



FACULTY STAFFING REQUEST FORM

Qualitative Criteria

School: Health Science

Department: Sports Medicine

Position Title (number of requested positions): 1

Number of FT Faculty in Fall 2021: 0

Number of PT Faculty teaching in Fall 2021: 2 (1 full adjunct load, 1 clinical supervision)

Please submit your responses to the prompts below (no more than 800 words) to the Office of Academic Affairs by October 15, 2021 at 5 PM.

1. Potential Load and/or Potential Direct Student Contact: *(FTE, Courses, number of sections, student/counselor ration; no need to submit days/times of teaching schedule at this time):*

The Sports Medicine degree at Solano College is an AS Transfer health care degree targeting Physical therapy, occupational therapy, athletic training (not to be confused with personal training), cardiac rehabilitation, and pre-medical field students since 1995.

Assignment would include instruction in all Sports Medicine-related major courses, contributions to supervising the clinical setting in Sports Medicine clinic, and other Kinesiology courses as determined. Currently the Sports Medicine Major is taught by adjunct, therefore the supervision occurring in the Sports Medicine clinic (student contact hours daily 10-6pm) are occurring without compensation by staff certified athletic trainers that are short term temporary hires. The clinical setting currently on campus is a state-of-the-art Sports Medicine clinic, with classified staffing that currently supervise all student interns from our SPMD courses. Clinical hours and courses reach 160%

SPMD 054 3 Units Fall and Spring

SPMD 055 A & B 3 Units Fall and Spring -requires clinical hours which need faculty supervision

SPMD 056 A & B 3 Units Fall and Spring -requires clinical hours which need faculty supervision

SPMD 071 1 unit activity course

KINE 020S 3 unit certification course

We currently have partnerships with the local high school CTE Sports Medicine/Kinesiology programs including Fairfield, Armijo, Vacaville, WC Wood, Vanden, and American Canyon. These students have shadowed our staff, received tours and presentations, and our adjunct faculty have given presentations on their campuses. This also puts a strain on current staff members, who currently do tours, outreach CTE meetings, collaborate on high school partnerships without compensation; to improve the student's experiences. Currently we have begun the process to articulate a course to these potential incoming SPMD CTE students, upon their completion of their high school CTE program.

2. Availability of qualified hourly faculty to teach and servestudents: Currently, 2 part-time instructors, and 1 full-time classified employee hold required qualifications to teach these courses. Certified Athletic Trainers (which are Master's degree level Medical Certifications) are in high demand at this time, due to the COVID work load and the focus on student athlete's health and wellness (including mental health, and Concussions). We have struggled to retain any Part time Certified Athletic Trainers, due to the recent demand in collegiate full time hiring for these positions. The



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development of this position provides for curricular expansion and establish a foundation from which to build into current, in demand Continuing Technical Education (CTE) health care programs such as certified athletic trainer, physical therapy aides etc.

The Solano College Sports Medicine department also currently has implemented on campus COVID 19 testing for athletics, nursing, staff and students. They play an integral role in the Vaccination Resolution, as the only on campus option for free COVID 19 testing to unvaccinated students and employees. This hire would play an important role in this effort, and will create a student population potential work force to assist with the campus COVID testing collection and execution of the testing.

