



New Classified Hiring/Position Justification

Hiring Division/Department: Athletics Department **Position Title:** Athletic Trainer

Classification

Position type: Permanent x Full Time _____ # of months _____
 Part Time x % of Full Time 48 # of months 12

Position: General Funds _____
Allocation: External Funds* _____ Expiration Date _____

Budget Information

Grade 26 Step _____ Annual Salary _____

Justification

Please respond to the following questions in electronic format to the appropriate Dean, Manager or Vice President. Additional information may be provided as relevant for position justification.

1. Describe the specific needs for the position requested and the duties of this position in a brief statement.

We are requesting an additional part-time Certified Athletic Trainer to meet the needs of the growth of the department. The duties of the part-time Certified Athletic Trainer involve assisting the full-time Certified Athletic Trainer in day-to-day care of the college’s student-athletes. This includes, but is not limited to:

- Injury evaluation and management
- Emergency response and first aid
- Game and practice coverage
- Facilitation of pre-participation physicals and baseline concussion testing
- Therapeutic rehabilitation
- Communication with administration, coaches, physicians, and insurance representatives regarding the health of student-athletes.
- Administrative duties such as documentation of injuries, supply and inventory, and insurance processing

The justification for an additional hire include:

- The addition of Women’s Tennis during the 2015-16 year
- Building 1 renovations that will displace gymnasium sports to off-campus sites

- Updated regulations regarding nontraditional seasons of sport that require increase coverage

Comparatively, the other two colleges in our District already employ part-time assistant Athletic Trainers in some capacity.

2. Explain how this position aligns with and supports the mission and strategic goals of the college.

The mission of Cañada College aims to ensure “that students from diverse backgrounds have the opportunity to achieve their educational goals by providing transfer...programs.” While not officially recognized as a transfer program on campus, the intercollegiate athletics program has consistently demonstrated higher than campus-average on transfer and graduation rates. During their tenure as student-athletes, they have learned critical life and social skills, such as team-building, goal setting, and motivation. Many of the student-athletes, were it not for the opportunity to play collegiate level sports with the possibilities of scholarships to help pay for college, would be in a difficult position financially to afford a higher level of education.

As part of their participation, we provide critical auxiliary resources, including services of the Athletic Training Room. In the event of an injury sustained in practices or competitions, they are provided medical care that includes injury evaluation, referral, and rehabilitation.

3. Explain how adding this position will strengthen the department or division.

We are requesting an additional part-time Certified Athletic Trainer to meet the needs of a growing Athletics Department. The Cañada College Athletics Department is currently home to 7 varsity sports and approximately 165 student-athletes, with an in-house medical staff of only 1 full-time Certified Athletic Trainer. While several key events will highlight our critical need, the overall theme is that of safety, and the desire to provide appropriate medical coverage as is required by our membership in the California Community College Athletics Association.

Since 2006-07, there has been a steady increase in the number of student-athletes and total hours of comp time accrued by the lone Certified Athletic Trainer, indicating an increasing workload. With the introduction of Women’s Tennis this year, this meant additional student-athletes to service and conflicts in game schedules. Due to baseball games and tennis matches occurring simultaneously, we have had to hire independent contractors.

Workload increase is not only in terms of the number of student-athletes being served, but also in duties required. As of 2-3 years ago, baseline concussion testing is part of the requirement for intercollegiate sport participation. Each student-athlete is required to undergo a two-part testing, all performed by the Certified Athletic Trainer.

As Building 1 renovations are slated to begin soon with an estimated construction time of 1.5 years, several teams will be displaced to off campus sites, but will still require medical coverage. Currently the Certified Athletic Trainer is able to move from event to event for injury response quickly due to the proximity of teams on campus, but will be unable to do so when events are scheduled closely in time, but not in distance.

Lastly, the updated regulations of the nontraditional season of sport mandate that we must provide the same medical coverage to out-of-season sports that is awarded to in-season sports. With the existing high workload of in-season student-athletes, there is additional strain that comes with year-round care of all student-athletes.

The additional staff member not only provides increased availability to care within the Athletic Training Room, but allows the Head Athletic Trainer more opportunity to participate in other department and division developmental activities.

4. Explain how this work will be accomplished if the position is not filled.

If the request for a permanent part-time assistant athletic trainer is denied, the Athletics department will find it difficult to continue in its growth and development. Participation in the non-traditional season will not be properly handled, as it is already a high workload to manage the in-season sports at a high level. Alternative solutions in staffing the Athletic Training Room will need to be considered for at least the duration of Building 1 renovations, such as a stipend employee or set amount of funds to hire an independent contractor.

Please submit completed Classified Position Hiring/ Position Justification electronically to the responsible administrator in your division or department.

This position has been reviewed by the department or division and is recommended for hiring.

**Rana,
Anniqua**
Dean / Director / Hiring Supervisor



Digitally signed by Rana, Anniqua
DN: c=net, o=usmccol, ou=06191,
ou=Canada, ou=Athletics, Kinesiology,
Dance, Library and Learning Resources,
ou=Division Office, cn=Rana, Anniqua,
email=rann@usmccol.edu
Date: 2016.02.17 11:48:28 -0500

Date