

**BOARD OF GOVERNORS  
STATE UNIVERSITY SYSTEM OF FLORIDA  
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

**Program:** Doctor of Athletic Training  
**Institution:** University of Florida  
**Staffed By:** Lynn Hunt Nelson

**CIP Code:** 51.0913  
**Proposed Implementation Date:** Summer B 2020  
**Initial Review Date:** 3/6/2019     **Last Update:** 5/22/2019

**Projected program costs:**

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	% & \$ Philanthropy & Endowment	Auxiliary Funds	Cost per FTE	SUS 17-18 Average Cost per FTE
Year 1	\$332,300	76% \$252,300	0% \$0	0% \$0	0% \$0	24% \$80,000	\$0	\$20,388	\$9,100.32 51 CIP
Year 5	\$584,750	73% \$424,750	0% \$0	0% \$0	0% \$0	27% \$160,000	\$0	\$16,415	

\*The range of costs associated with a CIP 51 vary considerably by university due to factors related to enrollment and diversity of programs.

**Projected FTE and Headcount are:**

	Student Headcount	Student FTE
<b>First Year</b>	11	12.375
<b>Second Year</b>	20	22.5
<b>Third Year</b>	21	23.625
<b>Fourth Year</b>	22	24.75
<b>Fifth Year</b>	23	25.875

*On March 29, 2007, the Florida Board of Governors approved Board Regulation 8.011, which sets forth criteria for implementation and authorization of new doctorates by the Board of Governors, as well as criteria for implementation and authorization of Bachelor's, Master's and Specialist degrees by Boards of Trustees. The following staff analysis is an assessment of how well the university meets Board Accountability and Readiness criteria for implementation of this degree program.*

**Proposal Page Numbers:**

INTRODUCTION		ACCOUNTABILITY		READINESS				
Program Description	Board Goals	Overall	Budget	Mission and Strength	Program Quality	Curriculum	Faculty	Resources
2	4	6	9	13	17	17	25	26

## **A. Program Description:**

The University of Florida's Department of Applied Physiology and Kinesiology is proposing to establish a post-professional doctoral program in athletic training. The proposed Doctor of Athletic Training (DAT) would be offered for athletic trainers previously credentialed through the National Athletic Trainers' Association Board of Certification.

The purpose of the DAT is to provide advanced clinical knowledge and skills while engaging in a patient-centered healthcare program and will advance clinical practice in an area of distinction such as orthopedics, manual therapy, sports performance, and/or teaching and leadership, which is selected by the student during the admission process. To provide added value to the areas of distinction, the proposed program will offer Certificates of Added Qualification (CAQ). The opportunity to earn a CAQ as a component of a DAT program is unique to this proposed program.

The Strategic Alliance for the athletic training profession consists of the Board of Certification, INC. (BOC), the Commission on Accreditation of Athletic Training Education (CAATE), the National Athletic Trainers' Association (NATA), and the National Athletic Trainers' Association Research and Education Foundation (NATA Foundation). The Strategic Alliance has approved a transition of athletic training preparatory programs to the graduate level. Currently, the pre-licensure degree is offered at the bachelor's level. Effective Fall 2022, the pre-licensure degree in athletic training will transition to the master's level. The post-professional degree will then transition from the master's level to the doctoral level.

The University of Florida will no longer offer the pre-licensure program that leads to Board of Certification eligibility. The Bachelor of Science in Athletic Training (BSAT) and the Master of Science in Applied Physiology and Kinesiology with a concentration in athletic training (MS in APK AT) will be terminated. The last cohort of the BSAT students will begin the program on July 1, 2019. The last cohort of the MS in APK (AT) will begin in August 2019. The University of Florida awarded 12 BSAT degrees in 2015-2016, 12 degrees in 2016-2017, and 11 degrees in 2017-2018. According to the Florida Department of Economic Opportunity employment projections, there are 111 annual average job openings in Florida for athletic trainers. Pre-licensure programs offered in the State University System awarded 163 degrees in 2015-2016, 139 degrees in 2016-2017, and 151 degrees in 2017-2018. Therefore, the termination of the pre-licensure program at the University of Florida will minimally impact on meeting the workforce needs in Florida.

Florida International University was approved to offer the DAT at the November 9, 2017 Board of Governors meeting. If approved, this would be the 2<sup>nd</sup> post-professional program in Florida at the doctoral level seeking accreditation from the Commission on

Accreditation of Athletic Training Education (CAATE). Graduates will be prepared to work in sports medicine clinics, physician's offices, collegiate and professional sports programs, secondary and postsecondary education and as clinical faculty, and in non-traditional work settings (e.g., military and corporations).

This residential DAT will require the completion of 54 credit hours of 7000 level courses over six semesters. The University of Florida will charge the institution's current approved graduate rate tuition and fees of \$530.00 per credit hour for in-state students and \$1,255.00 per credit hour for out-of-state students. The university does not intend to operate this program through continuing education on a cost recovery basis, seek approval for market-rate tuition, or establish differentiated graduate-level tuition. Board staff in the University Budgets Office reviewed the budget section of the proposed program and had no concerns.

## **B. System-Level Analysis and Evaluation in accordance with BOG Regulation 8.011:**

The proposal provides alignment of the program with the State University System strategic plan. The program will strengthen the quality and reputation of the academic programs and will increase degree productivity, including the number of degrees awarded in STEM. Also, the program will strengthen levels of community and business engagement and support employment retention in Florida.

### **Need for Graduates in the Labor Market**

The current minimum entry point into the profession of athletic training is the baccalaureate level. However it was decided by the Athletic Training Strategic Alliance that the minimum pre-licensure degree level will be a master's degree, a change to be implemented in approximately 2022. Currently, more than 70 percent of athletic trainers hold at least a master's degree.

(Source: <https://www.nata.org/about/athletic-training/education-overview>)

According to the U.S. Bureau of Labor Statistics, the employment of athletic trainers is projected to grow by 23% from 2016 to 2026 (much faster than average for all occupations). The median pay is estimated at \$47,510 per year with the current entry-level education at the bachelor's level.

(Source: <https://www.bls.gov/ooh/healthcare/athletic-trainers.htm>)

Board staff noted that the Florida Department of Economic Opportunity projects statewide employment growth of 22% from 2018-2026 with 295 new jobs and a total of 886 job openings during this time. (Source: <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>).

An online search by board staff of related employment opportunities on Indeed and Monster returned opportunities requiring a baccalaureate degree and NATA Board of Certification credentials. An online search on Inside Higher Ed and the Chronicle of Higher Education's Vitae returned advertised positions at postsecondary institutions requiring the post-professional master's degree and NATA Board of Certification credentials. One possibility for limited positions advertised requiring or recommending a DAT may be that the master's degree is currently the post-professional degree. With the transition of the entry-level credential to the master's level, the positions requiring or recommending the post-professional degree would transition to the DAT.

### Student Demand for the Program

There is student demand for pre-licensure athletic training programs statewide. Table 1 shows the 5-year SUS enrollment by institution for pre-licensure athletic training programs.

Table 1: Enrollments in Pre-Licensure Athletic Training Programs

	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>
FGCU	32	40	33	40	40
FIU*	45	56	50	44	43
FSU	105	91	88	131	178
UCF	170	165	173	186	128
UF	51	51	51	37	43
UNF*(effective Summer 2018)	158	145	133	102	67
USF	98	50	20	-	-
USF*	-	-	6	33	66
UWF	110	116	121	105	86
<i>SUS Total</i>	769	714	675	678	651

Source: Board ODA analysis of enrollment by CIP, retrieved April 2, 2019

\*Denotes Master's-Level Programs

Table 2: Degrees Awarded in Pre-Licensure Athletic Training Programs

	<u>2015-2016</u>	<u>2016-2017</u>	<u>2017-2018</u>
FGCU	14	19	20
FIU*	26	21	21
FSU	18	15	11
UCF	24	28	19
UF	12	12	11
UNF*(effective Summer 2018)	30	23	29

<b>USF</b>	20	-	-
<b>USF*</b>	-	5	24
<b>UWF</b>	19	16	16
<b>SUS Total</b>	163	139	151

Source: Board ODA analysis of degrees awarded by CIP, retrieved April 2, 2019

\*Denotes Master's-Level Programs

At this time, eight of the twelve SUS institutions offer a pre-licensure athletic training program. Florida International University, the University of North Florida, and the University of South Florida currently offer master's-level pre-licensure programs following the CAATE Standards. Florida Gulf Coast University and the University of Central Florida's master's level programs have been approved for implementation Summer 2019. Florida International University's DAT was approved for implementation Fall 2018.

Currently, there are few Doctor of Athletic Training programs across the nation. The Doctor of Athletic Training offered through Indiana State University is the only CAATE accredited DAT program in the nation as indicated by CAATE's program listing (<https://caate.net/find-programs/>). It is offered as a hybrid program (both in person and online components). The DAT is also offered at A.T. Still, Moravian College, Temple University, and the University of Idaho. However, these programs do not currently hold CAATE Accreditation as post-professional DAT programs.

The table below is a comparison of the University of Florida's proposal with the DAT programs around the country.

Table 3: Post-Professional Doctor of Athletic Training Programs

Institution	Tuition & Fees	Credit Hours Required
University of Florida Proposal	<ul style="list-style-type: none"> <li>In-state ~ \$28,620.00</li> <li>Out-of-state ~ \$67,770.00</li> </ul>	54 Total credit hours
Florida International University	\$700.00 Per credit hour ~\$33,600.00	48 Total credit hours
A.T. Still University	\$534.00 Per credit hour ~ \$36,846.00	69 Total credit hours
Indiana State University	<ul style="list-style-type: none"> <li>In-state: \$412.00 Per credit hour ~ \$23,484.00</li> <li>Out-of-state: \$809.00 Per credit hour ~ \$46,113.00</li> </ul>	57 Total credit hours
Moravian College	~\$34,000.00	60 Total credit hours
Temple University	\$975.00 Per credit hour	

	~ \$35,100.00	36 Total credit hours
University of Idaho	<ul style="list-style-type: none"> <li>• In-state ~ \$20,000.00</li> <li>• Out-of-state ~ \$53,976.00</li> </ul>	66 Total credit hours

The University of Florida's proposed program will offer in-state students the opportunity to obtain a DAT at a lesser cost as compared to other DAT programs offered. The proposed program is consistent with the credits of the other DAT programs.

Per the proposal, the current master's post-professional athletic training program annually receives 80-100 applications and accepts up to 15 students who earn funding support for graduate study (p. 7). The current master's level post-professional program requires 30 semester credits over a two-year period.

### **External Consultant's Report**

Dr. Mark Merrick, Director of the Division of Athletic Training at the Ohio State University School of Health and Rehabilitation Sciences and Past-President of the Commission on Accreditation of Athletic Training Education, reviewed the University of Florida's proposal for the establishment of the Doctor of Athletic Training. Dr. Merrick noted that the curriculum is well-crafted, and the Certificates of Added Qualification will provide students with the opportunity for specialization that is typically found in non-degree clinical residency training. Dr. Merrick also commented on the partnership with the Anaclerio Learning Center, which will provide medical simulation, as a strength of the program, as well as the existing engagement with community-based health care organizations and clinical practice partnerships.

Dr. Merrick wrote, "the proposed Doctor of Athletic Training degree program is well conceived, appropriately resourced, and promises to offer a novel and valuable program that benefits its students, institution, community, and the residents of the state of Florida" (Appendix D).

### **Summary**

The proposed program would be the second DAT in the State University System and will be one of few CAATE accredited doctoral programs in the nation. This will be the nation's only fully residential DAT program and will include Certificates of Added Quality in an area of distinction, which is also unique to this program. This program will offer the opportunity for post-professional education accredited by the Commission on Accreditation of Athletic Training Education.

