



# Division III June Webinar

Division III Athletic Trainer Working Group

Rick Burr and Bill Regan

# Presenters

- Rick Burr, Director of Athletic Performance, Babson University
- Bill Regan, Managing Director Division III, NCAA



# Agenda

1. The working group.
2. Charge.
3. Information reviewed.
4. Recommendations.
5. Remaining timeline.



# Working Group Members

## Members.

- Stevie Baker-Watson, director of athletics, DePauw.
- Rick Burr, director of athletics performance, Babson.
- Ryan Callahan, associate athletics director, head athletic trainer, Wartburg.
- Josh Dreher, associate athletics director, head athletic trainer, Texas-Dallas.
- Heather Grant, associate athletics director, Bridgewater (VA).
- Lauren Haynie, director of athletics, Brandeis.
- Steve Hillmer, director of sports medicine, Wisconsin-Whitewater.





# Working Group Members cont.

## Members.

- Ashley Hodges, director of athletics, Notre Dame (MD).
- Marybeth Lamb, director of athletics, Bridgewater State (MA).
- Steve Mauro, president, Alfred State.
- Becky Roark, athletic trainer, Pomona-Pitzer.
- Mike Snyder, director of athletics, Pacific Lutheran.
- Andrea Talentino, president, Augustana (chair).



# Division III Athletic Trainer Working Group

- **Charge:** To identify the factors that impact Division III intercollegiate athletics department's ability to hire and retain athletics training staff and to create recommendations to help Division III institutions address those identified factors.



# Data Collection

- The working group has met since July 2023. It has reviewed and collected feedback from several sources:
  - NCAA Sport Science Institute and NATA stakeholder meeting. (July 2023).
  - NATA White Paper.
  - NATA surveys.
  - Division III membership survey of Division III athletic trainer and directors of athletics.
  - 2024 Convention Division III Issues Forum feedback.



# Areas of Focus

- The working group has identified three areas of focus for potential recommendations:
  - Culture and communication.
  - Workload.
  - Work life balance.





# Other Areas

- In addition to the primary areas of focus the working group's final recommendations will address the following issues:
  - Compensation.
    - > More than just salary.
  - Current educational model.
    - > No change.
  - Potential recommendations for financial support from the NCAA.
    - > Support for institutional health and safety initiatives.
    - > Supporting the pipeline.



# Some Context

- Recommendations intended to provide institutions with various ways to address each area of focus.
- No one correct way to address this issue.
- Since 2020, the landscape has changed.
  - Intercollegiate athletics is not the only option for athletic trainers.
  - Work force is changing.
  - Other ways to address the issue must be considered.



# Culture and Communication

- Focus of recommendations:
  - Enhance the voice of the athletic trainer.
  - Include as part of senior leadership team.
  - Appropriate job title.
  - Consider impact of policy and legislative decisions on athletic training staff.
  - Expectations of interactions by staff, coaches and student-athletes.



# Workload

- Focus of recommendations:
  - Limit out-of-season coverage.
  - Impact of travel.
  - Day-off or not under contract.
  - Recognition of factors that impact number of health care professionals.
  - Training room hours.
  - In-person coverage.





# Work-Life Balance

- Focus of recommendations:
  - Fix schedule treatment is available.
  - Value and respect day-off.
  - Alternative staffing models.
  - Expectations when communicating with athletic training staff.
  - Changes to practice times/schedules.
  - First Aid and CPR training.



# Timeline

- April 2024 - Initial recommendations reviewed by Division III Presidents and Management Councils.
- June 2024 – Revised recommendations reviewed by NCAA Committee on Competitive Safeguards and Medical Aspects of Sports.
- July/August 2024 – Recommendations presented to councils.
- Fall 2024 – Final recommendations provided to membership.



# Questions?

