a new AD and she is still adjusting.	8/1/2022 10:50 AM
127	I have shared my thoughts on this	8/1/2022 10:50 AM
128	My career goal is to become the head athletic trainer of a division III institution and create the move to a practice that is run through the student health and wellness side rather than athletics. Our current head of athletics would not allow this transition to occur. As well as not allowing appropriate growth for current members of the athletic training staff to become more integrated into the community of the university. The athletic training department does provide me with appropriate growth and opportunities, but it is not matched with the overseeing of the athletics department.	8/1/2022 10:50 AM
129	I intend to pursue a PhD in order to teach in an ELM ATEP program once I'm ready to leave this setting. My supervisors are aware that this is my plan and that I have the opportunity here to enroll and complete my PhD. They support this plan.	8/1/2022 10:48 AM
130	I have had detailed conversations with my direct supervisor in regards to my career goals.	8/1/2022 10:47 AM
131	There is no Athletic Training Education Program at my university.	8/1/2022 10:46 AM
132	We meet annually about goals and it's a requirement of faculty members.	8/1/2022 10:42 AM
133	I think i am at my career goal at this point.	8/1/2022 10:38 AM
134	Knows due to formal evaluation	8/1/2022 10:38 AM
135	Annual meetings	8/1/2022 10:38 AM
136	we recently discussed them	8/1/2022 10:35 AM
137	Asked about it during interview, and helped to create roadmap during onboarding	8/1/2022 10:32 AM
138	I have a good relationship with my supervisor and values me as an employee	8/1/2022 10:31 AM
139	My supervisor is supportive of my career goals	8/1/2022 10:31 AM
140	Goals of healthcare administration, and this is not attainable in the athletic model I'm currently under.	8/1/2022 10:30 AM
141	We have discussions about long term goals	8/1/2022 10:26 AM
142	He knows I would like to take over his responsibilities when he retires	8/1/2022 9:59 AM

NATA ICSM Compensation Task Force

143	Long term goals have communicated over the years and have been supported internally and external options have been forwarded my way by my supervisor.	8/1/2022 9:16 AM
144	They don't care or support	8/1/2022 7:11 AM
145	I do not feel comfortable sharing with my supervisor. It is not a supportive environment.	7/31/2022 7:13 PM
146	I wish to complete the DAT program.	7/31/2022 1:43 PM
147	AT position at a school with an ATEP where I am half employed by athletics and half by the education department, allowing me to teach in the mornings and work clinically in the afternoons.	7/31/2022 11:18 AM
148	My goals include teaching or becoming a preceptor as well as someday becoming the head athletic trainer. My supervisor knows this - we are getting first year master's students this year.	7/30/2022 11:14 AM
149	My career goal is to advance into professional soccer. My fiancé and I also work at the same institution so advancement opportunities are most likely limited	7/30/2022 11:10 AM
150	We have discussed changes to my current position and within the department.	7/30/2022 8:07 AM
151	I don't think I am asked about them from my new boss. I think this will decrease not improve. I will have to make them known more forcefully. I don't know if this will matter, however	7/30/2022 7:23 AM
152	Current position meets career goals.	7/29/2022 11:28 AM
153	Retirement	7/28/2022 8:41 PM
154	never talked about it	7/28/2022 2:27 PM
155	I have communicated the sports I would like to work with my supervisor and am making strides to achieve that goal.	7/28/2022 1:17 PM
156	New athletic director that has been here 2 months and has not had meetings with senior staff members to find out this information. Former supervisor was aware.	7/28/2022 11:22 AM
157	We talk often and I share my interests.	7/28/2022 10:37 AM
158	agree and he knows	7/28/2022 9:45 AM
159	There is no title change or 'advancement' unless an employee above you leaves their current position	7/28/2022 9:32 AM
160	I have expressed that I would like consistency in my assignment and continue to grow as a YP. In 5-10 years, I would like to potentially move to the professional level, but want to remain at collegiate for right now with what I value.	7/28/2022 9:27 AM
161	We have had discussions	7/27/2022 2:21 PM
162	I'm not completely sure what my path/goal is. I am fortunate to have opportunities available but am unsure which I would rather pursue	7/27/2022 2:09 PM
163	Working for the military.	7/27/2022 1:20 PM
164	We have discussions on a regular basis on what my career goals are and how I can reach them. I am given the opportunity to expand my skillset to prepare me for reaching my career goals.	7/27/2022 1:14 PM
165	Would like to become a Head Athletic Trainer	7/27/2022 12:49 PM
166	Yes he does	7/27/2022 10:59 AM
167	When my immediate supervisor was hired he had my staff answer a survey which included listing our our goals.	7/27/2022 6:32 AM
168	Within my year employment, I have already gained two more titles. These goals are more so for the future.	7/27/2022 5:53 AM
169	I currently am not sure what my career goals are and I have talked with my supervisor about this. My supervisor is very receiving on this news and reaffirmed that career goals are hard to define after 2 years of constant change.	7/26/2022 9:14 PM
170	Athletic director has no clue what I want to do with my career and has never asked	7/26/2022 8:47 PM

NATA ICSM Compensation Task Force

171	I do not think it would cross her mind to ask.	7/26/2022 4:30 PM
172	My goal is equal pay for equal work.	7/26/2022 4:20 PM
173	My goal is to work at my alma mater, MSU. It is the best fit for my wife (who works in East Lansing), myself (who has worked at two different power 5 schools for GA and internship) and family (closer to my family).	7/26/2022 3:10 PM
174	I've told him, but he doesn't listen	7/26/2022 1:59 PM
175	There's not much opportunity for advancement at this institution. Our director of sports medicine isn't even seen as a senior administrator.	7/26/2022 1:06 PM
176	N/A	7/26/2022 12:23 PM
177	My supervisor and their supervisor both know what my career goals are. They are doing a lot to support me to get to a level that I can one day do that position, but I know I probably won't reach my end goal here.	7/26/2022 12:18 PM
178	My immediate supervisor has only been in that role for one year. He knows my career goals and has voiced support. But I do not receive the same support from other administration in the department. I receive strong reviews of my work but have been denied multiple opportunities for promotion, and have only been offered lateral movement (sport assignment change but no change in title or pay).	7/26/2022 12:11 PM
179	monthly meetings and end of year recaps with future goals occurs regularly	7/26/2022 12:06 PM
180	I am currently the head of my department. I am working to grow the staff and resources for this department. I have a lot left to do here as I believe I have not hit my ceiling yet.	7/26/2022 11:40 AM
181	My supervisor is aware of my goals to be an educator in this profession	7/26/2022 11:28 AM
182	Supervisory role at hospital keeps changing	7/26/2022 11:19 AM
183	minimal room to get promoted	7/26/2022 10:51 AM
184	While my immediate supervisor knows my goals, his superiors micromanage a lot and are very resistant to any change or idea proposals. This makes career growth near impossible. Our athletic department also continues to add sports and increased responsibilities without additional pay or staffing.	7/26/2022 10:48 AM
185	I am very interested in returning to a four year intuition vs two year.	7/26/2022 10:40 AM
186	Career goals are a constant point of discussion with my supervisor. We regularly set SMART goals and consistently evaluate and adjust them based on progress.	7/26/2022 10:23 AM
187	I have spoken to them several times and it has gone unheeded	7/26/2022 9:57 AM
188	There is no opportunity for advancement upcoming until others retire	7/26/2022 9:47 AM
189	I believe it is assumed that I will just continue to wear the BS and accept my status at UWG	7/26/2022 9:47 AM
190	I do not have career goals. I believe that if I am supposed to be somewhere the opportunity will present itself and it is my responsibility to go after it. I've tried to leave institutions before and I've tried to stay at institutions before and gotten my hopes way to high. I've learned to appreciate the opportunities that have been provided to me and when something new comes along and it is better than what I have, push to get it.	7/26/2022 9:41 AM
191	She knows that I want to work in professional ice hockey possibly, and that I want to be a head athletic trainer and athletic director one day	7/26/2022 9:35 AM
192	He does not care to have the conversation. He does not mentor well.	7/26/2022 9:17 AM
193	Annual evaluations have added to expressing my goals	7/26/2022 8:57 AM
194	my current institution is undergoing changes to the leadership roles	7/26/2022 8:50 AM
195	I am still not 100% sure of my current goals.	7/26/2022 8:40 AM
196	My supervisor is supportive, but not helpful. Due to small staff on entire campus, there is so little opportunity to seek outside growth. You spend all your time just doing your job.	7/26/2022 8:27 AM

NATA ICSM Compensation Task Force

197	We have meeting every year. Same goals, no advancement or opportunities	7/26/2022 8:13 AM
198	I am old, this is my last stop, I will build an exemplary program, retire at age 68, and walk away proud. I made that clear at hire.	7/26/2022 8:00 AM
199	There is no room for advancement beyond my current position in the hospital network without changing my clinical hours/setting.	7/26/2022 7:38 AM
200	I obtained the HAT position 2 years ago, not because I desired to be HAT but because there wasn't anyone else to do it. I more so want to make a difference improving the efficiency, communication and effectiveness of our department, but our administration isn't open to anything other than just keeping folks on the field	7/26/2022 7:23 AM
201	No opportunity for promotion	7/26/2022 7:03 AM
202	I'm 47, as associate AD, been in college athletics for 25 years. I spend less time focusing on career goals and more on how much longer I want to do this line of work.	7/26/2022 6:53 AM
203	Haven't had a meeting with my supervisor. Keeps getting pushed off	7/26/2022 6:51 AM
204	My goal is to become an AD in the next 5 years.	7/26/2022 6:36 AM
205	We need another step of succession in our department.	7/26/2022 6:29 AM
206	Unwilling to discuss with me; alludes if a greater plan for me but unwilling to explain	7/26/2022 5:54 AM
207	I want to teach AT eventually. Oh nice I can no longer physically do the hands on work	7/26/2022 2:02 AM
208	I plan to go in to full retirement within twelve months.	7/26/2022 12:59 AM
209	Administrators just want to make sure that the coaches and sports teams are happy with their coverage model and that the ATs are accessible to them 24/7. They don't care about the the ATs personal lifestyles.	7/25/2022 10:11 PM
210	She does not care for staff	7/25/2022 9:56 PM
211	I am currently not in a position where I can realistically uproot and move my entire family. There is no chance to advance at my current job.	7/25/2022 9:27 PM
212	meet regularly with my direct supervisor	7/25/2022 9:11 PM
213	We meet annually to discuss professional goals for my team, my clinical practice, and continuing education courses I would like to attend each year.	7/25/2022 8:49 PM
214	Immediate supervisor does not value getting to know staff & their goals	7/25/2022 8:41 PM
215	My career goal is to work D1 soccer and obtain multiple more certifications (graston, dry needling, etc) and my current position doesn't have the resources to really help us grow that much	7/25/2022 8:09 PM
216	We discuss goals yearly.	7/25/2022 8:05 PM
217	Opportunity for title change and salary increases have been denied	7/25/2022 7:54 PM
218	My head AT knows I needed this position to gain more experience as the head of a sport, but she doesn't know how long I plan on staying	7/25/2022 7:46 PM
219	My main career goal is a five year plan of getting to have an opportunity of working in soccer, especially at the DI or USL/MLS levels. My school will not even have soccer available, as the two who work soccer are long time staff members.	7/25/2022 7:45 PM
220	No one cares about the athletic trainer	7/25/2022 7:37 PM
221	We have never talked about it.	7/25/2022 7:37 PM
222	We review goals 2x a year	7/25/2022 7:07 PM
223	We have discussed that I am happy at my ceiling within the athletics department. I don't want any more responsibilities other than more staff to supervise and mentor.	7/25/2022 6:55 PM
224	Have not been asked what my goals are beyond surviving a season.	7/25/2022 6:46 PM
225	My career goal is retirement at this point. I am 11 years in a state system, need to get 12-13	7/25/2022 6:28 PM

NATA ICSM Compensation Task Force

more. I also like my work life balance as I have learned to value my family more than my job or job titles.

