

MSU INVESTMENT PROPOSAL FOR INSTITUTIONAL PRIORITIES

PROPOSAL OVERVIEW

Title	Athletic Training Room Staff	Request Date	Jan 12, 2012
Department	Athletics	Email	pfields@msubobcats.com
Requestor	Peter Fields	Phone	994-4221

STRATEGIC ALIGNMENT

Core Themes and Objectives (check all that apply)

Educate Students

- Our graduates will have achieved mastery in their major disciplines
- Our graduates will become active citizens and leaders
- Our graduates will have a multicultural and global perspective
- Our graduates will understand the ways that knowledge & art are created and applied in a variety of disciplines
- Our graduates are prepared for careers in their field
- We will provide increased access to our educational programs
- Communities and external stake holders benefit from broadly defined education partnerships with MSU

Create Knowledge and Art

- Students, faculty, and staff will create knowledge and art that is communicated widely

Serve Communities

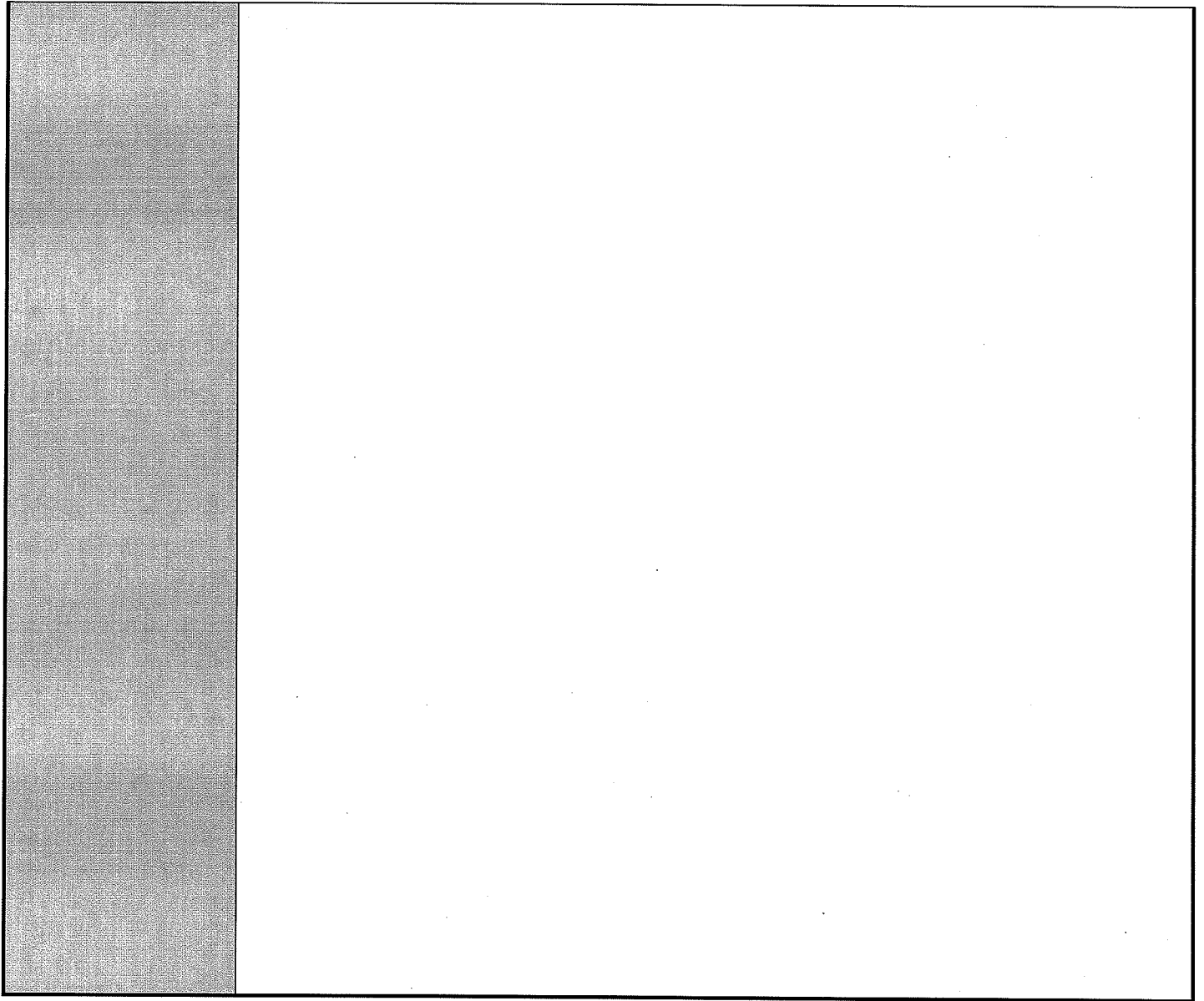
- We help meet a fundamental need of the citizens of Montana by providing degree programs for our students
- We help meet the educational needs of the citizens of Montana by providing a wide range of educational opportunities to a variety of students
- Our students, faculty, staff, and administrators reach out to engage and serve communities
- Our students, faculty, staff, and administrator reach in to build the university community

Integrate Learning, Discovery, and Engagement

- Each graduate will have had experiences that integrate learning, discovery and engagement
- Outreach activities will educate students and address the needs of the communities we serve
- Students, faculty, and staff will create knowledge and art that addresses societal needs
- MSU is a community that will be characterized by synergy within and across disciplines, roles and functions.

Stewardship

- The public trusts the institution to operate openly and use resources wisely
- The faculty and staff are well-qualified and supported
- MSU will support Native American students, programs, and communities
- MSU will be an inclusive community, supporting and encouraging diversity
- Our publicly provided resources are used efficiently and effectively
- Natural resources are used efficiently and sustainably
- MSU nurtures a culture of resource conservation and ecological literacy among students, faculty and staff
- Our physical infrastructure (e.g., building, equipment, open spaces) will be well-maintained and useful



PROPOSAL SCOPE

Describe the Proposal

PROPOSAL:

MSU proposes the addition of four full-time staff members to the Athletic Training Room staff. Using NATA-AMCIA (National Athletic Trainers Association-Appropriate Medical Coverage for Intercollegiate Athletics) resources, MSU has determined that appropriate coverage for our programs would require 7.48 athletic trainers. A copy of the schedule used for calculation is included.

The additional staff members would allow the department to provide a better service to our student-athletes and help to address the health safety issues that come from being understaffed. They would allow for proper coverage for our sports during training and competition and increase the efficiencies of our medical treatments and rehabilitation efforts. They would also ease the burden on the current staff to manage other athletic events, such as summer camps, voluntary student-athlete practices and conditioning, and community athletic events.



A	B	C	D	H	J	K
Sport	Base HCI	Athletes on Team	Days in Season	% of Year	Travel Days	Final Adjusted HCU
Basketball-M	2.4	16	144	83	40	6.59
Basketball-W	4	14	144	83	40	8.69
Cross Country-M	1.4	8	80	25	0	0.23
Cross Country-W	1.7	15	80	25	0	0.51
Football	3.1	98	156	85	36	42.08
Golf-W	1.2	10	140	40	0	0.67
Indoor Track-M	2.8	25	102	30	4	2.34
Indoor Track-W	2.9	38	102	30	5	3.62
Outdoor Track-M	1.1	38	75	25	6	1.09
Outdoor Track-W	1.1	42	75	25	6	1.17
Tennis-M	1.5	8	140	40	0	0.67
Tennis-W	2	8	140	40	0	0.9
Volleyball-W	3.5	14	144	75	30	6.8
Ski - M	2.0	15	140	35	0	1.47
Ski - W	2.0	30	140	35	0	2.94
Cheer / dance	1.2	30	200	55	0	3.96
Total Health Care Units						83.73
Administrative Units						6
Total Units						89.73
# of Athletic Trainers Needed						7.48

Comments:

Prepared using the AMCIA (Appropriate Medical Coverage for Intercollegiate Athletics) information and worksheet at:

<http://cf.nata.org/atcresources/amcia>

PROPOSAL SCOPE

Describe the broader impacts and benefits of this proposal

BACKGROUND:

Currently MSU employs four full-time athletic trainers and a varying number of graduate assistants. Because MSU Bozeman does not offer any undergraduate or graduate athletic training programs, we operate at a disadvantage when compared with peer/conference schools. It is difficult to attract graduate assistants with appropriate skills, because their desired field of study is unavailable. Our training room has begun to partner with the MSU-Billings programs, but the schedule of their coursework only allows students to be available to us during the fall semester. While any support is helpful, this lack of continuity can make consistent care difficult.

Each of our current four trainers services the needs of approximately 80-100 student-athletes. The demands on their time are growing to accommodate not only regular season activity, but a significant increase in off-season conditioning. There is no 'down time' and our trainers routinely work early mornings through late evenings, weekends, holidays, often without any time off to ensure the safety needs of our student-athletes are met. The training room is facing retention issues as we have seen significant turnover recently and our ability to attract qualified talent at our salary rate can be challenging.

ADDITIONAL INFORMATION

Implementation Plan *(Please describe with timelines)*

To implement these four positions, MSU athletics will do the following:

- 1) APRIL: Develop specific job descriptions that outline specific areas of oversight and expertise needed. Forward these for approval.
- 2) MAY: Advertise the positions on a national level to secure a qualified candidate pool.
- 3) MAY & JUNE: Proceed through the search process until successful candidates can be determined and hired.

With this timeline in mind, this process can be easily adjusted at the time a funding source is determined.

Assessment Plan *(Please describe with indicators)*

The positions would be evaluated annually as required by MSU Human Resources. Annual Evaluations would be conducted by the Head Athletic Trainer.

Additionally, annual goals will be created and assessed, in consultation with the Head Athletic Trainer and the Associate Director of Athletics for Compliance and Student Services, for each position.

If assessed objectives are not met in the timeframe outlined, what is the plan to sunset this proposal?

Per the terms of their employment contracts, these positions could be eliminated as necessitated by changes to the Athletic Department's needs in addressing health and safety concerns.

SIGNATURES						
Department Head (please print)		Signature (required)			Date	
Dept Head Priority (please circle one): Very High High Medium Low Very Low						
Dean/Director (please print)		Signature (required)			Date	
Dean/Director Priority (please circle one): Very High High Medium Low Very Low						
Executive/VP (please print)		Signatures (required)			Date	
Peter Fields		PBF			1/18/12	
Executive/VP Priority (please circle one): <u>Very High</u> High Medium Low Very Low						