Evidence exists that the number of athletic training job openings are increasing, providing a growing opportunity for graduates of the proposed program to fill

workforce demands. While the current entry-level degree for licensing as an athletic trainer is the baccalaureate level, the decision has been made by the Athletic Training Strategic Alliance that the minimum pre-licensure degree will be a master's degree with implementation in 2022. Concurrently, the post-professional degree will move from the master's to the doctoral level (Source: <https://atstrategicalliance.org/strategic-alliance-degree-statement>).

Currently, eight of the twelve SUS institutions offer a pre-licensure athletic training program, and the University of South Florida and the University of Florida currently offer the post-professional program at the master's level. Florida International University is the only institution approved to offer the post-professional program at the doctoral level.

## Assessment of the University Review Process in accordance with BOG Regulation 8.011:

*Due to the system of stair step accountability set in place by the Board of Governors in Regulation 8.011, it is now incumbent upon University Board of Trustees to verify that all doctoral programs coming before the Board of Governors have met the requirements of the regulation. The following is an assessment of the university review process to ensure that all criteria set forth have been considered by the university prior to submission to the Board of Governors office.*

### **ACCOUNTABILITY**

*Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.*

**1. Overall** – *The proposal is in the correct format, includes all necessary signatures, and contains complete and accurate tables for enrollment projections, faculty effort, and the proposed budget.*

YES    NO

- The proposal has been approved by the university board of trustees and includes all required signatures.**

The proposed program was approved by the University of Florida Board of Trustees on September 17, 2018 (p. 1).

- The university has provided a proposal written in the standard SUS format which addresses new academic program approval criteria outlined in BOG Regulation 8.011.**

The new academic program proposal was written in the standard SUS format in accordance with the criteria set forth in the Board Regulation 8.011.

- The pre-proposal was reviewed by the Council of Academic Vice Presidents (CAVP) workgroup, and any concerns identified by the group have been listed and addressed in the proposal.**

The pre-proposal was presented to the CAVP on February 10, 2017. As written in the proposal, there was no formal concern raised (p. 3 and confirmed by Board staff).

- The university has provided data that supports the need for an additional program in the State University System as well as letters of support or concern from the provosts of other state universities with substantially similar programs.**

The proposed degree program will be the second Doctor of Athletic Training

program in the State University System of Florida. Florida International University (FIU) was approved to implement its program effective Fall 2018. The proposed curriculum differs from the curriculum offered at FIU, with each program having a unique niche. There were no letters of support or concern from provosts. The University of Florida has provided data that supports the need and demand for the proposed DAT program (pp. 6-9).

- The university has provided complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.**

The proposal includes complete and accurate projected enrollment, faculty effort, and budget tables that are in alignment with each other.

- The university has included a statement in the proposal signed by the equity officer as to how this proposal will meet the goals of the university's equity accountability plan.**

The proposal includes a statement regarding meeting the goals of the university's equity accountability plan (p. 9). The Equal Opportunity Officer reviewed and signed the proposal on 3/28/18 (Appendix B).

- The program does not substantially duplicate programs at FAMU or FIU or, if it does, evidence was provided that consultations have occurred with the affected university on the impact of the new program on existing programs.**

A DAT is offered by FIU. The curricular offerings and mode of delivery differentiate the programs. The program proposal notes a consultation with FIU faculty member Dr. Michelle Odai (p. 7). There is no DAT offered by Florida Agricultural and Mechanical University.

**2. Budget** – *The proposal presents a complete and realistic budget for the program consistent with university and BOG policy, and shows that any redirection of funding will not have an unjustified negative impact on other needed programs.*

YES NO

- The University Board of Trustees has approved the most recent budget for this proposal.**

The current budget was approved by the University Board of Trustees on September 17, 2018 (p. 1).

- The university has reviewed the budget for the program to ensure that it is**

**complete and reasonable, and the budget appears in alignment with expenditures by similar programs at other SUS institutions.**

Students in the post-professional DAT program will pay the standard in-state or out-of-state graduate rate for tuition and fees (p. 10). The proposed program cost is ~\$28,620.00 for in-state students (\$530 per credit hour for 54 credit hours) and ~\$67,770.00 for out-of-state students (\$1255.00 per credit hour for 54 credit hours). The proposal describes the faculty effort as measured in Person-Years increasing from 1.13 in year 1 to 2.41 in year 5 (Appendix A, Table 4).

