

Negotiation Practices of Athletic Trainers Employed in the Clinical Setting

Julie M. Cavallario, PhD, ATC*; Brianna L. Campbell, MSAT*;
Bailey C. Jones, PhD, ATC†; Cailee E. Welch Bacon, PhD, ATC†

*Old Dominion University, Norfolk, VA; †A.T. Still University, Mesa, AZ

Context: Athletic trainers (ATs) are comparatively underpaid relative to peer health care professionals. Whereas many factors contribute to the salary and benefits of a given employment position, negotiation is a factor of the final salary and benefits package that is achieved. It is unclear to what extent ATs negotiate salary or other terms of employment during the hiring process.

Objective: To explore the negotiation practices of ATs during the hiring process.

Design: Cross-sectional study.

Setting: Web-based survey.

Patients or Other Participants: A total of 587 ATs employed in the clinical setting who previously held at least 1 full-time employment position.

Main Outcome Measure(s): Independent variables were several demographic factors as well as the current salary range. Dependent variables were participants' responses to various survey items focused on experiences with salary and terms-of-employment negotiation. Summary statistics were used to characterize all variables and multiple χ^2 analyses ($P < .05$) were performed to determine the significant influences of independent variables on negotiation practices.

Results: More than half of ATs (57.6%) did not attempt to negotiate their salary, and almost three-quarters of ATs (70.5%) did not negotiate their terms of employment during the hiring process. The most successfully negotiated terms were moving expenses (72.3%) and continuing education funding and reimbursement (62.7%). The influence of demographic factors on negotiation and negotiation success varied, with significant findings for the number of previous full-time employment positions, gender, marital status, salary range, and number of dependents.

Conclusions: It is alarming that more than half of ATs did not negotiate salary or terms of employment during the hiring process. Whereas widespread training on negotiation practices is warranted, our findings suggest it would be most beneficial for early-career and female ATs. All ATs must become comfortable with negotiating salary and terms of employment to effect change in the average salary and employment status of those in the profession.

Key Words: salary, wages, terms of employment, benefits, employee

Key Points

- More than half of athletic trainers (ATs) made no attempt to negotiate their salary, and nearly three-quarters made no attempt to negotiate their terms of employment. The most common reason for not negotiating salary or terms of employment was that the recipient felt the offer was fair.
- Gender did not influence the decision to negotiate but was a significant factor in both the reason for not negotiating and the level of success with negotiation. Women were more likely to be uncomfortable with the negotiation process. Men were more likely to negotiate their job title and an employer-provided cell phone and were also more successful in negotiating those terms of employment.
- The influence of marital status on negotiation indicated that those with an existing partner or support system with whom to discuss job-related or financial decisions may be more comfortable asking for more when offered a position. Potential employees, regardless of marital status, should identify confidantes with whom to discuss such decisions when entertaining a job offer.
- Past experience in the hiring process influenced negotiation practices. Targeted education should be delivered to those ATs seeking their first full-time position regarding how to assess the fairness of a job offer and how to best approach negotiation.

Relative to peer health care professions, albeit doctorally trained peer professions, athletic trainers (ATs) consistently have lower median incomes, despite similar educational preparation and credentialing requirements.¹ Based on the National Athletic Trainers' Association (NATA) 2021 Salary Survey Executive Sum-

mary,² the national average salary for an AT in 2021 was \$61 998, whereas the national average for health care practitioners and those in technical occupations was \$85 900. According to the American Physical Therapy Association 2020 Physical Therapy Workforce Analysis,³ the median salary for physical therapists in 2016 was \$85 000, 39%

higher than ATs' salaries. The American Occupational Therapy Association 2019 Workforce Salary Survey indicated that the median salary for a full-time occupational therapist in 2019 was \$72 373, 23.4% higher than ATs' salaries.⁴

However, salary is only one part of the employment picture, and the aforementioned reports did not delineate among the lengths of contracts when reporting mean and median salaries. Terms of employment, such as retirement contributions, moving expenses, continuing education, or professional development funding, are another component of the hiring process that can add to an employee's potential financial well-being when hired into a position. Employers of ATs consistently offer benefits such as medical, dental, and vision insurance plans, health savings or flexible spending accounts, continuing education allowances, and paid time off;² yet it remains unclear if or how often ATs are able to negotiate these terms to improve their financial standing.

With limited research available on athletic training salaries, the profession relies heavily on reports from professional membership organizations to understand the landscape of compensation and benefits. One study⁵ of ATs employed in the secondary school setting showed that teaching responsibilities associated with the AT's role resulted in an increased salary and that ATs hired directly by a school district, as opposed to a hospital system, were likely to be paid higher salaries. Nonetheless, this investigation was specific to 1 clinical practice setting, and the authors did not explore factors that contributed to final salary determinations.