- 3. Why is it important to have a FT faculty in this role?** The Sports Medicine Program can benefit from full-time faculty representation with dedicated responsibilities to advance the curriculum, build enrollment, and parlay resources into the roll-out of a cohort-based CTE health care program. They would be necessary for pathway development, program review, assessments, SLO and PLO creation and represent SPMD in campus groups such as academic senate, equity and inclusion committees and the campus CTE committees. Current adjunct faculty interact with local high school via outreach programs, partnerships with County office of Education, CTE workshops, and on Vacaville Unified Advisory Committee for development of Sports Medicine curriculum. When surveying students, they have shared that they would like additional hands on experiences, which occur during the clinical hours associated with SPMD 55 and 56. This is an area that adjunct faculty can not offer due to their time limitations and on campus availability due to SPMD recent layoffs during COVID 19.
- 4. Areas where additional expertise is needed:** Although the program is not new, the lack of a full-time faculty with Sports Medicine expertise certainly limits potential program growth. Looking into the future, the United States Department of Labor, Bureau of Labor Statistics projects a 21% increase (much faster than average) in the demand for Athletic Trainers during the 2014-2024 timeframe. When combined with the projected 40% increase (much faster than average) in demand for Physical Therapy Assistants and 11% increase (faster than average) for Exercise Physiologists over that same time window, the potential for program growth remains strong. The only full time Certified Athletic Trainer, has been a Certificated position since the creation of the SPMD major. An adjunct has been teaching the courses for the past 8 years, but have not been able to increase curriculum that would be beneficial to the SPMD students.
- 5. What will be the impact (students, program, College, other) if this position is not filled?** While the actual request is for a new faculty position in SPMD, the benefit will cross over into our clinical operations



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and will benefit our student athletes. Institutional data shows that enrollments associated with Kinesiology activity-based courses have dropped off substantially since the implementation of the repeatability clause and COVID 19, however the enrollment declines have slowed to a point where program contraction is now less than that of the college as a whole. More importantly, enrollments in the non-activity science-based courses within Kinesiology have not only tapered off, but rebounded to show increased enrollments during each of the last three years. The required skill set for an individual to provide additional instruction in these non-activity, science-based courses currently does not exist within existing full-time faculty of the Kinesiology Program, and is an allied health care field that requires a medical certificate to teach and perform these Sports Medicine duties. Without this position we are fearful of the future of our Sports Medicine degree, we compete with DVC for students and without a full time position we will not be able to compete with their program (2 full time positions).

6. How does this position help fulfill the mission of the college and our commitment to antiracist practices?

The Sports Medicine department is responsible for the healthcare of all of our student athletes. This population has benefitted from the support and health care available to these often-underserved population. By supporting the health and welfare of these student athletes that represent our multicultural, LGBTQ, transgender and unique cross section of our student population. Currently our Solano College Head Athletic Trainer serves on the CCCAA Equity and Inclusion committee, and the Presidents Advisory Council on Diversity, Equity and Inclusion. This important work impacts the student athlete population who are historically members of these groups.

7. Other compelling factors not identified in responses 1-7 above:

Athletic trainers are healthcare professionals who work with physicians and other medical professionals to provide preventative care, emergency response, and rehabilitative care for patients who receive injuries as athletes or while engaging in athletic activities. ... American Medical Association (AMA). Similar to nursing and other CTE programs the field of Sports Medicine rely on "hands on" skills and competencies, as well as clinical observation and internships. Applicants to this position require National Athletic Training Association (NATA) recognition as a Certified Athletic Trainer (ATC) to ensure transferability of coursework to approved Athletic Training Education Preparation (ATEP) 4-year programs and master's degree programs. Clinical hours are required to apply for undergrad and graduate programs within Sports Medicine, these clinical hours are completed within the SPMD AS degree. Faculty members must hold appropriate credentials to provide instruction and clinical experience in these science-based professional courses. We have recently lost most of our part time staff due to layoffs and cuts during COVID 19. Replacement of these part time positions have been impossible, especially due to the fact that our compensation is not competitive to the industry average (Solano wage is \$18.50 vs \$35-40 per hour for part time certified athletic trainers).



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Data below supports the growth in athletic training and physical therapy careers at a rate of “Much faster than others” 23-32%. The programs this position would impact would cross into all of the health sciences, including sports medicine, kinesiology, pre-physical therapy and athletics. This program has operated for 25 years with adjunct staff only, however the important campus related work has been preformed by our long time Certificated employee, who was our award-winning Head Athletic Trainer. The passion and work to continue to grow this program needs a full time faculty member who will invest their time into the students, the curriculum, and the growth of the program.