- The proposal indicates that the program will follow the cost-recovery or market-rate funding models. If so, details and timelines for getting approvals for these funding models are included in the proposal.**

Per the proposal, cost-recovery, market rate or differential tuition is not being sought (p. 10).

- If resources within the institution are redirected to support the new program, the university has identified this redirection and determined that it will not have a negative impact on undergraduate education, or the university has provided a reasonable explanation for any impact of this redirection.**

The proposal describes the termination of the BSAT and the MS in Applied Physiology and Kinesiology with a concentration in Athletic Training and projects that the redirection of resources to support the DAT will have a negligible impact on enrollment (p. 10). Resources currently allocated for the BSAT and MS (Athletic Training concentration) will be utilized within the DAT (p. 10).

### **READINESS**

*Check 'yes' or 'no' box, and make comments beneath criterion as appropriate.*

**3. Program Quality** – *The proposal provides evidence that the university planning activities have been sufficient, and responses to any recommendations to program reviews or accreditation activities in the discipline pertinent to the proposed program have been addressed.*

**YES    NO**

- The university has followed a collaborative planning process for the proposed program in accordance with policies and procedures adopted by the University Board of Trustees.**

The proposal describes a collaborative planning process involving faculty, administrators, and an external consultant. A chronological table outlining the collaborative planning process is included in the proposal (pp. 15-17).

- An external consultant has reviewed the proposal and supports the department's capability of successfully implementing this new program.**

Dr. Mark Merrick, Director of the Division of Athletic Training at Ohio State University School of Health and Rehabilitation Sciences and Past-President of the Commission on Accreditation of Athletic Training Education, reviewed the University of Florida's proposal for the establishment of the Doctor of Athletic Training (Appendix D). Dr. Merrick noted that this program is a unique, advanced DAT degree that meets the CAATE requirements for post-professional education for advanced athletic training. Unique qualities of the proposed program include the four areas of distinction options which lead to a CAQ and this being the only 100% residential advanced practice DAT program nationally.

- The university has found the level of progress that the department has made in implementing the recommendations from program reviews or accreditation activities in the discipline pertinent to the proposed program to be satisfactory.**

Per the proposal, the DAT advisory committee used the current and projected post-professional accreditation standards provided by the CAATE and standards of professional practice from the Board of Certification during the development of the proposed program (p. 17). The DAT advisory committee also incorporated the Institutes of Medicine Core Competencies as part of program development (p. 17).

- The university has analyzed the feasibility of providing all or a portion of the proposed program through distance learning.**

This program will be 100% residential, which is unique to DAT programs offered as all others are offered as hybrid or 100% online (p. 14).

- If necessary, the university has made allowances for licensure and legislative approval to be obtained in a timely manner.**

Not Applicable

**4. Curriculum** - *The proposal provides evidence that the university has evaluated the proposed curriculum and found that it describes an appropriate and sequenced course of study, and that the university has evaluated the appropriateness of specialized accreditation for the program.*

YES NO

- The university has reviewed the curriculum and found that the course of study presented is appropriate to meet specific learning outcomes and industry-driven competencies discussed in the proposal.**

The proposal describes program goals and specific student learning outcomes (p. 18). The proposal identifies the required coursework, portfolio requirements (pp. 18-19), includes a sample, sequenced course of study (p. 20), and describes the incorporation of the Certificate of Added Qualification modules in the curriculum.

- The university anticipates seeking accreditation for the proposed doctoral program, or provides a reasonable explanation as to why accreditation is not being sought.**

The University of Florida will seek accreditation from the Commission on Accreditation of Athletic Training Education (CAATE) (p. 23). Accreditation for the post-professional DAT is a voluntary process. Per the proposal, the process will be initiated in Summer 2019 with the application pending program approval by the Board of Governors (p. 23).