Athletic trainers have continuously identified persistently low salaries as one of the primary challenges the profession faces.⁶ Nationally, compensation was directly related to job satisfaction,⁷ and job satisfaction was linked to the lack of retention of ATs in various settings.^{8,9} To implement strategies that will improve the salaries and benefits ATs receive, we must first understand how salaries and benefits are determined as well as the ways in which ATs negotiate during the hiring process. Therefore, the purpose of our study was to examine the negotiation practices of ATs during the hiring process.

METHODS

We used a cross-sectional web-based survey design to address our research aim. This project was deemed exempt research by the Old Dominion University College of Health Sciences Human Subjects Review Committee.

Instrumentation

Given the lack of an existing, validated negotiation-practices survey in the literature, we generated a preliminary survey to address the research aim. After initial development, we used an item-level content validity index (I-CVI) tool to establish content validity of the survey instrument.¹⁰ We recruited experts in the field of athletic training who were in a position at their current place of employment to hire and engage in negotiations with ATs. A panel of 3 experts agreed to participate: 1 who served as a department chair of an academic department in a university and had responsibilities related to hiring athletic training faculty, 1 who served as a director of athletic training services and oversaw the hiring of ATs in the university setting, and 1 who served as the director of an athletic training residency program and oversaw the hiring of ATs

and athletic training residents in a physician practice setting. The expert review panel was asked to consider all demographic and negotiation-based questions and rate each item's relevancy to the research aim, with a score of 1 equating to *not relevant* and 4 to *highly relevant*.¹⁰ For any item receiving a score of <4, the panelist was asked to either provide suggestions for improvement that would bring the question to a score of 4 or identify whether the question should be eliminated. We implemented expert panel feedback and revisions to the survey instrument, which primarily consisted of additional answer choices to better reflect the negotiation options available in a variety of employment settings and the removal of 1 demographic item. After these revisions, we calculated the final I-CVI score, as Polit et al¹⁰ outlined, by tallying the experts' scores for each item and dividing by the total number of experts providing feedback ($N = 3$). The I-CVI score for our survey instrument was 0.98, which signified consistent agreement across our expert panel for the content validity of the instrument.

The final survey instrument included 2 questions to verify the participant met the inclusion criteria and several demographic items: number of full-time employment positions held, age, gender, ethnicity, race, years of experience, relationship status, number of dependents, route to certification, highest degree attained, and location of employment. In addition, focused questions addressed the year of hire and current salary range and requested participants to indicate whether they had negotiated their salary or terms of employment during the hiring process; furthermore, participants were asked if they were successful at those negotiation attempts, and in the case of terms of employment, which specific terms they attempted to negotiate. A participant who indicated no attempt to negotiate was asked to select a reason for choosing not to do so.

Procedures

The survey, which was hosted on the Qualtrics platform, was distributed in August 2020 via the NATA Survey Service to 9000 randomly selected ATs. Data collection was conducted over a 4-week period, with reminder emails sent on a weekly basis.

Participants

Inclusion criteria required participants to (1) be a Board of Certification–credentialed or Texas-licensed AT and (2) have experienced a complete hiring process to secure a minimum of 1 full-time position in their employment history. Participants who did not meet the inclusion criteria were directed to the end of the survey, and their data were not recorded. Voluntary engagement in the survey served as participant consent.

A total of 989 ATs accessed the survey, with 912 meeting the inclusion criteria (10% valid access rate). Of the 912 submitted surveys, 756 respondents (76% completion rate) answered questions about salary and benefit negotiation. Due to large variations in how salary and terms of employment are established in academia, we removed responses from any participants who identified employment in the *College/University–Faculty/Academic/Research* setting for the purposes of this analysis; data from respondents who indicated employment in academia are presented elsewhere.¹¹ Therefore, a total of 587 ATs employed in the clinical setting (59%

clinical AT completion rate) were included in the current analyses (Table 1).

Data Analysis

Data were analyzed using SPSS (version 27.0.0; IBM Corp). To ensure equal groupings of demographic variables, some variable groups were omitted from comparative analyses or were regrouped to best represent the data. For all gender analyses, we excluded those other than binary man and woman responses because the numbers in the other categories were too sparse to establish statistical significance. For ethnicity and race, 20 and 25 cases, respectively, were missing and were excluded from the analyses. In addition, all non-White race responses (Asian, Black or African American, American Indian or Alaska Native, and Native Hawaiian or other Pacific Islander) were grouped due to the low number of participants. For marital status, only the single and married categories were analyzed because the numbers in the other categories (divorced or widowed, $n = 18$) were too low to net statistically meaningful results; an additional 9 participants did not respond to this question. Employment settings were collapsed to represent the collegiate setting, secondary school setting, and clinic or physician practice setting. Professional sports, recreation, performing arts, tactical athlete, and industrial settings were omitted from the comparison analyses due to lower categorical representation. All demographic responses, regardless of omission for comparative analyses, are presented descriptively (Tables 1–3 and Appendices 1–7).

