

#10

COMPLETE

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Page 1: Classified Position Request Form

Q1

Please enter the following:

Department	Athletics
Position Title	2nd - Full-Time Athletic Trainer
Salary Range*	\$57,264 - \$71,616
Annual Salary at Step B*	\$60,564
Hours/week and # of months (e.g., 10-month, 11-month, 12-month)	12-month

Q2

Current program goal (as listed in comprehensive program review/annual update) this position will directly advance/support:

100% Athletic Trainer #2

Q3

How will this position directly advance/support the goal listed above?

Cuyamaca College intercollegiate programs have grown 45% in two years. We have added two new programs, women's soccer and basketball, both with healthy rosters. However, we are still operating as though we only have 9 programs opposed to the 11.

Q4

What type of position is being requested?

Increase in the FTE for the position, specify the position classification and number:
Class Title: Athletic Trainer Range: 37

Q5

Please attach the description for the position classification (job descriptions are posted on this GCCCD Human Resources webpage).

37%20-%20ATHLETIC%20TRAINER.docx (17.9KB)

Q6

What are the actual duties and responsibilities that are specific to this requested position that you would like to highlight to help the Classified Hiring Priorities Committee understand the need for this position? How does the lack of this position impact the program's or service area's ability to serve students? (300 words or less)

Cuyamaca College Athletic intercollegiate sports programs and rosters have grown significantly (45%) in the previous two years with a projected trend to increase another 10% in the next year. Two underrepresented gender sports, women's soccer and basketball, were both resumed from hiatus status. Women's soccer last competed in 2018 and Women's basketball last competed in 2022. Currently, we have a total of eleven (11) sports programs for both genders. However, we are still operating with 1.54 athletic trainers that technically were understaffed by NATA and 3CATA staffing ratios recommendations for student to athletic trainers.

Q7

* How are the duties of the requested position currently being performed, if at all?

The current duties are shared between the two athletic trainers. However, we have had situations that we need multiple events covered which required our full-time and part-time trainer to work over-time. In one case, we have had to seek per-diem help to fill in. With the addition of the new women's teams, there is a likelihood of multiple days in which there will be needed athletic coverage at multiple events occurring simultaneously and or days in which covering our training teams and games cannot be done with the current staffing levels.

Q8

Respondent skipped this question

* OPTIONAL: If duties are being performed by a grant-funded position, when will the grant end?

Q9

Program or Service Area Potential for Growth Please describe how the program/department has changed over the past 3 to 5 years and how this position will help the department serve more students directly or indirectly? - How has the demand for program/department services increased/changed over the past 3 to 5 years? - How have workloads in the program/department increased/changed over the past 3 to 5 years? - How many more students will the position serve, and who will it serve? **Please use both quantitative and qualitative data including, but not limited to: details of a new program, service, or initiative; number of students served; number of appointments; number of visits; number of workshops; total overtime/comp time accrued, number of hourly/intern/volunteer/work study in program/service area and services provided. ** (200 words or less) (Rubric Criterion 2)

Cuyamaca College during the last reporting period served 339 student athletes (duplicated) during Spring, Summer and Fall of 2024. The level of care cannot be sacrificed. Athletic Trainers must be proficient day-in and out. An exhausted or over worked athletic trainer can directly effect the health and wellbeing of student-athletes and the teams. More importantly, a distracted, limited, or over worked athletic trainer can create a liability concern of proportions that can jeopardize the college.

Q10

Which of the College's strategic priorities will this position most directly support? Note: Selecting more than one strategic goal will not impact the Classified Hiring Priorities Committee rating of the position.

- Increase Equitable Access,**
- Eliminate Equity Gaps in Course Success,**
- Increase Persistence and Eliminate Equity Gaps,**
- Increase Completion and Eliminate Equity Gaps,**
- Increase Hiring and Retention of Diverse Employees**

Q11

Please explain how the requested position will support the college strategic goal(s) identified above. (200 words or less) (Rubric Criterion 3)

The addition of a second full-time trainer (or increase part-time hours) will support all the college goals for athletics. Having an extended availability will allow more athletes to be attended to, increase athletic success and serve all athletes in or out of season.

By raising the hours of the 2nd Athletic Trainer, this will also aid in retention of employees that feel taken advantage of when one is tasked with a workload that is unmanageable while another is limited to hours to assist students.

Q12

How will this position improve the student experience at Cuyamaca College? How will the program or service area measure the impact of this position on the student experience?(200 words or less) (Rubric Criterion 4)

One of our reoccurring comments has been the lack of opportunities or service in our sports medical department. Digging further into this, we have had concerns of female athletic trainers that could serve our female athletes and those of religious faiths that cannot have males attend to them. In spring, 2024, we hired a FT female athletic trainer. However, with our growing team rosters, our male population have suffered in medical treatment options.

Q13

Please confirm that you have discussed this classified position request with your dean/manager and that you understand that deans/managers will be providing feedback about the division's priorities and needs to help inform and may impact the prioritization process.

Yes, I have discussed this position request and its priority relative to other requests within the division/department with my dean/manager

Q14

Date of meeting (with dean/manager):

Date / Time

12/17/2024

Q15

In an effort for continued improvement of the Classified Position Request Process, the CHPC would like your feedback regarding the CHPC guidance and process for submitting new classified positions requests.

Respondent skipped this question