*5. Faculty – The proposal provides evidence that the university is prepared to ensure a critical mass of faculty will be available to initiate the program based on estimated enrollments, and that faculty in the aggregate have the necessary experience and research activity to sustain a doctoral program.*

YES NO

- The university has reviewed the evidence provided and found that there is a critical mass of faculty available to initiate the program based on estimated enrollments.**

According to Appendix A, Table 4, four faculty will be affiliated with the program. Current faculty includes two clinical associate professors, one clinical assistant professor, and one senior lecturer.

- The university has reviewed the evidence provided and found that the faculty in aggregate has the necessary experience and research activity to sustain the program.**

Table 4 of the proposal identifies the academic discipline for the current clinical associate and assistant professors to be athletic training. The senior

lecturer's academic discipline is applied physiology and kinesiology. All faculty have a terminal degree. The faculty curriculum vitae show teaching and clinical experience as well as scholarly productivity, including publications and grant activity (Appendix E).

- The university has reviewed the evidence provided and found the academic unit(s) associated with this new degree to be productive in teaching, research, and service.**

The proposal narrative (p. 26) describes the Department of Applied Physiology and Kinesiology's national rankings (4<sup>th</sup> by the National Academy of Kinesiology in 2017 and the top 10 for many years in all available rankings). The department's research portfolio includes greater than \$4 million dollars in research support, and within the last two years, faculty within the department has won the Teacher-Scholar of the Year for the university, the University Teacher of the Year, the University Doctoral Advisor/Mentoring Award, and Advisor of the Year for undergraduate advising (p. 26).

- If appropriate, the university has committed to hiring additional faculty in later years, based on estimated enrollments.**

Not addressed.

**6. Resources** – *The proposal provides evidence that the university has ensured the available library volumes and serials; classroom, teaching laboratory, research laboratory, office space, equipment, clinical and internship sites, fellowships, scholarships, and graduate assistantships will be sufficient to initiate the program, and that if applicable, funding has been secured to make more resources available as students proceed through the program..*

YES NO

- The university has provided a signed statement from the Library Director verifying that the library volumes and serials available are sufficient to initiate the program.**

The library director signed Appendix B on March 22, 2018, in support of the proposal. The proposal includes a listing of resources available to faculty, staff, and students within athletic training. Resources include, but are not limited to academic journals, databases, print and e-books, and streaming videos (pp. 26-29). Per the proposal, no additional library resources are required to implement the DAT (p. 29).

- The university has ensured that the physical space necessary for the**

**proposed program, including classrooms, laboratories and office space, is sufficient to initiate the program.**

According to the proposal, there is sufficient classroom, laboratory, exam, and office space to support this program (p. 29) and no additional space is needed to implement the DAT (p. 30).

- The university has ensured that necessary equipment is available to initiate the program.**

The DAT program will utilize equipment and instructional resources that are currently available. The proposal includes a chart (pp. 30-34) that aligns required equipment with each course. The DAT program will need to retain access, and use of the Anaclario Learning and Assessment Center currently offered to students in the athletic training program and cadaver storage/access at the Health Science Complex (p. 34).

- The university has ensured that fellowships, scholarships, and graduate assistantships are sufficient to initiate the program.**

Current funding support, additional projected funding support, and additional projected scholarships are included in the proposal (p. 34). Funding support may also include clinical practice work funded by affiliate contracts and/or other colleges/affiliates across the UF campus.

- If applicable, the university has ensured that the department has arranged a suitable number of clinical and internship sites.**

A list of sites for clinical opportunities is included in the proposal (p. 24), which will meet the need to support the required clinical experiences.

**Table 4: Labor Market Demand, CIP Code 51.0913**

Occupations	Employment Change (Percent)		Annual Average Job Openings		Employment Change (Number)		BLS Typical Education Needed for Entry
	FL, 2018-26	National, 2016-26	FL	National	FL, 2018-26	National, 2016-26	
Athletic Trainers	22.0	22.8	111	2,200	295	6,300	Bachelor's degree

Sources:

U.S. Bureau of Labor Statistics – <https://www.bls.gov/ooh>

Florida Department of Economic Opportunity - <http://www.floridajobs.org/labor-market-information/data-center/statistical-programs/employment-projections>