Descriptive statistics, including mean \pm SD, median, mode, frequency, and range, were used to characterize the data. Multiple χ^2 analyses accounting for expected frequencies, adjusted Bonferroni P values, and standardized residuals were used to examine relationships between categorical demographic variables and negotiation practices among participants. Any categorical variables that resulted in expected counts below 5 were omitted from the analysis,¹² and significance was set a priori at $P < .05$.

RESULTS

Descriptive Findings

More than half of respondents ($n = 338$, 57.6%) did not attempt to negotiate their salary during the hiring process. Among those, the most common reason was *I felt that the offer provided was fair and I did not need to negotiate* ($n = 112$, 33.1%), followed by *My employer made it clear that the offer was nonnegotiable* ($n = 71$, 21.1%). A total of 64 respondents (19%) who did not negotiate salary selected *I was not sure if the offer was negotiable*. Of those who did negotiate salary ($n = 249$), many indicated some level of success by choosing *Yes, but my employer countered my negotiation and we met somewhere in the middle* ($n = 107$, 43.0%), whereas only 20.5% ($n = 51$) indicated their counteroffer was fully met. The full breakdown of salary negotiation responses by demographic variables is presented in Tables 2 and 3.

Most respondents ($n = 414$, 70.5%) did not attempt to negotiate any terms of employment during the hiring process. Of those, the most frequent reason selected for not negotiating was *I thought the terms of employment fair and I did not need to negotiate* ($n = 209$, 50.5%), followed by

My employer made it clear that the terms of employment were nonnegotiable ($n = 63$, 15.3%). A total of 62 respondents (15.2%) indicated *I was not aware that the terms of employment were negotiable*.

Respondents who stated they attempted to negotiate terms of employment ($n = 173$) reported they most often negotiated *continuing education funding/reimbursement for CEU [continuing education unit]-related activities* ($n = 102$, 59.6%) followed by *moving expenses* ($n = 65$, 38%). Most of those who attempted to negotiate continuing education funding were successful ($n = 64$, 62.7%); moving expenses had an even higher negotiation success rate ($n = 47$, 72.3%). A complete summary of terms of employment and associated negotiation success rates is presented in Figure 1. A full breakdown of the terms of employment negotiation data by demographic variables is presented in Appendices 1–7.

Chi-Square Analyses

No significant findings occurred relative to ethnicity, race, or route to credentialing.

Previous Full-Time Employment. The total number of full-time positions for which respondents had been hired and whether they attempted to negotiate salary were related ($\chi^2_4 = 38.6$, $P < .001$). The proportion of ATs who had only been hired into 1 full-time position and negotiated salary was less than the proportion of those hired into 2, 3, 4, or 5 or more positions. When ATs were negotiating the terms of employment, the number of full-time positions they previously held affected which items were negotiated. Those who had only had 1 full-time position were less likely to have negotiated their employment start date ($\chi^2_4 = 17.92$, $P < .001$) than all other groups, and those who had held 4, 5, or more full-time positions were more likely to negotiate employment start date than those who had held 1, 2, or 3 positions. Similarly, ATs with 5 or more full-time positions were more likely to negotiate continuing education funding as an employment term than those with 1 or 2 previous full-time positions ($\chi^2_4 = 18.32$, $P = .001$). Respondents who held only 1 full-time position were less likely to negotiate moving expenses ($\chi^2_4 = 11.50$, $P = .021$) and an employer-provided cell phone ($\chi^2_4 = 11.40$, $P = .022$) than those with 3 previous full-time positions.

Gender. Men and women were similarly likely to attempt to negotiate salary and to be successful in negotiating salary. Of those who did not attempt to negotiate salary, women were more likely than men to indicate they had not attempted to negotiate salary because they were uncomfortable with the negotiation process ($\chi^2_5 = 11.07$, $P = .049$). Men were more apt than women to negotiate job title ($\chi^2_1 = 5.6$, $P = .018$) and an employer-provided cell phone ($\chi^2_1 = 4.28$, $P = .039$). Gender also influenced the success of negotiation of terms of employment, with men being more successful than women in negotiating the employment start date ($\chi^2_1 = 4.77$, $P = .029$), job title ($\chi^2_1 = 6.09$, $P = .014$), and employer-provided cell phone ($\chi^2_1 = 6.45$, $P = .013$).