226	My supervisor knows my goals to a degree. These goals obviously are constantly morphing as life takes its turns. I do feel like my current institution may be maxing out on its capabilities to pay/employ. The university setting is going through an identity crisis and higher education enrollment and structure is changing. It's a weird time to talk about future expectations when everyone is trying to figure out what the structure of the future is going to look like.	7/25/2022 6:15 PM
227	There are only so many roles I can advance into at my current job and I'm also indecisive of my job goals at the moment.	7/25/2022 5:57 PM
228	My current position is my "dream position". I feel that in the position I can advance. I am supported. I have a great work life balance. I have opportunities for personal growth. I have opportunities for salary increase. I also know that that is not the case for many AT jobs and what I have is not the norm.	7/25/2022 5:45 PM
229	I feel there is limited opportunity for advancement and I will have to leave my current institution to achieve that	7/25/2022 5:35 PM
230	I am unsure what my goals are-currently deciding if I want to stay in the profession all together	7/25/2022 5:34 PM
231	We do a yearly evaluation (sometimes). I think he understands where I am headed.	7/25/2022 5:31 PM
232	I'm pretty comfortable where I'm at. Ultimately I may end up pursuing a head job, but not anytime soon	7/25/2022 5:03 PM
233	My goals are to move towards strickly an administration position, but I know that will never happen at my current facility due to finances	7/25/2022 5:00 PM
234	Discussed with him during the interview process	7/25/2022 4:53 PM
235	we would need to hire more staff and that is currently not an option.	7/25/2022 4:45 PM
236	The current meritocracy model is not based on ability, merit, and skill. Usually, I see leadership surround themselves with those who "think" like they do. Diverse OPINIONS are not welcome.	7/25/2022 4:33 PM
237	Not enough opportunities for all staff members to be supervisors/head athletic trainers. Institution does not want to raise wages regardless of merits accomplished.	7/25/2022 4:30 PM
238	I've only held this position for 6 months so it is not something that has been discussed.	7/25/2022 4:22 PM
239	I want to continue to gain experience with my current employment to get to my career goals, but when that institution pays you 10,000 less than the state average, its hard to stay with so many things increasing in price. (i.e. rent, gas, groceries)	7/25/2022 4:16 PM
240	My goals include becoming fully staffed and only working 1 primary sport. Though a tall order, my superiors know I won't back down and I've been slowly winning that battle.	7/25/2022 4:12 PM
241	Have not discussed	7/25/2022 4:08 PM
242	Current supervisor is aware of goals as we give a written sheet to HR yearly regarding these.	7/25/2022 4:04 PM
243	We have not had discussions of career goals.	7/25/2022 4:03 PM
244	My AD continues to support my determination to advance the department and is on board with placing the needs of the student athletes first.	7/25/2022 4:01 PM
245	I have explained to my head athletic trainer and my athletic director thT I desire to be the head AT with a salary that reflects that. I refuse to believe that I have hit my pay ceiling working here and making 10K under the average for the state.	7/25/2022 3:59 PM
246	My department has made it pretty clear that there is no room for advancement, and instead of salary increases/job title change, recommending me to other institutions.	7/25/2022 3:55 PM
247	Im not entirely sure what my career goals are at this time.	7/25/2022 3:54 PM
248	They are only concerned with filling void vacancies.	7/25/2022 3:51 PM
249	My supervisor does know my goals and is helping me obtain those goals	7/25/2022 3:47 PM
250	We are currently working together to propose a title change for a promotion, and work on a	7/25/2022 3:37 PM

NATA ICSM Compensation Task Force

	commensurate salary to go with it.	
251	Took this position knowing I would have an advancement in my professional development.	7/25/2022 3:04 PM
252	Never discussed long term goals.	7/25/2022 3:04 PM
253	There is no structure for career advancement and when asked for one we have not received any answer (from direct supervisors or admin). I have also never had a supervisor ask me my long term career goals.	7/25/2022 3:02 PM
254	My current supervisor has never asked about my career goals	7/25/2022 3:01 PM
255	She is aware of some of my goals, but is also nearing retirement.	7/25/2022 2:55 PM
256	They know that I want to work at the Division 1 level in the future of my career.	7/25/2022 2:51 PM
257	My supervisor knows that my goal is to progress to a Power 5 institution.	7/25/2022 2:49 PM
258	we meet regularly, every 3 weeks	7/25/2022 2:48 PM
259	We are fortunate on our staff to have a supportive head athletic trainer that encourages us to pursue career goals.	7/25/2022 2:39 PM
260	No ability to move titles in current position. No compensation adjustment for additional duties assigned.	7/25/2022 2:38 PM
261	Having a work/life balance just isn't doable, looking for a different setting or getting out of Athletic Training entirely	7/25/2022 2:35 PM
262	n/a	7/25/2022 2:24 PM
263	my supervisor knows that I do not want to be a head AT again but also knows that I'm ok with moving to an associate role	7/25/2022 2:23 PM
264	continue to grow as a clinician and be happy in my daily work tasks	7/25/2022 2:21 PM
265	My supervisor knows that I would like to be a Head Athletic Trainer. But they do not know my other goals just yet.	7/25/2022 2:12 PM
266	We have meetings one on one every 3-4 months	7/25/2022 2:01 PM
267	We talk about where we want to be in our career.	7/25/2022 1:54 PM
268	Each year we go over our career goals	7/25/2022 1:52 PM
269	I get support from my supervisor but not administration	7/25/2022 1:47 PM
270	I do know and have shared with my immediate supervisor that I am interested in moving to a setting where I don't have as many teams to cover throughout the year, so ideally a D1 or D3 with a larger staff.	7/25/2022 1:31 PM
271	We have a relatively flat organizational structure, and the few advanced positions are all held by complacent careerists.	7/25/2022 1:31 PM
272	He knows of the career goals but, compensation for current workload is non existent	7/25/2022 1:22 PM
273	Stronger work-life balance is needed in the collegiate settings.	7/25/2022 1:20 PM
274	My supervisor is supportive and assisting with the goal of starting a CAATE accredited program at our school.	7/25/2022 1:20 PM
275	I have never been asked about my career goals.	7/25/2022 1:20 PM
276	I have no immediate supervisor.	7/25/2022 1:17 PM
277	I feel that I have spoke up about how the cost of living is continuously going up and the salary increase is not meeting those demands.	7/25/2022 1:12 PM
278	Told there isn't any money to change title or increase salary or for my staff	7/25/2022 1:11 PM
279	Not looking to move	7/25/2022 1:10 PM
280	There isn't advancement here.	7/25/2022 1:07 PM

NATA ICSM Compensation Task Force

281	Have not had any meetings about career advancement with my supervisor	7/25/2022 1:00 PM
282	he asked he knows them	7/25/2022 12:55 PM
283	It is difficult to perform my goals due to the lack of staffing for me to be out of town with these other volunteer opportunities, even though they are AT based.	7/25/2022 12:54 PM
284	We have met about them as near as October when new AD took over	7/25/2022 12:42 PM
285	My supervisor knows that in my next job I'd likely be in the same kind of role but at a more competitive institution.	7/25/2022 12:41 PM
286	I'm not sure what or where I want to be with this job. I just want to have a job I like and am happy with. Which includes fair pay and level of responsibility	7/25/2022 12:40 PM
287	As a director, I'm at a position fairly early on relative what I anticipate being in Athletic Training for. At least in the university environment, this reduces career opportunities since many schools tend to promote to my type of position from current staff, rather than seeking qualified external candidates, which is why you see people in my position depart entirely for other opportunities rather than stay in college athletics. So my career goals reflect this since I've been unable to even explore the job market despite "openings" being available.	7/25/2022 12:29 PM
288	We have had several conversations on this topic	7/25/2022 12:29 PM
289	I have a great relationship with my athletic director. He's extremely supportive of me and my position. He actually helped create the full time position with the school for this coming school year.	7/25/2022 12:23 PM
290	career goals never discussed	7/25/2022 12:22 PM
291	We never talked about my career goals and the question has never been asked.	7/25/2022 12:19 PM
292	WE have talked about them during my yearly review	7/25/2022 12:13 PM
293	We have never gone over my 1/5/10 year plans. There are 3 individuals above me on the current "career" ladder so that would be a reason to leave my current employer.	7/25/2022 12:10 PM
294	My supervisor does not promote change.	7/25/2022 12:10 PM
295	Upon my interview, I made it very clear that I was looking to advance in my career, specifically in leadership.	7/25/2022 12:10 PM
296	I feel as though during the interview process it was talked about career goals, but I do not think if you asked my immediate supervisor I doubt he could now	7/25/2022 12:08 PM
297	Unsure what my goals are in my career.	7/25/2022 12:05 PM
298	I am at a small college that doesn't appreciate athletics or even want it on campus	7/25/2022 12:04 PM
299	I'm ready to start slowing down...not looking to work the crazy hrs that AT's are notorious for...	7/25/2022 12:02 PM
300	annual review	7/25/2022 11:59 AM
301	I am interested in moving up the chain.	7/25/2022 11:59 AM
302	He believes my end goal is different than what it has evolved to	7/25/2022 11:55 AM
303	We have multiple meetings each year discussing employee goals/performance	7/25/2022 11:53 AM
304	Never been asked or questioned	7/25/2022 11:51 AM
305	My immediate supervisor is aware of my goals and my current dissatisfaction. They have advocated for me, but the institution remains unwilling	7/25/2022 11:49 AM
306	With the salary not improving for my staff or myself and not having a willingness to conform to a change profession I do not see myself staying long term or advancing my career.	7/25/2022 11:48 AM
307	He understands the goals I have for the sports medicine program. I do not plan to go elsewhere to reach my career goals.	7/25/2022 11:48 AM
308	I have informed my supervisor on future plans for upward movement within Athletics.	7/25/2022 11:47 AM
309	Feel like the athletics department doesn't value athletic trainers	7/25/2022 11:46 AM

NATA ICSM Compensation Task Force

310	is aware of them	7/25/2022 11:45 AM
311	NA	7/25/2022 11:44 AM
312	I have monthly meetings with my supervisor and we submit our goals monthly and annually.	7/25/2022 11:41 AM
313	Made them very clear during check ins	7/25/2022 11:40 AM
314	Annual discussion of career goals	7/25/2022 11:40 AM
315	No growth available. Hierarchical is Director of Sports Medicine and all other staff are assistants. Have asked for tier system of Associate/Assistant, but that was nixed by Athletics Director.	7/25/2022 11:37 AM
316	They know I want to be a director of sports medicine some day.	7/25/2022 11:36 AM
317	With my AD (who left in June) and the interim (a colleague of six years), I have been upfront with them on goals.	7/25/2022 11:30 AM
318	Athletic Director does not share the same passion and motivation to expand sports medicine, increasing athletic training/wellness staffing, improving athletic training facilities to meet the needs of the athletes.	7/25/2022 11:30 AM
319	never asked or discussed	7/25/2022 11:28 AM
320	After 15 years, ceiling of growth potential has largely been hit in current position - will be searching for new role once life logistics allow that to be feasible.	7/25/2022 11:26 AM
321	My supervisor knows that I am in a position that is a career goal of mine, it is now just a need for adjusting the position/pay to fit living expenses	7/25/2022 11:26 AM
322	Discussed annually	7/25/2022 11:25 AM
323	I have been here a decade and have only gotten three pay raises and 2 came in the last 6 months due to everyone quitting. Also, they add more and more responsibilities without adding compensation. Also, no where to go other then the head athletic trainer position which, I was offered to take the interim position WITH my coworker as co-head who had 6 years less experience than me.	7/25/2022 11:25 AM
324	Yearly reviews to discuss progress and direction for career path and goals.	7/25/2022 11:24 AM
325	He is incredibly uncaring and unapproachable.	7/25/2022 11:23 AM
326	We have quarterly reviews where we have to set and accomplish goals previously set. That gives my supervisor an idea of what I would like to accomplish	7/25/2022 11:22 AM
327	Na	7/25/2022 11:21 AM
328	Our supervisor does not communicate and is the reason it's so toxic in our environment	7/25/2022 11:21 AM
329	I feel like I don't necessarily know what I would like to do going forward	7/25/2022 11:18 AM
330	I've spoke to them both and told them my goals of being a Head ATC and want to work with more vigorous injuries.	7/25/2022 11:18 AM
331	She was not open to conversations like this.	7/25/2022 11:12 AM
332	He is brand new	7/25/2022 11:11 AM
333	They know of my goals	7/25/2022 11:09 AM
334	We have talked at length about our goals.	7/25/2022 11:09 AM
335	Annual review	7/25/2022 11:08 AM
336	I do not have the opportunity to teach or mentor here	7/25/2022 11:08 AM
337	Unlikely that my goal can be met at my current place of employment due to athletic funding levels.	7/25/2022 11:08 AM
338	The financial constraints of the institution at this time make me very nervous about the future, including if I will even be employed here in 6 months due to doubts about the fiscal viability of the institution.	7/25/2022 11:07 AM

NATA ICSM Compensation Task Force

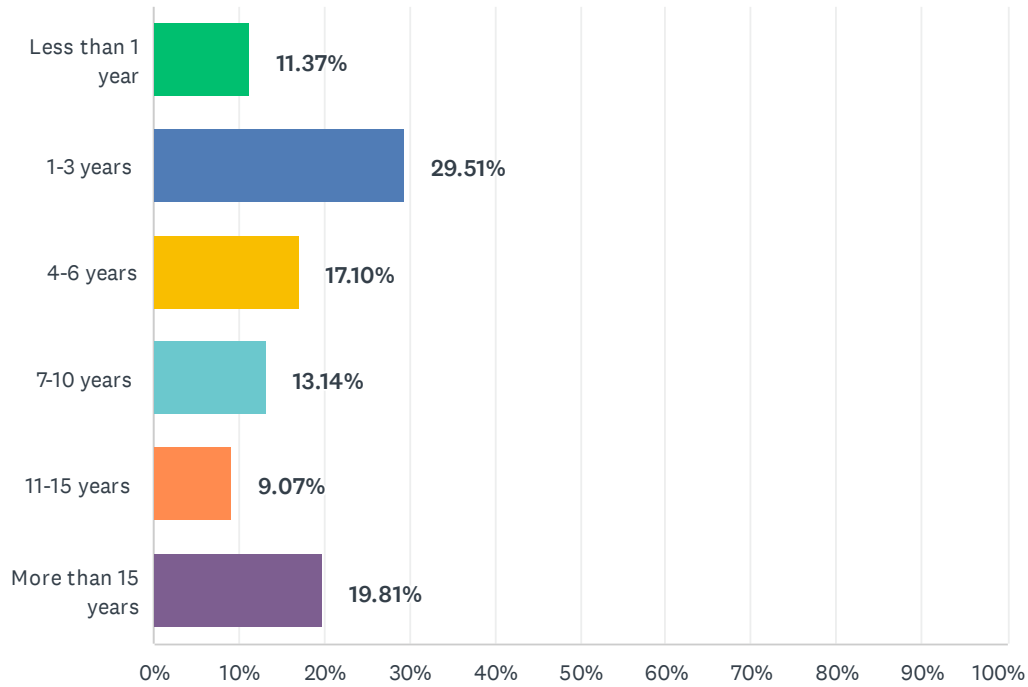
339	Supervisor spends time learning my career and personal goals and strives to include my goals and the goals of my colleagues in the future of the department.	7/25/2022 11:07 AM
340	She knows my desire for high level soccer and teaching, and has given me opportunities to dive into both through external coverage and precepting.	7/25/2022 11:06 AM
341	new supervisor, starts today	7/25/2022 11:06 AM
342	He has never asked what my goals are past my current position	7/25/2022 11:04 AM
343	My supervisor plans to have me step into his position when he retires in a few years	7/25/2022 11:04 AM
344	There is no opportunity for advancement at my current site. They regularly promote males, but have never promoted a female in this role. The culture is toxic. I only work here because of the lack of opportunities elsewhere and the inability to leave the city I currently reside in because of family responsibilities.	7/25/2022 11:03 AM
345	He has never asked	7/25/2022 11:02 AM
346	im at the end of my career so the only goal is to retire	7/25/2022 11:02 AM
347	We discuss areas of interest often.	7/25/2022 10:57 AM
348	Why do I need to explain a yes or no, close ended question?	7/25/2022 10:56 AM
349	Pro hockey ATC	7/25/2022 10:56 AM
350	He knows my goals but has not advocated for me to reach these goals.	7/25/2022 10:55 AM
351	It is unrealistic for me to remain in this role much longer. My cost of living inflation went up 9% and my cost of living increase is only 2.5%. I cannot sustain this model and my merit increase didn't cover the increase in parking and healthcare payments to my employer.	7/25/2022 10:54 AM
352	My career goals are inline with my current job setting. Ideally I would like to continue working up the collegiate AT chain.	7/25/2022 10:53 AM
353	I want to leave the athletic training field since it has only gone downhill since I have joined it.	7/25/2022 10:51 AM
354	Never asked	7/25/2022 10:51 AM
355	I have not told him	7/25/2022 10:51 AM
356	I enjoyed the culture, staff, and athletes that I work with. My two primary concerns are further salary increase and opportunity for advancement.	7/25/2022 10:51 AM
357	Since I am still new to the profession (this will be my second year certified) and I am about to be a first time mom, I haven't exactly decided what my career goals are.	7/25/2022 10:50 AM
358	He asked and we talked about my 5/10 year plans	7/25/2022 10:48 AM
359	I would eventually like to move to a management position as an Assistant Athletic Director.	7/25/2022 10:48 AM
360	Too much to do with no money to give.	7/25/2022 10:47 AM
361	I feel I can certainly advance in my current position, but to a point. I am still a YP with lots to learn, however I know that a smaller institution like the one I am at will only support me for a time until I outgrow it. My supervisor does know my goals to an extent.	7/25/2022 10:46 AM
362	He knows but does not show any support. Just get the job done.	7/25/2022 10:46 AM
363	Goals are on annual review	7/25/2022 10:45 AM
364	Would like to become more administrative as staff grows x	7/25/2022 10:45 AM
365	I don't think he has been listening	7/25/2022 10:45 AM
366	My supervisor started in the position today so we have not met yet to discuss	7/25/2022 10:44 AM
367	Recently transitioned leadership	7/25/2022 10:43 AM
368	He knows I want to move away from hands-on care into a supervisory-only role and then retire.	7/25/2022 10:43 AM
369	She's knows that I want to move onto something in Tucson. Whether it be at pima or uofa.	7/25/2022 10:43 AM

NATA ICSM Compensation Task Force

370	I meet with my supervisor monthly to discuss goals and advancement.	7/25/2022 10:43 AM
371	I am about to retire, so I have reached my career goal	7/25/2022 10:42 AM
372	Haven't had opportunity to discuss. At time unsure if career goals are attainable within this career	7/25/2022 10:41 AM
373	I feel my supervisor does not allow us to take on other tasks to gain additional experiences therefore hindering any development for future career advancement	7/25/2022 10:41 AM
374	We have not directly discussed my career goals but I think we are somewhat on the same page about what I expect from my career.	7/25/2022 10:41 AM
375	Am not given enough CEU money to do some of the certifications I want. My boss does not want to implement dry needling or BFR, so will not assist in paying for those certifications	7/25/2022 10:40 AM
376	Have always looked to improve clinical skills over time. Have always looked toward increased administrative responsibilities possibly preparing to move full time into athletic administration (Athletic Director)	7/25/2022 10:40 AM
377	I hope to eventually become a head athletic trainer or move towards a more admin position where I can lead an athletics department.	7/25/2022 10:39 AM
378	It would be difficult to achieve career and life goals with the current staffing and salary. However I am optimistic with continued advocaion their may be some change	7/25/2022 10:39 AM
379	We meet yearly to discuss	7/25/2022 10:38 AM
380	We don't have regular meetings or evaluations.	7/25/2022 10:38 AM
381	I don't trust my immediate supervisor enough to share these goals.	7/25/2022 10:37 AM
382	Career goals have changed recently and differ from the previous goals that I had.	7/25/2022 10:37 AM
383	discussed in annual reviews	7/25/2022 10:35 AM
384	Was reviewed in the application process	7/25/2022 10:35 AM
385	Biweekly meetings	7/25/2022 10:34 AM
386	At a struggling institution, it is difficult to advance when there is no financial support or growth within the athletics department.	7/25/2022 10:34 AM
387	Looking to transition out of clinical into educational	7/25/2022 10:34 AM
388	Na	7/25/2022 10:33 AM

Q33 How long have you been at your current place of employment?

