The Quietly Turning Tide: Female Leadership in Athletic Training

WATA ANNUAL SYMPOSIUM 2019
Disclosure:

The views expressed in this presentation are specific to the presenter and not representative of any other entity, company, or institution.

There are no relevant financial or nonfinancial relationships within the resources described or evaluated in this presentation.
Our roadmap for today:

**M**etasyntehsis
- What is the literature saying?

**A**necdotal Evidence
- What are clinicians/educators saying?

**P**ractical Application
- What do you have to say?
M: Literature Review

Title IX of the Education Amendments Act of 1972

Educational Opportunities: Participation, Scholarships, & Other Benefits

It was 45+ years ago, how are we still having this conversation!?

Growing body of research

Psychology

Athletics
Athletic Training Employment Opportunities for Women (Highest Ever)

99.5% of schools have at least one athletic trainer.

32.4% of head athletic trainers are females, up from 30.7% in 2012.

67.6% of head athletic trainers are males, down from 69.3% in 2012.

Division 1 has the highest percentage of athletics trainers but the smallest percentage of female head athletic trainers at 19.5%. However, 19.5% is an increase from 17.5% in 2012.

42.4% of schools in Division 1 that have an athletic trainer, have a female head athletic trainer, up from 40.5% in 2012. All three Divisions have shown an increase in the percentage of their head athletic trainers who are females.
M: Statistics

Percentage of Schools with a Female Head Athletic Trainer

Almost all schools have an athletic trainer, but less than a third have a female head athletic trainer.

32.4% of Head Athletic Trainers Are Females
67.6% of Head Athletic Trainers Are Males

<table>
<thead>
<tr>
<th>Year</th>
<th>Female (%)</th>
<th>Male (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>25.5</td>
<td>74.5</td>
</tr>
<tr>
<td>1998</td>
<td>28.6</td>
<td>71.4</td>
</tr>
</tbody>
</table>

This table may be read: 42.4% of athletic trainers in Division III programs that offer women’s teams are females.

## M: Statistics

### Athletic Trainers

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage of Schools with a Female Head Athletic Trainer</th>
<th>Percentage of Schools with a Male Head Athletic Trainer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast</td>
<td>35.3 ✓</td>
<td>64.5</td>
</tr>
<tr>
<td>South</td>
<td>30.6</td>
<td>69.4</td>
</tr>
<tr>
<td>Midwest</td>
<td>30.7</td>
<td>69.3</td>
</tr>
<tr>
<td>West</td>
<td>29.2 ✓</td>
<td>70.8 ✓</td>
</tr>
<tr>
<td>NATIONWIDE</td>
<td>32.1</td>
<td>67.9</td>
</tr>
</tbody>
</table>

✓ = Highest Percentage
M: Trends

National Averages:
◦ Women 28, Men 35
◦ Decrease in AT practitioners 27-40

NATA Membership:
◦ Total membership 45,000
◦ Certified members 79%
◦ Female members: 55%

AT Workforce:
◦ Steady increase in females
◦ 40% in 1975 to 51% in 2014
◦ 45% of women changed job settings after children

M: Identified Barriers for Female ATs

Work-Family Conflict (WFC)
- Incompatible roles between work & home

Kinship responsibility
- Social relationships

Parenthood
- Child rearing

Incongruent role perceptions
- Gender stereotypes and expectations

M: Relationships

WFC and Gender
  ◦ Gender indiscriminant

WFC and Job Burnout
  ◦ Positive association: higher WFC = higher Job Burnout

WFC and Job Satisfaction
  ◦ Inverse relationship: higher WFC = lower Job Satisfaction

WFC and Intention to Leave
  ◦ Positively related: higher WFC = higher Intention to Leave

Patient Preference and Gender
  ◦ Gender association: females prefer female AT, males prefer male AT

A: Education Program

Female Students > Male Students
- CUW - 73%
- DII, DI, private, public, Midwest, East & West Coast institutions

Female Educators > Male Educators
- CUW - 83%
- Mentorship, modeling, influence

Female Students’ Intention to Leave > Male Students’ Intention of Leave
- “...practice athletic training until I have a family.”
- “...feel like I need to have a back-up plan for later, like what’s my plan B?”

Thank you to my peeps!
A: Other Evidence

NATM
- Women in Athletic Training
- All female staffs

Staff position applicants
- Qualified candidates: women outnumbered men
- 3:1

GA position applicants
- Female applicants > male applicants
- Less than 50%
P: Final remarks

Burnout, Attrition, Job Satisfaction...
  ◦ Individual vs Systemic Approach

Most practiced is not the same as Best practiced
  ◦ Female leaders

Critical Reflection
  ◦ Current and future trajectory
P: Your thoughts

Reactions to current statistics?

Clinical application, what does or could this all mean?

Experience consistent with or contrary to the information presented?
Questions
References:


