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Bonnie L. Van Lunen Old Dominion University

Stephanie H. Clines Sacred Heart University

Tyler Reems Ergonomic Consultants of Indiana

Lindsey E. Eberman Indiana State University

Dorice Ann Hankemeier Ball State University

See next page for additional authors

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Authors Bonnie L. Van Lunen, Stephanie H. Clines, Tyler Reems, Lindsey E. Eberman, Dorice Ann Hankemeier, and Cailee E. Welch Bacon

Employability of the Doctor of Athletic Training Degree within Academe

Bonnie L Van Lunen, PhD, ATC*; Stephanie H Clines, MS, ATC+; Tyler Reems, MSAT, ATC+; Lindsey E Eberman, PhD, LAT, ATC§; Dorice Ann Hankemeier, PhD, ATC¶; Cailee E. Welch Bacon, PhD, ATC|

*Old Dominion University; †Sacred Heart University; ‡Ergonomic

Consultants of Indiana; §Indiana State University; ¶Ball State University;

| AT Still University

Address correspondence to

Bonnie L Van Lunen, PhD, ATC

Old Dominion University

College of Health Sciences

Rm 2114, Health Sciences Building

Norfolk, VA 23529

bvanlune@odu.edu

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1 Department Chairs Perceptions of the Doctor of Athletic Training Degree within Academe

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- 3 Context: The Doctor of Athletic Training (DAT) degree has recently been introduced into
- 4 academe. Limited literature exists regarding how individuals with this degree can be utilized as
- 5 athletic training faculty.
- 6 Objective: To identify department chairs' perceptions of the DAT degree and determine whether
- 7 they view the degree as viable when hiring new faculty within a post-baccalaureate professional
- 8 AT program.
- 9 Design: Cross-sectional survey design
- 10 Setting: Online survey instrument
- Patients or Other Participants: 376 department chairs who had oversight of Commission on
- 12 Accreditation of Athletic Training Education athletic training programs were invited to
- participate. 190 individuals (50.5%) accessed the survey and 151 of the 190 department chairs
- completed (79.5%) all parts of the survey.
- 15 Intervention(s): A web-based survey instrument, which included several demographic questions
- and 4-point Likert-scale items related to perceptions of the DAT degree, was completed.
- 17 Main Outcome Measures: Independent variables included institutional control, student
- 18 enrollment, degree granting classification, faculty with a clinical doctorate, and advanced degree
- 19 requirements. The dependent variables were the department chairs' responses to the survey
- 20 items.
- 21 Results: More than 80% of department chairs were moderately or extremely familiar with the
- 22 concept of an advanced practice doctoral degree and 64% reported it would be extremely to
- 23 moderately beneficial to hire someone with this degree within the AT program. Furthermore,

- degree, and believed they would do so in the next 5 years. Characteristics associated with higher perception scores included higher institutional student enrollment, having more current faculty with an advanced practice doctoral degree, and increased level of institutional degree granting classification.

 Conclusion(s): Department chairs recognize the DAT degree as a viable degree qualification to
- Conclusion(s): Department chairs recognize the DAT degree as a viable degree qualification to
 teach within professional AT programs. Future research should examine the need for the DAT
 degree within clinical practice settings.
- 32 Key Words: Professional, Advanced Practice Doctorate, Viability, Post-Professional
- 33 Key Points:

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- 1. Department chairs reported it would be beneficial to hire someone with a DAT degree within an athletic training program and they were also likely to hire a degree holder within the next 5 years.
- 2. The majority of the department chairs are familiar with the changes in athletic training education requirements, consider the DAT as a degree which they would recognize to teach at the masters' level, and that they would require an individual with an advanced degree above the specified degree for teaching purposes.
- 3. The Doctor of Athletic Training degree is a viable degree qualification to teach in a professional athletic training program and can align with several different faculty line appointments.

Athletic training education has undergone considerable evolution over the past several years. Recent changes in athletic training education include the 2015 decision of the Athletic Training Strategic Alliance that all professional programs be at the post-baccalaureate level by 2022, thereby eliminating the traditional bachelors' degree as a pathway for entry into professional practice. The transition to a post-baccalaureate degree has also created a shift in the chronology for athletic training students seeking to advance their education following credentialing. Under the current infrastructure, students who obtained a professional bachelor's degree in athletic training had the option to pursue athletic training advanced practice and leadership skills via a post-professional master's degree program in athletic training. However, with the changes to athletic training education, it is hypothesized that the Doctor of Athletic Training (DAT) degree could serve as an option for athletic trainers (ATs) seeking to further their education within the field. The DAT degree is defined as:²

A post-professional advanced practice doctoral degree. A primary purpose of attaining a post-professional advanced practice doctoral degree is to become a clinical scholar with advanced knowledge and skills needed for the delivery of patient care at the highest levels.

Although not explicitly stated in the definition, as a clinical scholar with advanced knowledge and skills, these individuals would have the requisite knowledge to serve as both clinical and classroom educators and evidence has indicated a desire to utilize the degree within these employment opportunities.³ The DAT programs vary in program curricular content, delivery mode, and area of focus, while also including advanced practice skill and/or leadership development.^{4,5} There are several potential reasons to pursue this educational opportunity for athletic trainers and may include the shortage of clinically prepared leaders, the shortage of

terminally prepared athletic trainers to teach within post-baccalaureate degree programs, or the need to produce individuals to initiate and engage athletic trainers at higher levels of clinical reasoning.

While the DAT degree is not intended to replace the need for the academic doctorate (e.g. PhD, EdD), it allows a viable option for those seeking to increase knowledge, skills and abilities within athletic training, which can be maximized in leadership, clinical, and teaching positions. The Higher Learning Commission guidelines⁶ state that instructors possess an academic degree relevant to what they are teaching and at least one level above the level at which they teach. In the most recent Commission on Accreditation of Athletic Training Education (CAATE)

Analytics Report, 7 37.7% (n=137) of program directors and 52.1% (n=189) of clinical education coordinators serve in their role with only a master's degree, therefore, the transition to the post-baccalaureate professional athletic training degree will continue to increase the need for doctoral educated individuals that can serve as teachers, advisors, and research mentors in these new programs.

In a preliminary study, at the proliferation of the DAT, various stakeholders' perceptions were assessed regarding the DAT degree. Faculty administrators (i.e., college/university department chairs, deans, provosts, presidents), who were asked to consider the viability of this degree for their programmatic and institution needs, reported that they were somewhat or very familiar with the degree. Additionally, they reported DAT degree holders were thought to be best aligned with non-tenure-track positions, while also having the qualifications to teach because of their ability to bridge between theory and application. In addition, the faculty administrators indicated DAT degree holders had increased clinical expertise, would enhance overall faculty

research productivity, and were a viable alternative to hiring a terminal academic degree holder, depending upon the needs of the institution.⁸

While faculty administrators with different institutional roles have been previously surveyed on their perceptions of the DAT degree, it is unclear how specific administrators, like department chairs, who have intimate knowledge of the needs of athletic training programs perceive the degree. Department chairs are often responsible for the recruitment and retention of faculty, therefore they have a vested interest in aligning faculty with appropriate faculty lines associated with credentials and degrees. As the DAT degree has persisted and more programs have emerged, it is pertinent to explore the need for this degree as a post-professional option by understanding the roles and responsibilities associated with faculty lines for which this degree may be suited. Therefore, the purpose of this study was to identify department chairs' perceptions of the DAT degree and determine whether they viewed the DAT degree as a viable degree when hiring new faculty for different faculty lines within a post-baccalaureate professional athletic training program based upon institutional criteria. Department chairs were the targeted audience as they are often responsible for the hiring of faculty within an institution and should have direct knowledge of the needs of the athletic training programmatic needs.

METHODS

Participants

The CAATE was contacted to identify department chairs at institutions where accredited professional athletic training programs were housed. Three hundred seventy-six department chairs were identified and contacted via e-mail to complete a survey regarding their perceptions of the DAT degree. The survey was accessed by 190 individuals (access rate = 50.5%), and a total of 151 of the 190 department chairs completed all parts of the survey (completion rate =

79.5% of those who accessed survey). Institutional demographic information is represented in Table 1. Participation in the survey implied informed consent and the study was approved by the exempt review committee at the University.

Survey Instrument

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A web-based survey was developed and hosted in Qualtrics[®] (Qualtrics[®], LLC, Provo, UT). The survey consisted of three sections focused on 1) institutional demographics (institutional type, student enrollment, Carnegie classification, faculty and departmental program information), 2) information related to types of faculty lines in the department (lecturer/instructor, clinical faculty, tenure-track faculty, research faculty), degree qualifications for the faculty lines, and roles and responsibilities (teaching, service, scholarship, advising) associated with each faculty line, and 3) terminal clinical degree specific questions (5 items) (Table 2). Some survey items included follow-up questions predetermined by the response to the initial question, which therefore altered the length of the survey for each participant. Definitions related to associated terminology were provided within the opening page of the survey, which included references to a clinical doctorate. We defined a professional clinical doctorate as a practice-focused degree obtained in preparation to enter a given profession. Examples of clinical doctorate degrees included the Doctor of Physical Therapy (DPT) degree, the Doctor of Audiology (AuD) degree, and the Doctor of Pharmacy (PharmD) degree. A post-professional clinical doctorate or advanced practice terminal degree was defined as a practice-based degree designed for professionals who are currently certified or licensed and aims to enhance professional expertise or specialization within their respective field. Examples of postprofessional clinical doctorate degrees included the Doctor of Nursing Practice (DNP) degree. We defined the Doctor of Athletic Training (DAT) degree as an advanced practice postprofessional degree focused on advancing knowledge, skills, and clinical abilities that serve to enhance professional expertise beyond the entry-level competencies of Athletic Trainers. The survey contained a mix of close-ended questions and Likert scale items.

The survey instrument was developed by a team of athletic training education researchers (3) who had direct experience with post-professional and professional education programs.

Administrators (3) associated with athletic training programs were also consulted. These three administrators were all currently in positions which oversaw athletic training programs at the professional or post-professional level and served as division or department leaders. The first draft of the survey was developed from the consultation and submitted to the 3 administrators for feedback. Feedback was provided concerning clarity of the questions and associated language. The survey was revised and distributed to experts in athletic training education (3) who provided qualitative feedback regarding the clarity and relevance of each item related to the content by determining if the question was sufficient or needed attention, with suggestions for improvement noted. Minor modifications were made and the revised survey was then pilot tested by experts in athletic training survey research (5) who had experience in research content and design and minor modifications were made. Reliability of the instrument was not assessed.

Procedures

An e-mail containing information about the survey was sent to department chairs (376) at institutions in which CAATE accredited professional athletic training programs were housed in spring 2016. The email included: (1) the purpose and importance of the research study, (2) a request for participation, (3) the estimated time to complete the survey (15 minutes), (4) the hyperlink to the survey web page, and (5) the contact information for the researcher. Department chairs were instructed to answer survey questions to the best of their abilities. If an athletic

training program was not transitioning from the professional baccalaureate level to the post-baccalaureate level, the survey automatically concluded upon submitting a "no" answer to this question. We sent a follow-up e-mail reminder, which contained the same information as the initial e-mail, one to four weeks after the initial e-mail.

Data Analysis

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Survey data was automatically sent to the university's database collection system and responses were generated in statistical software (SPSS version 21.0; IBM Corporation, Armonk, NY). Descriptive statistics were used to calculate means, standard deviations (SDs), and frequencies. Several independent variables were included for this study: institutional control (public, private), institutional student enrollment (less than 5,000, more than 5,000), institutional degree granting classification (doctoral, master, baccalaureate), current faculty with a clinical doctorate (yes, no), advanced degree requirement for teaching (yes, no). The dependent variables were the department chairs' responses to the five Likert scale items. When the independent variable included two groups, Mann-Whitney U tests were used to examine between-group differences with the significance level set at $P \le .05$. When the independent variable included three groups, Kruskal Wallis H tests were used were to detect differences. A post-hoc Mann-Whitney U test with a Bonferroni adjustment was used to correct for type I error. The significance level was set at $P \le 0.05$ for each Kruskal-Wallis H test; taking into consideration the Bonferroni adjustment for 3 comparison groups, the significance level for each post-hoc Mann-Whitney *U* test was set at $P \le 0.017$.

RESULTS

Perceptions of the Doctor of Athletic Training Degree

Overall, 48.8% (N=74) of department chairs were extremely familiar with the concept of clinical doctoral degrees while 31.9% (N=48) were moderately familiar and 10.2% (N=15) were only somewhat familiar. Furthermore, 60.8% (N=92) of department chairs were extremely familiar with the changing educational requirements for athletic training education, while 25.3% (N=38) were moderately familiar. Department chairs reported that it would be extremely beneficial (33.7%; N=51) or moderately beneficial (30.7%; N=46) for their unit to hire someone with a terminal clinical degree within the Athletic Training Program. An additional 21.1% (N=32) of department chairs reported it would only be somewhat beneficial and 5.4% (N=8) reported it would not be beneficial at all. When asked how likely they would be to hire someone for any program within their unit who possessed a terminal clinical degree, 31.3% (N=47) of department chairs reported they were very likely and 36.1% (N=54) reported they were likely to make such a hire. Conversely, 19.9% (N=30) of department chairs reported it was unlikely to hire someone for any program within their unit who possessed a terminal clinical degree and 3.0% (N=4) would not hire someone with this type of degree for any program. Finally, department chairs reported they would be very likely (27.7%; N=42) or likely (41.6%; N=63) to hire someone with a terminal clinical degree for any program in their unit within the next five years.

Degree Qualifications and Roles and Responsibilities of Faculty Lines

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Teaching was identified as the primary role expected of an individual hired within a lecturer, clinical faculty, or tenure-track line, while scholarship was the primary role for research faculty lines (Table 3). The doctor of philosophy (Ph.D.) was the most commonly chosen option for all faculty lines, however department chairs reported the DAT degree was viable for hiring an individual into a lecturer/instructor line (52.7%; N=69), clinical faculty line (53.6%; N=37),

research faculty line (25%; N=8), and tenure-track line (45.3%; N=63) within their institutions if available (Table 4).

Advanced Degree Requirement

One hundred twenty-nine department chairs (85.4%) reported their institution requires an advanced degree within a given discipline to teach within the respected program, while 21 department chairs (13.9%) reported their institution does not have advanced degree requirements. There were no significant differences between groups regarding the likelihood to hire someone with a terminal clinical degree (P=0.53), benefits to hire someone with a terminal clinical degree (P=0.25), familiarity with the changing athletic training education requirements (P=0.12), or familiarity with the concept of clinical doctoral degrees (P=0.21) items.

Institutional Control

Seventy-seven department chairs reported they were employed at a public institution while 72 were employed at a private institution. There were no significant differences between groups regarding the likelihood to hire someone with a terminal clinical degree (P=0.39), benefits to hire someone with a terminal clinical degree (P=0.90), familiarity with the changing athletic training education requirements (P=0.17), or familiarity with the concept of clinical doctoral degrees (P=0.64) items.

Institutional Student Enrollment

Of the 151 department chairs that completed the survey, 61 reported they are employed at an institution with an institutional student enrollment less than 5,000 while 90 reported their institutional student enrollment is greater than 5,000. There were no significant differences between groups regarding the benefits to hire someone with a terminal clinical degree (P=0.22), familiarity with the changing athletic training education requirements (P=0.28), or familiarity

with the concept of clinical doctoral degrees (P=0.95) items. However, department chairs employed at an institution with a student enrollment less than 5,000 were significantly more likely (3.23 ± 0.77) to hire someone for any program within their unit who possessed a terminal clinical degree than department chairs at an institution with a student enrollment greater than 5,000 (2.94 ± 0.87; P=0.043).

Current Faculty with a Clinical Doctorate

Thirty-five (23.3%) of the department chairs reported they currently employed faculty members with a clinical doctoral degree within their unit while 111 (73.5%) department chairs did not. Five department chairs were unsure if any of their faculty members possessed a clinical doctoral degree. Expectedly, department chairs with current faculty that possessed a terminal clinical doctoral degree were more familiar with the concept of a terminal clinical doctoral degree (3.66 \pm 0.64; P=0.015) than department chairs without faculty that possessed a terminal clinical doctoral degree (3.36 \pm 1.06). There were no significant differences between groups regarding the likelihood to hire someone with a terminal clinical degree (P=0.11), benefits to hire someone with a terminal clinical degree (P=0.39), or familiarity with the changing athletic training education requirements (P=0.93) items.

Institutional Degree Granting Classification

Twenty-eight department chairs were employed at an institution with bachelor degree granting classification, while 81 were employed at a master's degree granting institution and 38 were at a doctoral degree granting institution; there were 4 missing cases for this demographic item. There were significant differences for the benefits to hire someone with a terminal clinical degree (P=0.002). Post-hoc analyses revealed that department chairs employed at a bachelor degree granting institution reported higher perceived benefits to hire someone with a terminal

clinical degree (3.54 \pm 0.79) than department chairs at a master's degree granting institution (2.96 \pm 0.84; P=0.001) or a doctoral degree granting institution (2.82 \pm 1.06; P=0.004). There were also significant differences for the familiarity with the changing athletic training education requirements item (P=0.02). Department chairs employed at master's degree granting institutions were more familiar with the changing educational requirements for athletic training education (3.73 \pm 0.52; P=0.009) than department chairs employed at a bachelor degree granting institution (3.43 \pm 0.63). No significant differences were found for the likelihood to hire someone with a terminal clinical degree (P=0.68) or familiarity with the concept of clinical doctoral degrees (P=0.17) items.

DISCUSSION

The purpose of our study was to examine the current perceptions of department chairs who were associated with a professional athletic training program regarding the viability of employing someone with the DAT degree for their program. We were interested in assessing whether the DAT would be a degree that academic institutions would consider for different faculty lines within their programs. We found that the majority of the department chairs are familiar with the changes in athletic training education requirements, consider the DAT as a degree which they would recognize to teach at the masters' level, and that they would require an individual with an advanced degree above the specified degree for teaching purposes. The type of institution did not affect their perceptions, however, as the Carnegie classification increased the perceived benefits of hiring an individual with the DAT degree decreased. The DAT degree was also an accepted degree for faculty lines as a lecturer, clinical faculty or tenure-track faculty, and less desired for the research faculty lines.

The development of advanced practice in athletic training is not a new concept, as the post-professional athletic training degree has been in existence since 1972 when the first program was accredited. The post-professional athletic training degree evolved over time in that it first served as a route for taking the credentialing exam and now is aligned with advanced knowledge, skills and abilities beyond the professional level. Individuals who attended these programs did so to advance their entry-level knowledge, increase their professional development, and align their careers for a life-long commitment to the discipline. With the evolution of the professional degree to the post-baccalaureate level there will be a gap in clinical practice advancement, and therefore the continued need for an advanced practice degree is warranted. Individuals pursuing a DAT degree have reported that they are committed to learning and believe that the degree will bring them professional advancement and development.

The nursing profession has been examining this type of advanced terminal degree for the past several years. Doctor of Nursing Practice (DNP) degrees were developed to prepare nurses with the competencies needed to improve health care systems through administrative leadership and advanced practice roles. In 2004, the American Association of Colleges of Nursing (AACN) adopted a resolution that the DNP degree would become the educational requirement for entry into advanced practice registered nursing by 2015. The position statement outlined the need for administrative and advanced practice leaders with stronger preparation in systems-based practice improvement and translational research. Other disciplines (e.g., medicine, pharmacy, physical therapy, nursing) have found it difficult to develop leadership, translational science, and systems improvement competencies while a student is acquiring the didactic and experiential learning required for entry level clinical practice. Although educational programs are utilizing the DNP trained individual for instruction, there does not appear to be pedagogical

training within the typical degree program, which may have negative implications for socializing into that role. While DNPs believe they are ready to function within a faculty role, ¹³ it is recommended that these individuals either seek additional preparation in the science of pedagogy through their curriculum or through onboarding by the hiring institution. ^{14,15} This component may also be applicable for those completing DAT degree programs as the foci of the programs doesn't necessarily align with the outcomes. ^{4,5}

As a terminal degree in athletic training, there is potential for the DAT degree to mitigate the future athletic training faculty shortage and to close the practice-education gap. The number of faculty in athletic training with terminal degrees is limited, as baccalaureate programs have utilized graduate assistants and clinical faculty to assist with teaching needs. Approximately one-third of professional athletic training program directors have a master's degree, and it can be hypothesized that many individuals in the other faculty lines who may teach within many professional programs also possess the master's degree. The DAT would be a potential route for these individuals to pursue in order to become prepared for the rigors and demands of a faculty role, beyond that of an instructor. Most department chairs surveyed indicated that a degree above the masters would be needed to teach in post-baccalaureate programs, therefore program administrators will need to examine how they will meet these demands.

It is important to consider that the clinical DAT is not intended to inflate the post-professional master's degree, but to elevate post-professional education in the profession.

Although human capital theory suggests that the expansion of higher education provides practitioners with advanced practice skills that they would use in their jobs, ¹⁷⁻¹⁹ educational credentialism suggests that educational attainment is more important than the actual acquisition and application of new skills.²⁰ These issues face all of higher education as the proliferation of

clinical doctorates continues. Some literature suggests that the development of the advanced practice or post-professional doctorate, which is able to differentiate itself from the master's level, does prove to be more effective at developing the advanced skills and demonstrating economic benefit to its students.²¹

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The DAT degree may also be a route to bridge the practice-education gap and the practice-research gap. As professional Standards for athletic training programs continue to evolve, there may need to consider the importance of clinical practice activities for those who may teach within the academic program. Physical therapy program Standards require that core faculty have doctoral preparation, an ongoing scholarly agenda, and contemporary expertise beyond that obtained in an entry-level program.²² Those holding the clinical doctorate as the highest terminal degree in physical therapy tend to be junior rank, spend 10% of their time in clinical practice, and over half are clinical specialists in a defined area.²³ Although the definition related to the DAT degree includes the purpose of becoming a clinical scholar with advanced knowledge and skills needed for the delivery of patient care at the highest levels,² it will be important to prepare these individuals within pedagogy if they are to align with positions in academe. Our results indicate that individuals with a DAT will be able to teach within most athletic training programs and in different faculty lines, which will all soon be at the postbaccalaureate level. The ability to bring clinical practice experiences into the classroom is another component that the DAT degree may be able to address, as several of the current programs include clinical content and these individuals could remain clinically active while in academe, lending to the educational training of students. This may be an important component for athletic training programs to consider. Additionally, individuals with a DAT may be poised to understand the role of research within clinical practice as they complete experiences within

their programming related to clinical and patient outcomes, electronic medical records, and assessment of interventions within clinical practice. Faculty lines were divided into 4 common categories used at several institutions, but these lines may not have been all inclusive. Lecturers are traditionally individuals whose main function is course instruction, while clinical faculty lines often include clinical supervision/practice/management along with instruction. Some clinical faculty lines also require completion of scholarship depending upon the type of institution. Tenure-track lines are often associated with some teaching, and some scholarship, but that is also defined by the institution, while research lines predominantly encompass positions which are solely aligned with research activities. Each department chair completed the survey in the context of their host institution, therefore their responses were associated with how their host institution defined them.

Limitations and Future Research

Our results reflect the perceptions of department chairs associated with professional athletic training programs and are not transferrable to other academic administrators at an institution. Our research focused on the viability of the DAT degree within academe, but little is known about the need for the degree within clinical practice settings. We need to understand more about why individuals pursue the DAT degree and the benefits they perceive this type of degree will allot them, as well as viewpoints from employers as to their perceptions of how this degree will benefit their health care system and the patients they serve. Information from graduates of DAT programs would be valuable to guide further development of programming and alignment with suitable positions. Lastly, additional information should be explored as related to degree programs in which the clinical terminal degree is more widely accepted.

CONCLUSIONS

Department chairs are aware of the educational changes within athletic training and believe that the DAT degree is a viable degree for many types of faculty lines at their institutions. Due to the changes within athletic training educational programs there will be a need to identify instructional solutions which will meet the needs of the student and the institution. The DAT degree prepared individual has a varied background based upon current programming models, and therefore could be the bridge for athletic training programs as they seek to develop clinical athletic trainers who can examine patient care issues. This type of doctoral education does not necessarily prepare individuals for academe responsibilities of teaching, advising, and scholarship, therefore programs may need to consider embedding preparation for the academy within or supplementary to their programming.

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Table 1. S	Select Institutional	demographics
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Variable	N	%	
Institution type			
Private	72	48	
Public	77	51	
Did not report	2	2	
Total student			
enrollment			
<5,000	61	40	
>5,000	90	60	
Carnegie classification			
Baccalaureate	28	18	
Master's	81	54	
Doctoral	38	25	
Did not report	4	3	
Type of AT program		460	
Undergraduate	129	78	
Graduate	24	14	
Both	13	8	
Advanced degree required to			
teach			
Yes	134	81	
No	24	14	
Did not report	8	5	

Table 2: Terminal Clinical Degree Specific Likert Scale Survey Questions and Response Choices

Questio	on	Response Choices
1.	How likely would it be that you would hire someone	
	with a terminal clinical degree?	Very Likely (1) Likely (2) Unlikely (3)
		Very Unlikely (4)
2.	How likely would it be that you would hire someone	
	with a terminal clinical degree in the next 5 years?	Very Likely (1) Likely (2) Unlikely (3) Very Unlikely (4)
3.	How beneficial would it be for you to hire someone with a terminal clinical degree within the Athletic Training Program	
4.	How familiar are you with the changing educational requirements for athletic training education?	Very Familiar (1) Familiar (2) Somewhat Familiar (3) Not Familiar (4)
5.	How familiar are you with the concept of clinical doctoral degrees?	Very Familiar (1) Familiar (2) Somewhat Familiar (3) Not Familiar (4)

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Table 3. Breakdown of Roles Within Institutional Faculty Lines

Faculty Line	Role	Frequency	%
Lecturer/instructo	r (N=131 of respondents)		
	Advising	89	67.9
	Teaching	127	96.9
	Scholarship	29	22.1
	Service – community	90	68.7
	Service – clinical	41	31.3
Clinical faculty (N=	:69 of respondents)		
	Advising	44	63.8
	Teaching	66	95.6
	Scholarship	21	30.4
	Service – community	47	68.1
	Service – clinical	41	59.4
Research faculty (I	N=32 of respondents)		
-	Advising	15	46.9
	Teaching	20	62.5
	Scholarship	29	90.6
	Service – community	22	68.8
	Service – clinical	4	12.5
Tenure-track facul	ty (N=139 of respondents)		
	Advising	117	84.8
	Teaching	134	96.4
	Scholarship	130	93.5
	Service – community	131	94.2
	Service – clinical	34	24.5

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Table 4. Accepted Degree Qualifications for Institutional Faculty Lines

Faculty Line	Degree	Frequency	%
Lecturer/instructor (N=13	1 of respondents)		
	PhD	108	82.4
	EdD	94	71.8
	DSc/ScD	54	41.2
	DAT	69	52.7
	Other	33	25.2
Clinical faculty (N=69 of re	espondents)		
	PhD	47	68.1
	EdD	43	62.3
	DSc/ScD	29	42.0
	DAT	37	53.6
	Other	25	36.2
Research faculty (N=32 of	respondents)		
	PhD	30	93.8
	EdD	24	75
	DSc/ScD	11	34.4
	DAT	8	25
	Other	1	3
Tenure-track faculty (N=1	39 of respondents)		
	PhD	133	95.7
	EdD	107	77
	DSc/ScD	61	43.9
	DAT	63	45.3
	Other	5	4