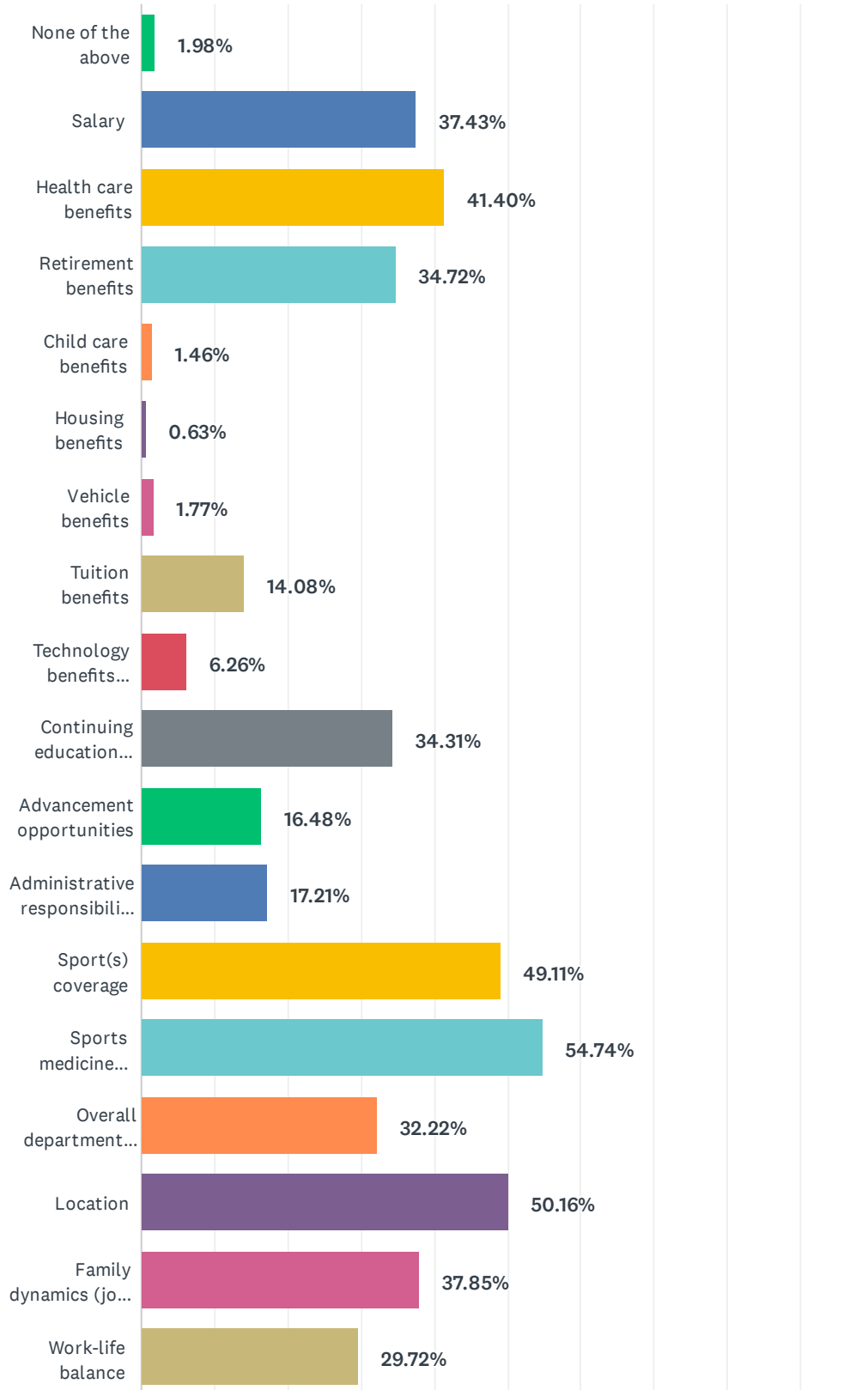
Answered: 959 Skipped: 187



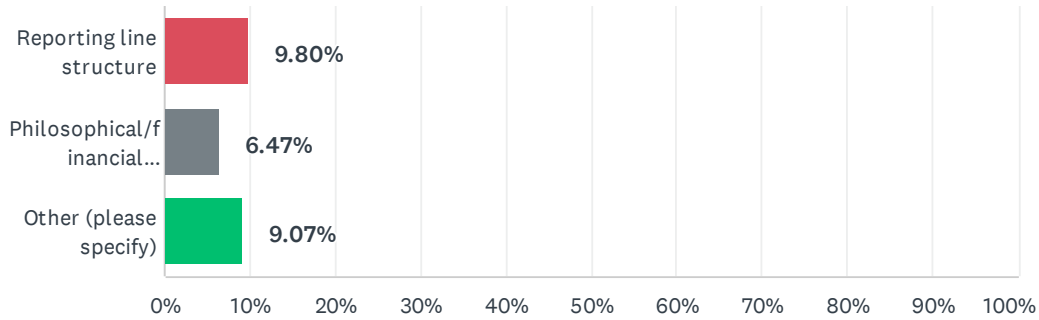
ANSWER CHOICES	RESPONSES	
Less than 1 year	11.37%	109
1-3 years	29.51%	283
4-6 years	17.10%	164
7-10 years	13.14%	126
11-15 years	9.07%	87
More than 15 years	19.81%	190
TOTAL		959

Q34 What reasons do you feel have kept you at your current institution? (Check all that apply)

Answered: 959 Skipped: 187



NATA ICSM Compensation Task Force



ANSWER CHOICES	RESPONSES	
None of the above	1.98%	19
Salary	37.43%	359
Health care benefits	41.40%	397
Retirement benefits	34.72%	333
Child care benefits	1.46%	14
Housing benefits	0.63%	6
Vehicle benefits	1.77%	17
Tuition benefits	14.08%	135
Technology benefits (phone, tablet etc.)	6.26%	60
Continuing education opportunities	34.31%	329
Advancement opportunities	16.48%	158
Administrative responsibilities	17.21%	165
Sport(s) coverage	49.11%	471
Sports medicine culture-staff morale	54.74%	525
Overall department culture	32.22%	309
Location	50.16%	481
Family dynamics (job of significant other, school district, friend network, family network)	37.85%	363
Work-life balance	29.72%	285
Reporting line structure	9.80%	94
Philosophical/financial administrative support	6.47%	62
Other (please specify)	9.07%	87
Total Respondents: 959		

#	OTHER (PLEASE SPECIFY)	DATE
1	Small town and walk to work	8/6/2022 8:45 AM
2	I am one year in and would like to complete two years of collegiate work before moving on from my current employer.	8/5/2022 10:13 AM

NATA ICSM Compensation Task Force

3	Not many opportunities in my direct area when I was looking for jobs	8/4/2022 12:14 PM
4	The community works to help each other and provide a "home feeling" to all who are new	8/3/2022 8:09 PM
5	Covid happened and people were trying to keep the jobs they had	8/3/2022 7:23 PM
6	Boss mindset for work/ life, he does what he can to keep it balanced even though still high level of hours	8/3/2022 6:31 PM
7	Family both personal and professional	8/3/2022 5:55 PM
8	I wanted a family it's the only reason I'm here	8/3/2022 3:45 PM
9	The fact that I now have about 4-6 weeks of in the summer and about 3 around Christmas	8/3/2022 2:28 PM
10	Not having to relocate to another town/city	8/3/2022 1:55 PM
11	Student athletes	8/1/2022 7:47 PM
12	I am an international employee and as such feel like no other school would take a chance on an immigrant who requires visa sponsorship	8/1/2022 6:38 PM
13	Currently working on what next steps I need to take to leave the profession.	8/1/2022 3:05 PM
14	Note again I left in May. Stayed because live of professional and the athletes plus have elderly parents who need me so was stuck. If salary had been minimum of my status would not have even entertained idea if leaving	8/1/2022 2:07 PM
15	Schedule - summers off	8/1/2022 1:56 PM
16	cheap cost of living	8/1/2022 1:50 PM
17	family in area	8/1/2022 1:31 PM
18	Time off during holidays for my assignment	8/1/2022 1:20 PM
19	Scared to leave	8/1/2022 1:06 PM
20	I just accepted a new job with better hours, pay, and benefits.	8/1/2022 11:35 AM
21	Covid, Age - I'm a young professional	8/1/2022 11:30 AM
22	Proximity to family	8/1/2022 11:06 AM
23	alumni	8/1/2022 10:54 AM
24	PSLF	8/1/2022 10:48 AM
25	I needed a job	8/1/2022 10:28 AM
26	the student athletes	7/30/2022 7:23 AM
27	the coaches I work with are an absolute joy to work with	7/27/2022 12:45 PM
28	Location	7/27/2022 12:15 PM
29	Pure love for the Student Athletes and my work despite the not so desirable aspects.	7/26/2022 4:30 PM
30	I believe this is where God wants me	7/26/2022 1:59 PM
31	student loan mitigation due to Non-profit institution status	7/26/2022 12:23 PM
32	I like my contracted school and coworkers there, not the hospital I am employed by	7/26/2022 11:28 AM
33	pandemic	7/26/2022 10:51 AM
34	fear of the unknown.	7/26/2022 9:57 AM
35	Not sure why I stay other than I am close to my mother and be able to get there if needed	7/26/2022 9:47 AM
36	the heads of our department are VERY understanding of AT life.	7/26/2022 9:41 AM
37	honestly just don't like moving	7/26/2022 7:23 AM
38	Love the people	7/26/2022 5:54 AM

NATA ICSM Compensation Task Force

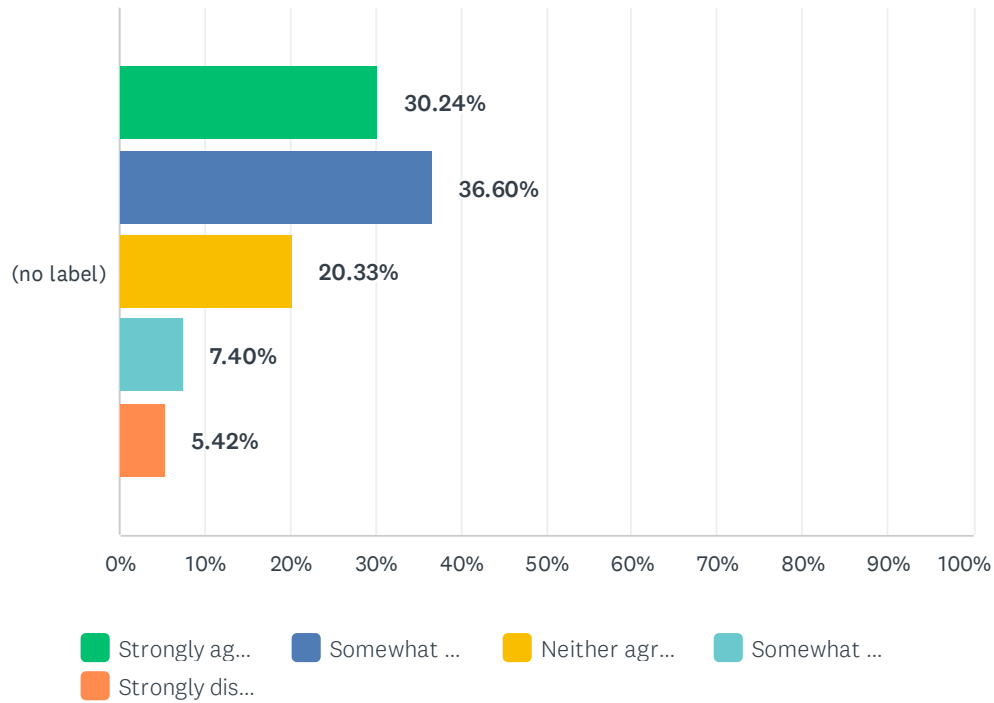
39	Superior leadership of my direct supervisor for providing professional and personal development	7/25/2022 8:49 PM
40	Lack of better options/poor job market	7/25/2022 8:41 PM
41	Relationships with my student-athletes and winning programs.	7/25/2022 8:05 PM
42	Comfort in knowing who/what I am working with.	7/25/2022 7:58 PM
43	Can't afford not to work	7/25/2022 7:37 PM
44	Made a push to leave 3 years ago, nothing worked out. So I am here.	7/25/2022 6:28 PM
45	My parents who are getting older live fairly close. They are the most determining factor. Also, this is my alma mater, I feel an obligation to guide it into the future.	7/25/2022 6:15 PM
46	Love my student athletes and coaches.	7/25/2022 6:01 PM
47	Stupidity/stubbornness which is why I just left	7/25/2022 5:44 PM
48	COVID	7/25/2022 5:35 PM
49	It's been convenient to stay	7/25/2022 5:34 PM
50	institution is small and family like	7/25/2022 5:00 PM
51	Working women's basketball	7/25/2022 4:33 PM
52	I am passionate about what I do. As of late, I am changing assignments and leaving the profession this year as a full time AT in the university setting.	7/25/2022 3:04 PM
53	I love the groups of people and athletes that I get to work with.	7/25/2022 3:03 PM
54	Loyalty to the university	7/25/2022 2:39 PM
55	Just got to my new institution	7/25/2022 1:40 PM
56	I purchased a house in the area and it is close to my family.	7/25/2022 1:17 PM
57	Couldn't find a different job	7/25/2022 1:07 PM
58	i get full summer and christmas break off	7/25/2022 12:55 PM
59	My athletes and coaching staff	7/25/2022 12:40 PM
60	Family is too close by so can't move	7/25/2022 12:35 PM
61	I have got to work with my friends for over 15 years. That is now gone.	7/25/2022 12:32 PM
62	Care for student athletes	7/25/2022 12:26 PM
63	Student athletes	7/25/2022 12:22 PM
64	Feeling guilty for leaving student athletes and coworkers	7/25/2022 12:17 PM
65	Setting that I want	7/25/2022 12:08 PM
66	Fear of change	7/25/2022 11:49 AM
67	Lack of opportunities elsewhere	7/25/2022 11:46 AM
68	Have not found a job that better fulfills my needs	7/25/2022 11:43 AM
69	Plan on leaving	7/25/2022 11:40 AM
70	Quality of team, prestige of institution	7/25/2022 11:37 AM
71	10 years for a non-profit will forgive my student loans	7/25/2022 11:25 AM
72	My students and coaches are amazing, the other assistant ATs are great. But honestly I'm looking to leave	7/25/2022 11:21 AM
73	Fear of not finding another job opportunity in NCAA D1 Football	7/25/2022 11:12 AM
74	I have only been here two weeks	7/25/2022 11:09 AM

NATA ICSM Compensation Task Force

75	I just like it here. And my family does as well.	7/25/2022 11:07 AM
76	100% administrative support.. it was great for 19 years and the job was good. it has changed and the job is not good. Administrative (AD, Team Physician, AT leadership, Financial to provide great care) is by far the most important factor	7/25/2022 11:02 AM
77	location	7/25/2022 11:01 AM
78	In need of a job.	7/25/2022 10:54 AM
79	Provides a base of collegiate AT experience needed to progress into the NCAA/DI.	7/25/2022 10:53 AM
80	I have stayed because of the SA and coaches. Till 5 years ago when new AD arrived and he created a hostel environment in the department and a lot of people have been fired or left.	7/25/2022 10:46 AM
81	leadership of my boss	7/25/2022 10:44 AM
82	No opportunities have opened where I live. I commute to work every day.	7/25/2022 10:43 AM
83	I am trying to get out of the current role- the thing keeping me is the relationships built with the athletes	7/25/2022 10:41 AM
84	Grown to love the community that we are a part of.	7/25/2022 10:41 AM
85	Unable to find other work that pays better	7/25/2022 10:34 AM
86	generous PTO policies	7/25/2022 10:33 AM
87	I like the city I live in.	7/25/2022 10:32 AM

Q35 Rate your agreement with the following statement: I feel my institution is actively engaged in creating and sustaining a diverse and inclusive work environment.

Answered: 959 Skipped: 187



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
(no label)	30.24% 290	36.60% 351	20.33% 195	7.40% 71	5.42% 52	959	3.79

Q36 Please explain.

Answered: 258 Skipped: 888

#	RESPONSES	DATE
1	They are very intentional in this area	8/7/2022 6:09 PM
2	Wanting everyone to help everyone grow in the field of athletic training.	8/6/2022 9:08 AM
3	Instituion tries but recruiting to this area is very difficult and a special individual comes to work here.	8/6/2022 8:45 AM
4	They are always putting in an effort to make sure the work environment is inclusive and diverse.	8/5/2022 11:23 PM
5	Work in progress	8/5/2022 6:33 PM
6	Yes.	8/5/2022 11:13 AM
7	This has improved substantially over the last few years. Salaries still need to be addressed.	8/5/2022 9:53 AM
8	We have hired a diverse staff in athletics and have attracted a large percentage of the minority student population to campus.	8/5/2022 8:41 AM
9	Not sure about "actively engaged"	8/5/2022 7:55 AM
10	Just got a new AD, yet to be seen.	8/5/2022 7:12 AM
11	No opinion	8/4/2022 8:56 PM
12	Again, being at a religious institution, it seems as though diversity is not something that is at the forefront of anything they do. This stems from a belief that they "treat everyone the same regardless" even if that isn't always necessarily the case.	8/4/2022 6:35 PM
13	not sure	8/4/2022 5:17 PM
14	We have very diverse staff and student population.	8/4/2022 4:13 PM
15	minimal diversity with staffing	8/4/2022 12:40 PM
16	They talk a good plan but dont work the plan	8/4/2022 8:57 AM
17	Our staff is pretty diverse.	8/4/2022 8:27 AM
18	Athletic department has two coaches who are people of color out of 40+ full time employees. Of our 12 female sports, only 4 of those head coaches are women.	8/4/2022 6:49 AM
19	Overall, yes - but it feels performative. I've served on departmental committees and hiring committees and have witnessed a substantial lack of follow through on policies and procedures that are in place to promote DE&I practices/initiatives. The admin talks the talk but they don't walk the walk so to say.	8/4/2022 1:09 AM
20	My staff has no issues but administrators are not ver inclusive	8/3/2022 10:51 PM
21	My employer and supervisors have allowed me flexibility as needed	8/3/2022 8:19 PM
22	Our assistant coaches live on campus as res life coordinators as well as being inclusive to all	8/3/2022 8:09 PM
23	our dept is very involved with eachother at work and outside. We know each others families well. Attend and support eachothers events	8/3/2022 7:29 PM
24	Doesn't go out of the way - but I make sure I personally figure it out	8/3/2022 7:21 PM
25	There is currently significant turnover within the Sports Medicine team as well as the Athletics Department in general.	8/3/2022 7:15 PM
26	The department has been actively working to improve the overall diversity, equity, and	8/3/2022 7:00 PM

NATA ICSM Compensation Task Force

	inclusion for ourselves and our student-athletes	
27	I feel the institution has a diverse/inclusive environment. However, I would like to see us be a little more active in the diversity of our hiring.	8/3/2022 6:42 PM
28	Again, I feel the institution actively engages, however, my employer, not so much.	8/3/2022 3:34 PM
29	yes, A good environment.	8/3/2022 3:25 PM
30	Spiritual based institutions have handbooks that state what they will be Inclusive about from the beginning.	8/3/2022 2:46 PM
31	We often joke about having a "bubble" where I work, but they rarely diversify themselves. Additionally, questions like this make me feel like it is being asked if we are LGBTQ+ inclusive. I work for a religious private school. So we are to a point.	8/3/2022 2:29 PM
32	I think that there is always room for diversity and inclusion.	8/3/2022 1:52 PM
33	N/A	8/3/2022 1:50 PM
34	It is a Christian institution.	8/3/2022 12:49 PM
35	sports med has always been the most diverse and inclusion staff.. pre the new trend	8/3/2022 11:58 AM
36	The university is very diverse and inclusive. They strive to support everyone and also has many international students enrolled.	8/3/2022 11:52 AM
37	HR and Admin do not understand the complexities of athletic work environment and improving salaries and added needed staff	8/3/2022 11:32 AM
38	It's a bigger athletics department, but it's in the midwest. Just basic geographics/demographics	8/3/2022 11:04 AM
39	Just completed DEI training	8/3/2022 10:35 AM
40	Senior leadership is not diverse!	8/3/2022 9:36 AM
41	they are getting more diverse and inclusive, sometimes to the detriment of actual productivity, hiring to fill a check mark, instead of hiring to hire the best person available	8/3/2022 7:41 AM
42	We are working on it.	8/2/2022 6:08 PM
43	n/a	8/2/2022 4:36 PM
44	yes and no	8/2/2022 3:56 PM
45	Turnover of jobs is serious.	8/2/2022 2:21 PM
46	Highly important.	8/2/2022 12:34 PM
47	Unable to answer this question fully because I'm just beginning my 3rd week on the job at this institution	8/2/2022 12:08 PM
48	DEI is a campus priority	8/2/2022 11:43 AM
49	The institution is always working on improvements.	8/2/2022 11:12 AM
50	Yes	8/2/2022 9:22 AM
51	Institution offers opportunities for applicants of all races and male and female genders.	8/2/2022 6:10 AM
52	I do not see this as a priority. The administration just expects us to do our job with no recognition or thank you.	8/2/2022 5:17 AM
53	They have tried to become better recently with becoming more diverse. They also now offer a diversity and inclusion seminar	8/1/2022 6:57 PM
54	We live in a non-diverse state (Maine) and it is difficult to recruit staff to work here - let alone engaging a diverse staff	8/1/2022 6:38 PM
55	We are limited in hiring more staff	8/1/2022 5:32 PM
56	It has evolved in a positive way over the years	8/1/2022 4:58 PM
57	They say they are and our specific sports medicine department has done a good job, however,	8/1/2022 4:17 PM

NATA ICSM Compensation Task Force

the rest of the athletic department is saying they are, but continue to lose people of color.

58	New AD being man of color. Women holding prominent positions in the university. DEI interdisciplinary committee created	8/1/2022 3:28 PM
59	We have a dean of diversity and inclusion, the athletic department does workshops about diversity and inclusion, we encourage a safe work environment for everyone. The athletic department is actively working to recruit coaches of diversity and started a Students of Color advisory board with SAAC	8/1/2022 2:34 PM
60	They are always promoting diversity	8/1/2022 2:07 PM
61	They're trying but the institution itself is made up of affluent white students so we struggle to hire and maintain diverse applicants	8/1/2022 2:05 PM
62	As an employee, I am provided with many workshops to maintain a strong diverse an inclusive environment.	8/1/2022 1:58 PM
63	N/A	8/1/2022 1:56 PM
64	Working on improving this but needs more work to be fully engaged	8/1/2022 1:39 PM
65	I work at a conservative Christian schools so that can be challenging with certain topics, ex. homosexuality.	8/1/2022 1:31 PM
66	Continuously promoting diversity and inclusion.	8/1/2022 1:31 PM
67	There is a spoken and proven culture in place, we just haven't attempted to hire any of the open positions we have.	8/1/2022 1:28 PM
68	Self Explanatory	8/1/2022 1:20 PM
69	Our campus actively acknowledge room for growth in that area.	8/1/2022 12:51 PM
70	It's a community college the diversity we get generally reflects the surrounding community	8/1/2022 12:35 PM
71	They might for a university as a whole, but not much thought is given to sports medicine from the university or the athletics department	8/1/2022 12:26 PM
72	NA	8/1/2022 12:15 PM
73	They offer and require numerous courses.	8/1/2022 11:58 AM
74	My institution is striving in the right diction.	8/1/2022 11:52 AM
75	Doesn't seem to be a top priority but it's on the list	8/1/2022 11:50 AM
76	They claim to be, but it is a mainly male, white work environment with people from the same backgrounds/institution (mostly alumni from that school). They don't want to hire folks that think/do things differently or that they have to teach things to/orient.	8/1/2022 11:35 AM
77	We just got a new president - hopefully I can say strongly agree a years time. With the old president I would have said strongly disagree	8/1/2022 11:30 AM
78	We can do better.	8/1/2022 11:19 AM
79	look to recruit a wide variety of individuals with proper credentials	8/1/2022 11:12 AM
80	YES	8/1/2022 10:58 AM
81	There is consistent and active training to increase awareness of inclusivity.	8/1/2022 10:55 AM
82	they say they are	8/1/2022 10:54 AM
83	x	8/1/2022 10:51 AM
84	We are very diverse in an urban setting.	8/1/2022 10:50 AM
85	DEI is important but sometimes the person that's the right fit doesn't always get the job because of this	8/1/2022 10:50 AM
86	My institution does an appropriate job of encouraging a diverse and inclusive work environment. The athletic training department specifically encourage inclusivity and diversity in	8/1/2022 10:50 AM

NATA ICSM Compensation Task Force

	our actions and our staff.	
87	Actively working towards a more diverse staff but currently only have 2 diverse individuals on a staff of over 20	8/1/2022 10:47 AM
88	Has not necessarily been a focus for our larger hospital sports medicine program.	8/1/2022 10:46 AM
89	We have a staff position just for creating a diverse and inclusive workplace	8/1/2022 10:41 AM
90	We could do better	8/1/2022 10:38 AM
91	I don't feel diversity is important to administration	8/1/2022 10:38 AM
92	Don't think they are actively engaged	8/1/2022 10:38 AM
93	we currently are down several athletic trainers and it is going to be hard to achieve the above	8/1/2022 10:35 AM
94	The goal of our institution is to be diverse and inclusive	8/1/2022 10:31 AM
95	DEI is a high priority at my institution	8/1/2022 10:31 AM
96	Our department continues to have a diverse and inclusive culture.	8/1/2022 10:30 AM
97	There is a double standard between coaching and non-coaching hiring as far as diversity and inclusivity.	8/1/2022 10:25 AM
98	Our sports medicine department has always been short on staff and isn't considered a high priority here.	8/1/2022 9:53 AM
99	We are good, but need more effort in recruitment of diverse applicants for open positions.	8/1/2022 9:16 AM
100	They are very focused on DEI work which is great.	7/31/2022 7:13 PM
101	My institution has started many efforts to enhance diversity and inclusion training. It is generally a very inclusive environment.	7/30/2022 11:14 AM
102	As an international college we seek a diverse population although we could do more to help with official (visa) sponsorships.	7/30/2022 8:07 AM
103	coaching hires are basic often sexist in either directions, minimal minority hires	7/30/2022 7:23 AM
104	Staff is diverse and inclusive	7/29/2022 11:28 AM
105	I could go on and on. We have a very dysfunctional staff, highly the result of the director of sports medicine.	7/28/2022 8:41 PM
106	Our president at the cabinet level has only hired one person of color since he has been here to run our DEI department. All other hires have been white males. This tends to happen across our campus including the athletic department.	7/28/2022 11:22 AM
107	Hard to be active when the area isn't diverse.	7/28/2022 10:37 AM
108	agree	7/28/2022 9:45 AM
109	We like to bring in other professionals from the various departments to help us grow as a staff.	7/28/2022 9:27 AM
110	N/A	7/27/2022 2:21 PM
111	While it has gotten a little more diverse with gender employment we do not have many minorities working in athletics full time.	7/27/2022 2:09 PM
112	I don't feel as though they are actively trying to do this but I also don't think they are not trying to do that.	7/27/2022 1:14 PM
113	They make it diverse as long as it's not dealing with males.	7/27/2022 10:59 AM
114	When hiring new staff they look to hire the best candidate but are very open to hiring diverse candidates	7/27/2022 7:08 AM
115	Looking around at our staff, the whole athletics department staff and the university staff we have a wide variety of diversity and inclusion	7/27/2022 6:32 AM
116	My current institution pushes for a more inclusive environment as a school, and that bleeds into the athletic department.	7/26/2022 9:14 PM

