

## 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   

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
- Administrative duties such as documentation of injuries, supply and inventory, and insurance processing

The justification for an additional hire include:

- The addition of one more sport beginning 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 more 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 6 varsity sports and approximately 150 student-athletes, with an in-house medical staff of only 1 full-time Certified Athletic Trainer. 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 a women's tennis beginning 2015-16, this will mean additional student-athletes to service. Also, 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 that is awarded in-season sport. Currently we are unable to do so with only one Certified Athletic Trainer on staff due to the already high workload that comes with caring for only in-season student-athletes. The additional staff member not only provides increased care within the Athletic Training Room, but allows the Head Athletic Trainer more opportunity to participate in other department and division 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 non-traditional season cannot 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 on an independent contractor.

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

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**Dean / Director / Hiring Supervisor**

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**Date**