

**00BOARD OF GOVERNORS
STATE UNIVERSITY SYSTEM OF FLORIDA
NEW DOCTORAL DEGREE PROPOSAL STAFF ANALYSIS**

Program: Doctor of Athletic Training
Institution: Florida International University
Staffed By: Lynn Hunt Long

CIP Code: 51.0913
Proposed Implementation Date: Fall 2018
Initial Review Date: 9/19/17 **Last Update:** 9/29/17

Projected program costs:

	Total	% & \$ Current Reallocated	% & \$ New Recurring	% & \$ New Non- Recurring	% & \$ C&G	Auxiliary Funds	Cost per FTE	SUS 12-13 Average Cost per FTE
Year 1	\$273,000	0% \$0	0% \$0	0% \$0	0% \$0	100% \$273,000	0% \$0	\$7,758.96 CIP 51
Year 5	\$672,000	0% \$0	0% \$0	0% \$0	0% \$0	100% \$672,000	0% \$0	

*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
First Year	20	20
Second Year	40	40
Third Year	40	40
Fourth Year	40	40
Fifth Year	40	40

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	BOG Goals	Overall	Budget	Mission and Strength	Program Quality	Curriculum	Faculty	Resources
2	3	8	10	14	18	20	24	27

A. Program Description:

Florida International University's Nicole Wertheim College of Nursing and Health Sciences Department of Athletic Training is proposing to establish a post-professional Doctorate of Athletic Training. The proposed Doctor of Athletic Training (DAT) would be offered for athletic trainers previously certified through the National Athletic Trainers' Association Board of Certification.

The purpose of the DAT is to provide advanced athletic training education and clinical skills at the doctoral level. This will be the first Doctor of Athletic Training program in the State University System. There are currently 5 DAT programs in the United States. The proposed program would be only the second in the nation accredited by CAATE. The only other program accredited by CAATE is at Indiana State University ([CAATE](#)). The program will focus on injury/illness prevention and entrepreneurial leadership, which are unique to this program. Graduates will be prepared to work in consultation with, and under the supervision of, physicians to improve patient outcomes. Additional potential employment opportunities include serving in clinical faculty roles, start-up businesses, and non-traditional work settings (e.g., government agencies and corporations) (p. 2).

The DAT will require the completion of 48 credits and 800 clinical education hours over 6 semesters. The program requirements include applied research (18 credits), individualized clinical residency experiences (12 credits), injury/illness prevention strategies (9 credits), and entrepreneurial leadership (9 credits) (p. 21).

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, scholarship, research and innovation, and the commitment to community and business engagement. The program will increase degree productivity, including the number of degrees awarded in STEM particularly for underrepresented groups. In addition, the program will increase research and commercialization, collaboration and external support, and levels of community and business engagement.

Need for Graduates in the Labor Market

The current minimum entry point into the profession of athletic training is the baccalaureate level, although it was recently decided by the AT Strategic Alliance that the minimum professional degree level will be a master's degree, to be implemented no later than 7 years from the date of Alliance's statement on May 20, 2015. Over the past two and a half years, the AT Strategic Alliance, which is a consortium in the profession

that includes the Board of Certification (BOC), the Commission on Accreditation of Athletic Training Education (CAATE), the National Athletic Trainers' Association (NATA), and the NATA Foundation have been actively engaged in a critical examination of what the appropriate professional degree level should be to best prepare athletic trainers for an integral role in the evolving health care system. (Retrieved 10/13/2017 from <https://atstrategicalliance.org/strategic-alliance-degree-statement>). Currently, more than 70 percent of athletic trainers hold at least a master's degree. ([NATA](#), [AT Strategic Alliance](#))

According to the US Bureau of Labor Statistics (BLS), the employment of athletic trainers is projected to grow by 21% from 2014 to 2024 (much faster than average for all occupations). The median pay is estimated at \$45,630 per year for those with an entry-level bachelor's degree ([BLS](#)). Board staff notes that the Florida Department of Economic Opportunity projects statewide employment growth of 17.8% from 2016-2024 for bachelor's trained graduates ([Florida Jobs](#)). Using 2016 data, wages for athletic trainers were \$46,718 on average, with estimated entry wages of \$31,460 and estimated wages for workers with experience (which comprise the upper 2/3 of all workers in the occupation) of \$54,347 ([DEO](#)).

An online search conducted by Board staff on 9/21/17 on Indeed.com returned 283 advertisements for mid-level positions and 15 senior level positions. It is likely that jobs requiring or recommending the post-professional degree would require or recommend the DAT once the master's degree becomes the entry-level credential.

Student Demand for the Program

Eight of the 12 SUS institutions offer a professional level athletic training program at either bachelor or master level. Three of the eight have already made the transition to the master's-level program following the CAATE Standards.

Statewide there is student demand for professional-level athletic training programs. The table below shows the 5-year SUS enrollment by institution for professional-level Athletic Training programs.

Table 1: Enrollments in Professional Level Athletic Training Programs – Bachelor's

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
FGCU	31	32	40	33	40
FSU	58	105	91	88	131
UCF	184	170	165	173	186
UF	41	51	51	51	37
UWF	74	110	116	121	105

Source: BOG Enrollment Data

Table 2: Enrollments in Professional Level Athletic Training Programs – Master’s

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
FIU	43	45	56	50	44
UNF*					
USF**	--	--	--	6	33

*UNF – Program will be implemented Summer 2018

**USF – Program was implemented Summer 2015

Source: BOG Enrollment Data

Table 3: Degrees Awarded in SUS Master’s of Athletic Training

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>
FIU	13	16	17	24	26
UNF*	--	--	--	--	--
USF**	--	--	--	--	--

*UNF – Program will be implemented Summer 2018

**USF – Program was implemented Summer 2015

Source: BOG Degrees Awarded Data

The proposal provided the results of a survey conducted by FIU that included athletic training students and alumni. The results indicated that 78% (n=39/50; response rate=40%) would be interested in pursuing a DAT degree to gain advanced education and evidence-based clinical practice experience (p. 9). Florida International University also conducted a survey in December of 2015, with athletic training alumni (n=41/53; response rate=71%) and 77% indicated they would be interested in pursuing a post-professional DAT degree and would consider enrolling in Fall 2017 (p. 9).

Based on student enrollment in the Master’s programs in the State University System and the survey results provided, the enrollment targets are likely to be met.

Cost Comparison

Currently, there are five DAT programs offered nationwide. However, out of the five, only one offered by Indiana State University is accredited by CAATE ([CAATE](#)). It is offered as a hybrid program (both in-person and online components). Other DAT programs are offered at A.T. Still University, University of Idaho, and Temple University; however, none of these institutions hold CAATE Accreditation for their Post-Professional DAT programs.

The proposed program will be a self-supporting and offered through continuing education. The table below shows a comparison of FIUs proposed costs with other DAT programs around the country.

Table 4: Cost Comparison of Post-Professional Doctor of Athletic Training Programs

Institution	Public/Private	Cost of Program	Credit Hours Required
<i>FIU Proposal</i>	<i>Public</i>	<i>\$700 Per Credit Hour</i> <i>\$33,600 Total</i>	<i>2 Year Program</i> <i>48 Total Credit Hours</i>
Temple University	Public	<u>\$960 Per Credit Hour</u> <u>About \$34,560</u>	2 Year Program 36 Total Credit Hours
Indiana State University	Public	<u>About \$895-\$1,110 Per Semester</u> <u>ISU does not list online-in-state tuition rates, but lists out of state online tuition as \$513.00 per credit. Using the out of state total, the program would cost about \$29,241</u>	2 Year Continuous Enrollment 57 Total Credit Hours
University of Idaho	Public	<u>< \$20,000/Year</u> <u>About \$40,000</u>	Continuous Program over 24 Months/6 Semesters 66 Total Credits
A.T. Still University	Private	<u>\$509 Per Credit Hour</u> <u>About \$37,157</u>	3 Year Program 70 Total Credit Hours

FIU’s proposed program is consistent with other public universities’ 2-year time-frame for completion of the DAT program. The cost of the DAT programs offered at public institutions ranges from approximately \$30,000 - \$40,000. FIU’s program cost is \$33,600 and it is in line with the current costs and number of credit requirements listed by other DAT programs.

External Consultant’s Report

Dr. Toni Torres-McGehee, Associate Professor and Director of the Graduate Athletic Training Program at the University of South Carolina, reviewed Florida International University’s proposal for establishment of a Doctor of Athletic Training degree. Dr. Torres-McGehee noted that the program’s curriculum is designed to meet the CAATE

competencies for a post-professional education for advanced athletic training. Dr. Torres-McGehee recommended minor revisions to the curriculum and student learning outcomes to align more with the program's distinctive focus on injury/illness prevention and entrepreneurial leadership. Dr. Torres-McGehee also commented that the proposed hybrid model presents sustainability without requiring new resources, as well as providing greater access to athletic trainers who gain advanced knowledge in athletic training.

The program proposal notes that Dr. Torres-McGehee's curricular recommendations were incorporated into the program proposal prior to submitting the proposal to the University Curriculum Committee.

Summary

The proposed program would be the first DAT in the State University System and will be one of five programs in the United States, and one of two CAATE accredited programs. The hybrid delivery will allow students to pursue advanced education in athletic training, both locally and nationwide. This program may enhance Florida International University's competitiveness for students in an area of strategic emphasis.

The current entry-level credential required for licensing as an athletic trainer is set at the baccalaureate level. However, the profession will require more advanced education within 5 years, based upon the Athletic Training Strategic Alliance's decision that the minimum entry-level credential be moved to a master's degree ([AT Strategic Alliance](#)). The proposal demonstrates ample evidence of need in the labor market data for entry-level athletic trainers. Evidence is also provided regarding demand from students for entry-level athletic training positions. At this time, there appears to be a more limited demand for athletic training positions requiring a Doctorate, based upon advertised job requirements, but that is expected to change in the next few years because of the new advanced requirements in the profession.

C. 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 Florida International University Board of Trustees on June 2, 2017.

- 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 program proposal used 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 CAVP in September of 2016. As written in the proposal, there was no formal concern raised.

- 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 only Doctor of Athletic Training program in the Florida State University System. Florida International University has provided data that supports the need and demand for a DAT program in the State University System.

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

Tables one, two, three, and four in Appendix A are complete with accurate projected enrollment, faculty effort, and projected costs and funding sources.

- 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. The Equal Opportunity Officer reviewed and signed the proposal on 2/13/17.

- 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.**

The Doctor of Athletic Training program is not offered by FAMU.

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 6/2/17.

- 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.**

The proposed post-professional DAT program will operate as a self-supporting program through continuing education. The proposed tuition (including fees) is \$700 per credit, which equates to \$33,600 for the cost to degree. The proposal describes the faculty effort as measured in Person Years increasing from 1.53 in year one to 2.53 in year five.

- 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.**

Approval from the Board of Governors to implement the self-supporting program with the proposed tuition of \$700 per credit (\$33,600 total degree cost) is not required due to the provisions included in Board of Governors Regulation 8.002 Self-Supporting and Market Tuition Rate Program and Course Offerings.

- In the event that 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 notes that there will be no reallocation of resources for the proposed self-supporting DAT program.

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 on page 17.

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

Dr. Toni Torres-McGehee, Associate Professor and Director of the Graduate Athletic Training Program at the University of South Carolina, reviewed the proposal. Dr. Torres-McGehee commented that this program is a unique advanced DAT degree that meets the CAATE requirements for post-professional education for advanced athletic training. Dr. Torres-McGehee noted that with minor revisions to the curriculum and student learning outcomes, the program will have a clear distinction from the other four DAT programs offered in the U.S.

- 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.**

The University's professional MS-AT program received initial accreditation by CAATE in February of 2008 and, following the on-site visit in October of

2012, received continuing accreditation for 10 years (the maximum timeframe for reaccreditation). The recommendations were implemented, which included more instructional staffing and the addition of general medical exposures. The FIU professional MS-AT has an aggregate 94% first-time pass rate on the Board of Certification Exam from 2014-2017 (p. 19).

An internal review of the MS-AT program in June 2014 resulted in developing joint faculty positions, enhancing financial sustainability through the creation of a revenue generating athletic training clinic, and increasing support for scholarship and research. There is ongoing development of points of distinction which includes establishing a strong reputation nationwide as evidenced by high enrollment of out-of-state students and successful internship placements with professional sports organizations (p. 20).

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

The proposed program will offer 42 (87.5%) credits online and 6 (12.5%) credits face-to-face.

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

The proposed program is a post-professional clinical Doctor of Athletic Training. The students enrolled in the program would be certified athletic trainers by the Board of Certification.

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 specific student learning outcomes with established assessment and benchmarks for each outcome. The proposal identifies the required coursework and clinical hours and includes a sample, sequenced course of study.

- The university anticipates seeking accreditation for the proposed doctoral**

program, or provides a reasonable explanation as to why accreditation is not being sought.

FIU will seek accreditation from the Commission on Accreditation of Athletic Training Education (CAATE). Accreditation for the post-professional DAT is voluntary. Per the proposal, the process will be initiated with submission of a self-study report during the Fall of 2019, to allow for a site visit.

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, six faculty will be affiliated with the program. Current faculty includes three assistant professors and one associate professor. Two new faculty members will be hired to support the program, one in 2018 and one in 2019.

- 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 assistant professors to be athletic training, and the associate professor's academic discipline in exercise physiology. The faculty to be hired will have an academic specialty in athletic training. Current faculty have a terminal degree. The faculty curriculum vitae show teaching and clinical experience as well as scholarly productivity including publications and presentations.

- 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 describes the responsibilities of the existing faculty and those

of the faculty to be hired. The anticipated faculty participation as described in the narrative as well as in Table 4 will meet the accreditation requirements (pp. 25-26). The abbreviated curriculum vitae for the existing faculty members were included in the proposal and show faculty have been active in teaching, research, and service.

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

According to the proposal, two new clinical assistant professors will be hired to support the program. One position is anticipated to be filled fall 2018 and second one fall 2019.

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 February 7, 2017, 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 journal content, major journals, databases, monographic materials, and demand driven e-book acquisitions.

- 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, teaching laboratory, research laboratory, and office space to support this program.

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

According to the proposal, no additional or specialized equipment is needed for the program. It is noted that any additional or specialized equipment needed would be covered by the self-supporting budget. As well, it is noted

that there are no projected costs for special resources.

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

There are no fellowships, scholarships, or graduate assistantships that will be allocated to the proposed post-professional DAT program.

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

Per the proposal, there are multiple local clinical sites available for students to be able to complete the 12 credits of Individualized Clinical Residency. There are also international opportunities for residency.