NATA ICSM Compensation Task Force

117	There are efforts. It feels pretty forced. Not sure if that is what it should feel like.	7/26/2022 4:30 PM
118	We're not diverse currently and I don't see any concerted effort to change it.	7/26/2022 3:45 PM
119	There is talk of working to have a more diverse and inclusive work setting, but no actions steps have been taken.	7/26/2022 3:10 PM
120	We are in constant emergency mode so since the college is diverse- we do it	7/26/2022 1:59 PM
121	it is a progressive work in progress	7/26/2022 1:06 PM
122	The culture here is not welcoming or inclusive.	7/26/2022 1:06 PM
123	N/A	7/26/2022 12:23 PM
124	I don't feel as though they actively work against diversity and inclusion, but they also don't seem to actively try to create that space	7/26/2022 12:11 PM
125	improving, but could be better	7/26/2022 12:06 PM
126	We do encourage minorities to apply and actively seek out those that are from different backgrounds.	7/26/2022 11:40 AM
127	My institution as a whole is open to fresh and new ideas. It also promotes and encourages the recruitment and retention of people of diverse backgrounds in order to have a pool of the best ideas.	7/26/2022 10:23 AM
128	unfortunately this means being racist and sexist.	7/26/2022 9:57 AM
129	Not sure how the hiring works here but it seems like there is a diverse employee population here	7/26/2022 9:47 AM
130	We have created a DEI committee to evaluate how we operate as a sports medicine department to better serves our SAs	7/26/2022 9:41 AM
131	As a Christian I do not always feel as though it is a safe space for me.	7/26/2022 9:41 AM
132	Changes due to the current culture	7/26/2022 8:57 AM
133	the institution lacks diversity, but not from a lack of trying. institution does promote an inclusive environment	7/26/2022 8:50 AM
134	It's getting better	7/26/2022 8:13 AM
135	I work at a large, urban, public university. Is further explanation required?	7/26/2022 8:00 AM
136	On my individual campus, yes they definitely are. Hospital system wise, they just take who they can get at this point.	7/26/2022 7:38 AM
137	I would not say we are anti-diversity (other than being a southern baptist school and obviously strong promotion of the Christian faith) but sometimes I think we are forced to hire based on that being the only person available, or because we want a specific appearance and not on ability to succeed in the position	7/26/2022 7:23 AM
138	University and athletic department emphasis. Over the past 3 years in AT candidate pools are severely decreased, so while I support this initiative, when you only have 2-4 qualified candidates it is somewhat moot.	7/26/2022 6:53 AM
139	It's not the athletic Training department with not creating a sustaining environment, it's the athletics department.	7/26/2022 6:51 AM
140	They make sure that everyone is treated equally.	7/26/2022 6:36 AM
141	need better workshops	7/26/2022 6:29 AM
142	The diversity on my campus is large.	7/26/2022 12:59 AM
143	Again, as with most institutions (the NATA absolutely included), most of what is said or claimed about a commitment to diversity, equity, and inclusion is performative at best and legitimately offensive at worst. Claiming to be committed to DEI on paper means nothing without action and a commitment to change.	7/25/2022 11:42 PM

NATA ICSM Compensation Task Force

144	Today's new employees are those of diversely, gender and and based upon other variables other than who is best qualified and the best for the job.	7/25/2022 10:11 PM
145	I think we are trying, but we are not there yet	7/25/2022 9:27 PM
146	The school promotes DEI. This despite its name only makes diversity and inclusion worse. It promotes racial and gender stereotyping and discrimination. It is a disgusting world view that aligns with many genocidal governmental regimes. Equity only promotes discrimination and reward the worst employee to treat them equitable to the harder working staff. This results in high staff turnover.	7/25/2022 8:05 PM
147	Very inclusive staff, but the coaches we have recently hired have not been very diverse.	7/25/2022 7:45 PM
148	Believe what the coaches believe.	7/25/2022 7:37 PM
149	We get trained every 6 months.	7/25/2022 7:37 PM
150	No issues with this at my institution	7/25/2022 7:34 PM
151	We have monthly meetings on DEI work in athletics and on campus. It's just difficult to recruit to this area a diverse population	7/25/2022 7:07 PM
152	No my institution strong area.	7/25/2022 6:28 PM
153	We have all the structures in place. I personally get tired of "diversity and inclusion" talk. I just want the best person for the job. No bending over backwards to make someone fit. Now, if the best person for the job feels uncomfortable or antagonized, we absolutely will correct that, but I don't see that being a problem.	7/25/2022 6:15 PM
154	We are always in conversation of how we can better our university and have implemented different types of committees.	7/25/2022 5:57 PM
155	They are strongly committed to appearing to value diversity while continuing to hire white people to all administrative positions.	7/25/2022 5:44 PM
156	The culture and location of the intuition have a bad reputation that seems to limit	7/25/2022 5:35 PM
157	We are not a diverse campus. Even though we have pretty liberal values, we are in a very rural, non-diverse area.	7/25/2022 5:31 PM
158	No concerns here	7/25/2022 5:03 PM
159	Can't tell yet where my institution stands on this. Not as apparent here as it was at my previous institution.	7/25/2022 4:53 PM
160	Athletics support staff is extremely over worked and under staffed.	7/25/2022 4:45 PM
161	Again, please hire and promote those with the proper ability, merit, and skill set. I feel this to be an overrated concept. Anymore, I see diverse skin tones with "like-minded" thinking. Diversity in opinion is not welcome.	7/25/2022 4:33 PM
162	Actively looking to improve diversity.	7/25/2022 4:30 PM
163	I feel they are definitely diverse, no issues there, but inclusively I feel we fall short. It's more so on making sure everyone feels they are getting a fair share of everything and that is where I feel we are lacking.	7/25/2022 4:16 PM
164	All races and genders are considered for any role	7/25/2022 4:04 PM
165	They try to promote it, but they hire the same type of people over and over again.	7/25/2022 3:55 PM
166	See previous comments	7/25/2022 3:51 PM
167	Trying to do that exact thing	7/25/2022 3:47 PM
168	Majority of people on campus are white older people	7/25/2022 3:37 PM
169	Currently enhancing our DEI initiatives and programs	7/25/2022 3:04 PM
170	I don't have enough knowledge to know what is actively being worked on	7/25/2022 3:02 PM
171	initiatives, etc	7/25/2022 2:48 PM

NATA ICSM Compensation Task Force

172	I feel they have good ideas, but the execution is lacking.	7/25/2022 2:35 PM
173	n/a	7/25/2022 2:24 PM
174	NA	7/25/2022 2:23 PM
175	hard to choose diversity with minimal applicants	7/25/2022 2:21 PM
176	We take the courses and have the conversations around DEI but the actions of the department and by my direct supervisor do not demonstrate actions of a diverse staff	7/25/2022 2:16 PM
177	Comes in waves	7/25/2022 2:01 PM
178	Part of our university goal is to recruit and hire diverse individuals.	7/25/2022 1:54 PM
179	They preach inclusion	7/25/2022 1:52 PM
180	They don't seek out diverse inclusive people to apply. But those groups aren't actively applying. So the pool to choose from isn't there	7/25/2022 1:50 PM
181	It seems that when it comes to hiring assistant coaches and GAs, there isn't much diversity with who is hired.	7/25/2022 1:31 PM
182	Work in progress	7/25/2022 1:20 PM
183	Our school and department is extremely supportive and progressive with these concepts in our work environment.	7/25/2022 1:20 PM
184	Sports medicine staff is very diverse. The rest of the Athletic dept diversity has improved since I started but still a ways to go	7/25/2022 1:11 PM
185	Very fair	7/25/2022 1:10 PM
186	I think they're trying. Unsure of how it will land given the place we are in	7/25/2022 1:07 PM
187	It really depends on the people in positions that are creating the culture. Being here for so long, it ebbs and flows.	7/25/2022 12:54 PM
188	I believe my institution is making the appropriate changes given the history of the school to be more inclusive and equitable for the under-represented.	7/25/2022 12:41 PM
189	Again, everyone is treated the same here All are welcome, so we don't feel the need to have to cater to any population because they are all viewed and treated the same	7/25/2022 12:40 PM
190	We hire those with many different backgrounds	7/25/2022 12:29 PM
191	Yes the department as a whole, but only in the last two years	7/25/2022 12:22 PM
192	University is always offering developmental courses and guest speakers to talk about various topics. In person and virtually	7/25/2022 12:19 PM
193	It is our mission.	7/25/2022 12:10 PM
194	They engage in finding diverse candidates but could do much better with sustaining their employment by providing more support for the diverse candidates that are hired	7/25/2022 12:10 PM
195	The institution is working towards creating and sustaining a diverse and inclusive work environment. I think there is still progress to make.	7/25/2022 12:08 PM
196	We are woke. Expected to hire diversity over quality. I am not saying that diverse candidates are not quality candidates, but when the choice is between 2 candidates and one is diverse that is the one that the university will choose 99/100 times	7/25/2022 12:02 PM
197	at times they are great but not consistent	7/25/2022 11:59 AM
198	They try, it just has not happened.	7/25/2022 11:59 AM
199	There's definitely been discussion on the topic of diversity, but I've seen little evidence of it in working	7/25/2022 11:49 AM
200	N/A	7/25/2022 11:48 AM
201	Much better in recent years.	7/25/2022 11:48 AM

NATA ICSM Compensation Task Force

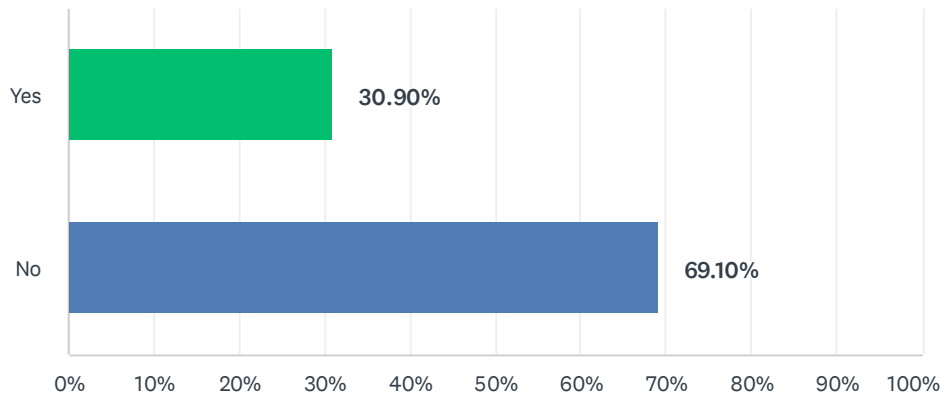
202	They believe in an inclusive environment.	7/25/2022 11:47 AM
203	Doesn't value athletic trainers	7/25/2022 11:46 AM
204	two time ncaa dig award winner	7/25/2022 11:45 AM
205	They weren't before but are now	7/25/2022 11:41 AM
206	Doesnt seem like they're not	7/25/2022 11:40 AM
207	N/A	7/25/2022 11:37 AM
208	DEI department established on campus and their work.	7/25/2022 11:36 AM
209	There are significant amount of initiatives to created a welcoming and diverse work/school environment on campus	7/25/2022 11:26 AM
210	They are making strides in this direction	7/25/2022 11:25 AM
211	They do the best they can but right now we have struggled to fill positions for the last 3 years	7/25/2022 11:25 AM
212	Department is active in developing and inclusive community and culture for athletics and athletic training.	7/25/2022 11:24 AM
213	They ask your opinion and then openly tell you no.	7/25/2022 11:23 AM
214	We are not very diverse.	7/25/2022 11:23 AM
215	Na	7/25/2022 11:21 AM
216	As an lgbt+ staff member I have experienced microaggressions frequently and have had a few major confrontations that when reported were not adequately addressed by the school. I am looking to leave.	7/25/2022 11:21 AM
217	We do these things but do not make an extra effort for these to be done.	7/25/2022 11:18 AM
218	They state these things but I don't always see changes.	7/25/2022 11:18 AM
219	There have been issues regarding the sexism/sexual misconduct that, even when reported, gains minimal care from the higher deans of the institution.	7/25/2022 11:17 AM
220	Very hard to recruit and retain overall diverse staff, especially with our location in the country.	7/25/2022 11:11 AM
221	.	7/25/2022 11:09 AM
222	?	7/25/2022 11:09 AM
223	Yes	7/25/2022 11:08 AM
224	Inclusive, yes. But we are not a very diverse group, not is our student-athlete population.	7/25/2022 11:08 AM
225	Don't see much change.	7/25/2022 11:07 AM
226	Institution does well creating a welcoming culture for students of diverse background, but can still do more to include more prospective students.	7/25/2022 11:07 AM
227	They speak on this but I do not see it in action often.	7/25/2022 11:06 AM
228	They try to create an inclusive environment but there are still major issues	7/25/2022 11:04 AM
229	The check all the boxes and say they do this but when they dont fight to keep good people or support people do they really do this?	7/25/2022 11:02 AM
230	My institution does not fight to keep good people here. We have had a lot of turn over in athletics this summer.	7/25/2022 10:55 AM
231	Like mentioned before, the school is a private Christian institution that limits itself from diversity and inclusionary practices.	7/25/2022 10:53 AM
232	Since being hired, there has been a deliberate approach to adding culture and awareness throughout the department.	7/25/2022 10:52 AM
233	Lots of turnover. No change	7/25/2022 10:51 AM

NATA ICSM Compensation Task Force

234	Even though you can tell there is a somewhat diverse culture on campus, there are still some gaps that need to be filled.	7/25/2022 10:50 AM
235	Center point	7/25/2022 10:48 AM
236	Inclusivity is valued and implemented here.	7/25/2022 10:48 AM
237	The Senior Administration has been working diligently to improving and offering opportunities for improvement and advancement in these areas all around campus.	7/25/2022 10:48 AM
238	I think that the environment here will always be diverse due to location. I have not seen any intentional DEI initiatives.	7/25/2022 10:46 AM
239	I thing the University does not so sure about the AD.	7/25/2022 10:46 AM
240	Required during hiring	7/25/2022 10:45 AM
241	They have actively tried to create opportunities for alumni and current students express how to improve diversity in a diversity committee.	7/25/2022 10:45 AM
242	That is difficult to achieve in this area of the country as people don't want to move here.	7/25/2022 10:43 AM
243	N/a	7/25/2022 10:43 AM
244	Our department offers a wide variety of diverse programs and work opportunities	7/25/2022 10:43 AM
245	open to all applicants - however the pool of applicants limits opportunities for diversity	7/25/2022 10:42 AM
246	Creating, yes. Sustaining, not as much	7/25/2022 10:41 AM
247	no opinon	7/25/2022 10:41 AM
248	We have this as part of our "next steps" and sustainability programs.	7/25/2022 10:41 AM
249	Athletics staff is diverse and supportive. Athletic training is not a priority to administration however	7/25/2022 10:39 AM
250	The institution I work for has made a concentrated effort in this area. I feel my department, athletics, has been less successful in this area in particular since almost the entire head coaching staff is white men.	7/25/2022 10:39 AM
251	Campus has a DI division.	7/25/2022 10:38 AM
252	My department only cares about wins on the field.	7/25/2022 10:38 AM
253	Not conducive to work life balance, families, or any other personal diversity/ inclusion items.	7/25/2022 10:37 AM
254	Only when it benefits admin does this seem important.	7/25/2022 10:37 AM
255	This is a major emphasis now	7/25/2022 10:34 AM
256	While we are a diverse environment, there is not much else to create or sustain the department diversity.	7/25/2022 10:34 AM
257	Small institution has very few opportunities to secure a large candidate pool	7/25/2022 10:34 AM
258	We have just hired a new athletic director who is a woman of color and I believe that she will push our department to be better when it comes to diversity.	7/25/2022 10:32 AM

Q37 Have you separated from a collegiate institution in the past 5 years?

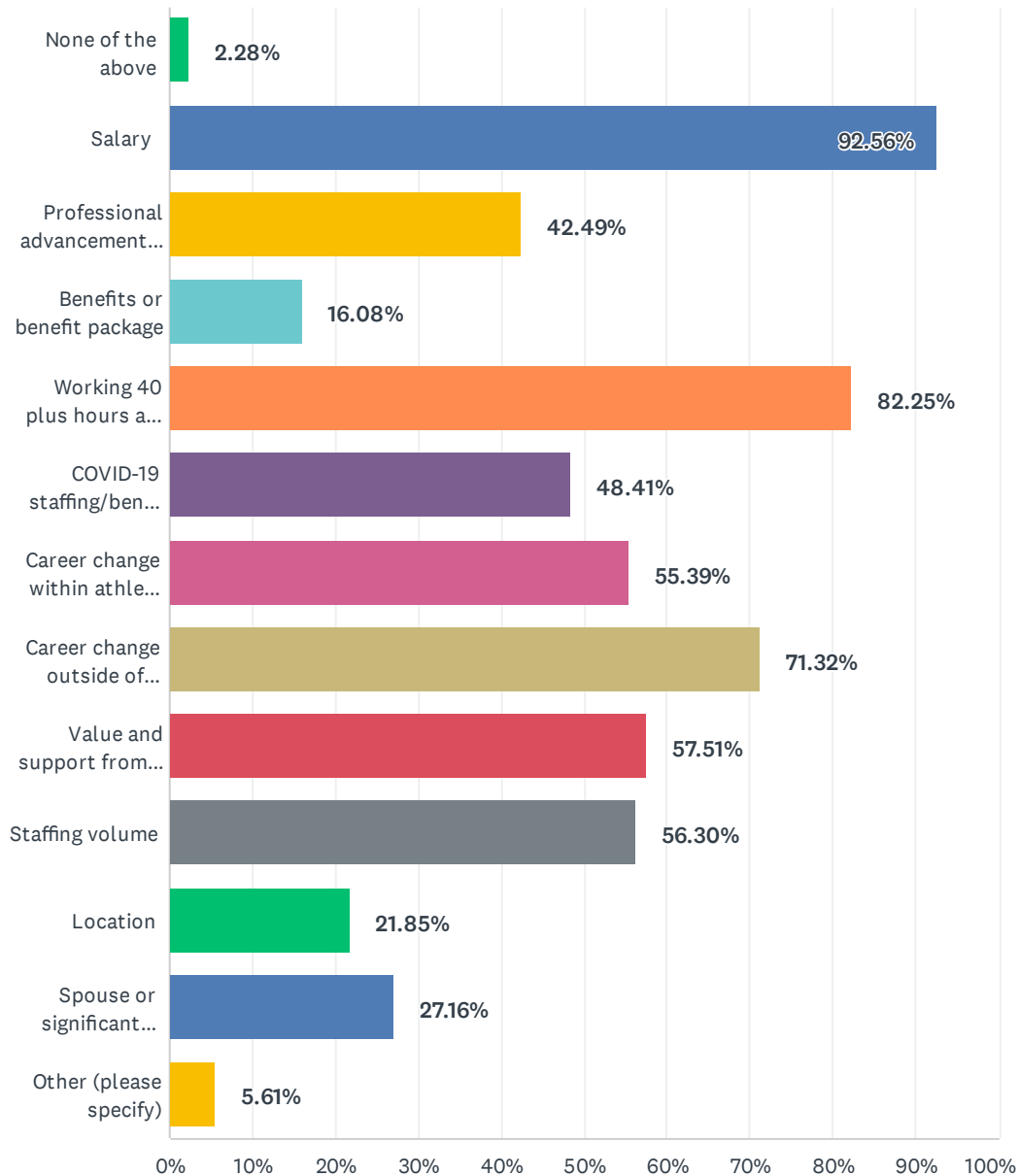
Answered: 958 Skipped: 188



ANSWER CHOICES	RESPONSES	
Yes	30.90%	296
No	69.10%	662
TOTAL		958

Q38 What are reasons you have heard from colleagues who have separated from a collegiate job setting over the past five years (includes for another collegiate athletic trainer position or outside of collegiate athletics)? (Check all that apply)

Answered: 659 Skipped: 487



NATA ICSM Compensation Task Force

ANSWER CHOICES	RESPONSES
None of the above	2.28% 15
Salary	92.56% 610
Professional advancement opportunity	42.49% 280
Benefits or benefit package	16.08% 106
Working 40 plus hours and weekends	82.25% 542
COVID-19 staffing/benefit changes	48.41% 319
Career change within athletic training	55.39% 365
Career change outside of athletic training profession all together	71.32% 470
Value and support from administration, coaches and co-workers	57.51% 379
Staffing volume	56.30% 371
Location	21.85% 144
Spouse or significant other professional job change	27.16% 179
Other (please specify)	5.61% 37
Total Respondents: 659	

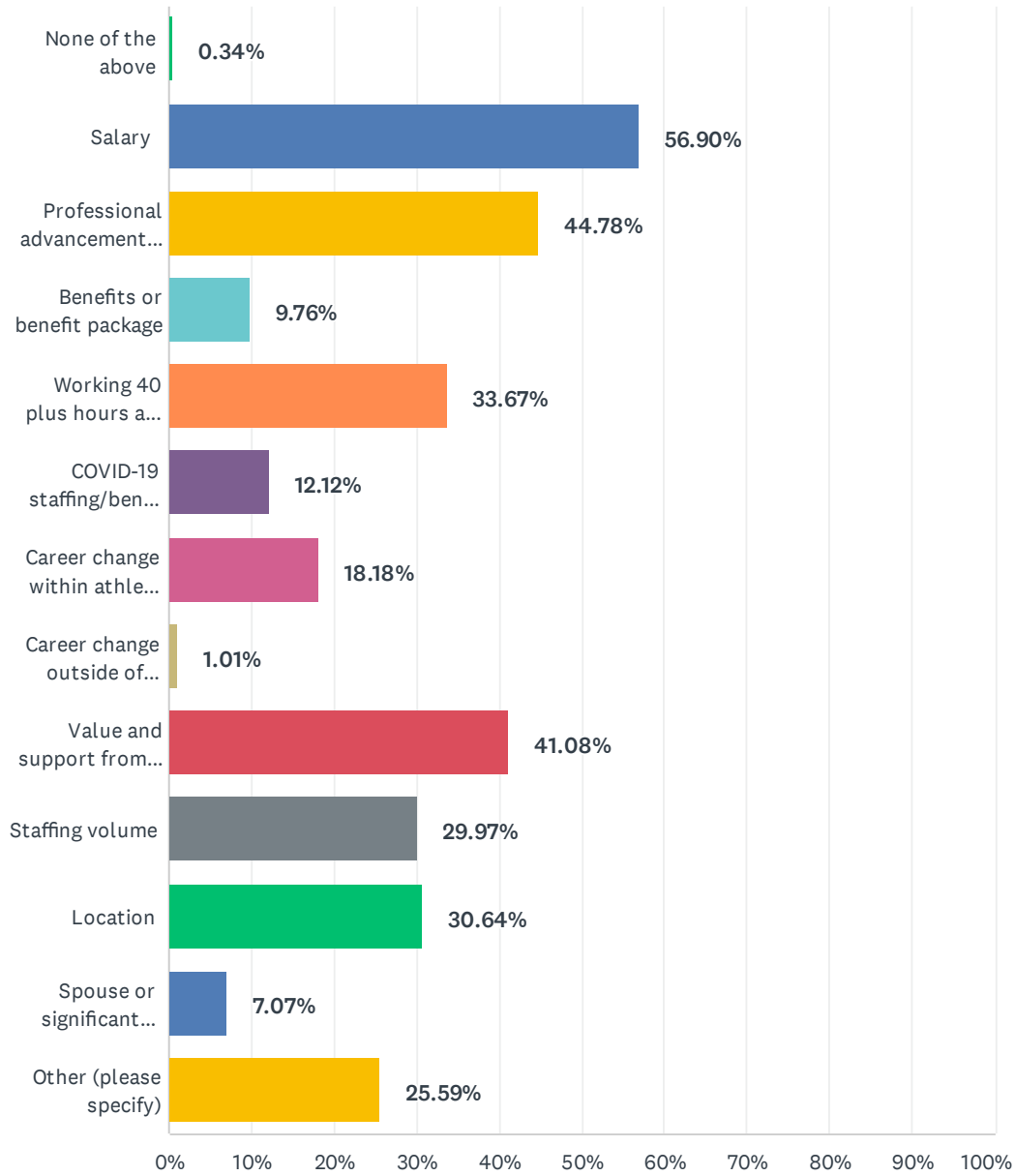
#	OTHER (PLEASE SPECIFY)	DATE
1	Burnout	8/8/2022 2:23 PM
2	new children	8/4/2022 8:56 PM
3	Salary just wanted to say it again	8/4/2022 5:18 PM
4	I	8/4/2022 9:25 AM
5	work life inbalance	8/4/2022 8:43 AM
6	Expectations of what we do and just piling it on	8/3/2022 5:56 PM
7	No work/life balance	8/3/2022 11:54 AM
8	Unknown	8/3/2022 11:30 AM
9	Covid fatigue. Lack of leadership.	8/3/2022 9:38 AM
10	Don't know of anyone	8/2/2022 10:01 AM
11	Lack of support	8/1/2022 7:48 PM
12	Bad boss	8/1/2022 6:48 PM
13	Lack of value and support from administration	8/1/2022 12:19 PM
14	Child birth/parental responsibility	8/1/2022 11:59 AM
15	Lack of Work-Life Balance	8/1/2022 10:49 AM
16	no work/life balance	8/1/2022 10:39 AM
17	Poor work life balance	7/27/2022 12:50 PM
18	I	7/26/2022 9:35 AM
19	Displeasure with unreasonable expectations and pressures from sport coaches	7/26/2022 8:43 AM
20	Athletic training is a terrible profession	7/25/2022 7:38 PM

NATA ICSM Compensation Task Force

21	Not fair or reasonable compensation for the hours required	7/25/2022 4:05 PM
22	Not being valued.	7/25/2022 3:53 PM
23	working for outreach or under athletics	7/25/2022 3:09 PM
24	Left for more work life balance	7/25/2022 1:40 PM
25	not getting paid well	7/25/2022 1:13 PM
26	Burn out, lack of admin support	7/25/2022 1:13 PM
27	The lies of independent medical coverage and the lack of support of the NCAA and the NATA	7/25/2022 12:34 PM
28	Hated their boss	7/25/2022 12:23 PM
29	Work/life balance	7/25/2022 12:11 PM
30	Job availability or the lack thereof.	7/25/2022 11:31 AM
31	Tired of 60 hr + weeks and poor pay. Abused during the covid crisis - broken promises	7/25/2022 11:26 AM
32	Continuation of being undervalued and underpaid	7/25/2022 10:55 AM
33	job demands and expectation increase without pay increase	7/25/2022 10:53 AM
34	Situations that weren't handled well by administration.	7/25/2022 10:51 AM
35	The stressors of COVID 19 from coaches and athletes	7/25/2022 10:45 AM
36	Take over from large hospitals	7/25/2022 10:42 AM
37	Increase salaries. This isn't difficult	7/25/2022 10:41 AM

Q39 Why did you separate from your previous position? (Check all that apply)

Answered: 297 Skipped: 849



NATA ICSM Compensation Task Force

ANSWER CHOICES	RESPONSES
None of the above	0.34% 1
Salary	56.90% 169
Professional advancement opportunity	44.78% 133
Benefits or benefit package	9.76% 29
Working 40 plus hours and weekends	33.67% 100
COVID-19 staffing/benefit changes	12.12% 36
Career change within athletic training	18.18% 54
Career change outside of athletic training profession all together	1.01% 3
Value and support from administration, coaches and co-workers	41.08% 122
Staffing volume	29.97% 89
Location	30.64% 91
Spouse or significant other professional job change	7.07% 21
Other (please specify)	25.59% 76
Total Respondents: 297	

#	OTHER (PLEASE SPECIFY)	DATE
1	to employment with tuition reimbursement	8/4/2022 8:59 PM
2	Finished graduate school	8/4/2022 7:35 PM
3	Work life balance and Healthcare is still influenced too much by non-medical personnel	8/4/2022 9:23 AM
4	As a Graduate Assistant at previous institution - graduated	8/3/2022 7:00 PM
5	Wanted to have a family	8/3/2022 3:46 PM
6	graduated from grad school	8/3/2022 2:58 PM
7	To pursue career advancement from GA, to assistant AT, to Head AT.	8/3/2022 1:56 PM
8	Overall ready for a change	8/3/2022 11:05 AM
9	AD did not support the athletic trainers	8/2/2022 10:22 AM
10	Graduate assistantship completed, masters degree earned	8/1/2022 6:17 PM
11	Retirement	8/1/2022 4:58 PM
12	Sport assignment	8/1/2022 3:29 PM
13	Not valued, overworked, treated poorly by coaches with no help from administration	8/1/2022 2:58 PM
14	Was an intern for 3 years, found a full time job	8/1/2022 12:27 PM
15	Bad fit/in a low place in my life	8/1/2022 11:51 AM
16	Lack of medical autonomy	8/1/2022 11:38 AM
17	Tired of being disrespected by coaches and students and administration; tired of being under valued; tired of expectation to work 24/7 and get in trouble when speak up for what's right.	8/1/2022 11:36 AM
18	Previously it was a 10 month internship - minimal salary, 12+ hour days, 1 day off the entire 10 months that was a national holiday, facilities were horrendous	8/1/2022 11:32 AM
19	m	8/1/2022 10:54 AM

NATA ICSM Compensation Task Force

20	Lack of support from Athletic Director	8/1/2022 10:42 AM
21	Termination of contract, enrolled in residency	8/1/2022 10:33 AM
22	Athletics was dropped at my previous institution	8/1/2022 9:52 AM
23	Finished my graduate assistant contract	7/28/2022 9:27 AM
24	toxic work environment	7/27/2022 8:43 PM
25	I was offered a position that allowed me to advance my career goals at a larger institution.	7/27/2022 1:15 PM
26	Institution dissolved sports medicine department (NAIA)	7/26/2022 5:31 PM
27	Internship ended	7/26/2022 2:17 PM
28	Called by a mentor	7/26/2022 12:19 PM
29	My Graduate Assistantship ended and I took a job at another college	7/26/2022 12:12 PM
30	Graduated from GA position	7/26/2022 11:28 AM
31	toxic work culture	7/26/2022 9:57 AM
32	Graduated from graduate school/GA position	7/26/2022 9:42 AM
33	My GA position was finished	7/26/2022 9:36 AM
34	Culture of last place	7/26/2022 6:52 AM
35	Retirement	7/26/2022 5:55 AM
36	Reporting structure	7/26/2022 4:00 AM
37	Inept supervisor	7/26/2022 2:02 AM
38	Extremely hostile and toxic work environment.	7/25/2022 11:42 PM
39	Finished Certified GA ship	7/25/2022 8:42 PM
40	Coach I was working with	7/25/2022 8:00 PM
41	Opportunity to be closer to family and the chance to return to my alma mater and continue their legacy.	7/25/2022 6:17 PM
42	Untenable change in supervisor	7/25/2022 5:22 PM
43	Parents health	7/25/2022 5:07 PM
44	graduated from my graduate assistantship before coming back as a full time staff member	7/25/2022 4:30 PM
45	Toxic work environment, gaslighting, lack of support from admin/HR despite staff complaints	7/25/2022 4:03 PM
46	Leadership changed, lost aspects of respect, trust, value, and support; reached my professional plateau; moved for opportunity for greater professional development	7/25/2022 3:06 PM
47	Graduated from Master's degree program and Graduate Assistantship	7/25/2022 2:52 PM
48	The position did not move to a full time position	7/25/2022 2:24 PM
49	Intern	7/25/2022 2:06 PM
50	Graduate assistantship ended	7/25/2022 2:01 PM
51	Was removed from sport by a coach without sufficient reasoning	7/25/2022 1:26 PM
52	The sports medicine department lost a position and I was least tenured so it was my position.	7/25/2022 1:18 PM
53	Retirement	7/25/2022 1:11 PM
54	Graduate assistant position ended with graduation	7/25/2022 1:00 PM
55	Graduated from masters program	7/25/2022 12:31 PM
56	Poor athletic Director at NAIA school	7/25/2022 12:12 PM

NATA ICSM Compensation Task Force

57	I was the only AT for 11 sports including FB. They wanted me there 15 hrs a day to cover the late practices...they would even do what it took to keep a pair of interns that would have helped tremendously.	7/25/2022 12:04 PM
58	My position was eliminated due to budget concerns at the peak of the COVID pandemic	7/25/2022 11:56 AM
59	Graduated and finished my graduate assistantship	7/25/2022 11:42 AM
60	Contract was not renewed	7/25/2022 11:38 AM
61	back surgery due to workload because of low staff	7/25/2022 11:36 AM
62	Intern/GA contract end	7/25/2022 11:34 AM
63	I recently left my position as Coordinator of Sports Medicine due to not agreeing with the current vision for the sports medicine department at the institution. I resigned from this position without having accepted any other athletic training position.	7/25/2022 11:33 AM
64	Toxic and abusive supervisor/head athletic trainer with unchecked power	7/25/2022 11:22 AM
65	School went bankrupt and closed	7/25/2022 11:05 AM
66	Sport	7/25/2022 11:04 AM
67	Opportunity to go back closer to my family	7/25/2022 11:04 AM
68	Admin was not concerned with putting my certification at risk.	7/25/2022 10:55 AM
69	I was told that I was paid too much to work a specific sport and I would not be moved from that sport or expect a raise for years to come	7/25/2022 10:50 AM
70	Living 1000+ miles away during a pandemic.	7/25/2022 10:46 AM
71	Lack of Organization by Hospital System (contract miscommunications)	7/25/2022 10:44 AM
72	Graduate assistantship term ended	7/25/2022 10:42 AM
73	temporary hire position	7/25/2022 10:41 AM
74	The institution announced they were closing after the current school year so I was able to find another position in the middle of the semester	7/25/2022 10:40 AM
75	I left to seek a job where I was valued and respected by the coaching staff I worked with	7/25/2022 10:39 AM
76	Unprofessional athletic administration	7/25/2022 10:34 AM