Relationship Status. Relationship status influenced the rationale for not negotiating salary ($\chi^2_5 = 13.60$, $P = .017$), with single respondents more likely to be uncomfortable with the negotiation process and married respondents more apt to feel that the offer was fair. Married ATs were more

Table 1. Participants' Demographic Information Continued on Next Column

Variable	No. (%)
Age, y ^a	586 (100)
21–30	202 (32.6)
31–40	263 (42.5)
≥41	121 (19.5)
Gender	
Woman	325 (52.5)
Man	249 (40.2)
Nonbinary	1 (0.2)
Transgender woman to man	1 (0.2)
Prefer not to respond	2 (0.3)
Did not answer	41 (6.6)
Ethnicity	
Hispanic/Latino	30 (4.8)
Not Hispanic/Latino	537 (86.8)
Prefer not to respond	19 (5.3)
Race	
American Indian or Alaska Native	2 (0.3)
Asian	14 (2.3)
Black or African American	29 (4.7)
Native Hawaiian or other Pacific Islander	3 (0.5)
White	514 (83.0)
Prefer not to respond	22 (3.6)
Did not answer	2 (0.3)
Experience, y ^b	
0–9	312 (53.2)
10–19	182 (31.1)
20–29	47 (8.0)
30–39	33 (5.6)
≥40	9 (1.5)
Did not answer	3 (0.5)
Relationship status	
Single	273 (44.1)
Married	286 (46.2)
Divorced	17 (2.7)
Widowed	1 (0.2)
Prefer not to respond	9 (1.5)
Dependents ^c	
None	409 (66.1)
1	84 (13.6)
2	66 (10.7)
3	19 (3.1)
4	5 (0.8)
Did not answer	3 (0.5)
Route to credentialing	
Internship (before 2003)	51 (8.2)
NATA–approved curriculum (before 2003)	74 (12.0)
CAATE–accredited athletic training program (after 2003)	461 (74.6)
Highest degree attained	
Bachelor's	83 (13.4)
Master's	472 (76.4)
Clinical doctorate	22 (3.6)
Academic doctorate	8 (1.3)
Professional (eg, MD, DO)	1 (0.2)
Part-time or per diem positions held	
None	398 (64.3)
1	129 (20.8)
2	39 (6.3)
3	16 (2.6)
4	2 (0.3)
≥5	2 (0.3)

Table 1. Continued From Previous Column

Variable	No. (%)
Employment setting	
Amateur/recreation/youth sports	5 (0.8)
Business/sales/marketing	4 (0.6)
Clinic–hospital based	12 (1.9)
Clinic–outreach (secondary school or other outreach)	96 (15.5)
Clinic–outpatient/rehabilitation	21 (3.4)
Clinic–physician practice	48 (7.8)
College/university–student health/recreation	15 (2.4)
College/university–professional clinical staff	160 (25.8)
College/university–split appointment	24 (3.9)
College/university–performing arts	0 (0)
Government contract	6 (1.8)
Health/fitness/sports performance enhancement clinician	5 (0.8)
Independent contractor	2 (0.3)
Industrial/occupational/corporate	24 (3.9)
Military	9 (1.5)
Military academy	1 (0.2)
Professional performing arts	2 (0.3)
Professional sports	25 (4.0)
Public safety–fire department	1 (0.2)
Public safety–law enforcement	1 (0.2)
Secondary school	81 (13.1)
Secondary school–dual appointment	29 (4.7)
Other	15 (2.6)
Salary range, \$	
<30 000	12 (1.9)
30 000–40 000	81 (13.1)
40 001–50 000	171 (27.6)
50 001–60 000	166 (26.8)
60 001–70 000	85 (13.7)
70 001–80 000	33 (5.3)
80 001–90 000	10 (1.6)
90 001–100 000	13 (2.1)
100 001–110 000	5 (0.8)
110 001–120 000	2 (0.3)
120 001–130 000	3 (0.5)
>130 001	2 (0.3)
Did not answer	3 (0.5)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Mean ± SD = 35.0 ± 10.0.

^b Mean ± SD = 11.5 ± 9.1.

^c Mean ± SD = 0.5 ± 0.8.

likely than single ATs to negotiate contract length ($\chi^2_1 = 9.02$, $P = .003$), job title ($\chi^2_1 = 6.86$, $P = .009$), and employer-provided cell phone ($\chi^2_1 = 4.50$, $P = .034$). Relationship status influenced success, with married respondents having a higher rate of success negotiating the job title ($\chi^2_1 = 9.02$, $P = .003$) and employer-provided cell phone ($\chi^2_1 = 7.87$, $P = .006$) than single respondents.

Number of Dependents. A significant relationship existed between the decision to negotiate the terms of employment and the number of dependents the AT reported having ($\chi^2_2 = 7.58$, $P = .023$). Respondents with no dependents were more likely to negotiate the terms of employment than those who had 2 or more dependents. The number of dependents was related to negotiation of non–continuing education-related professional development funding ($\chi^2_2 = 8.07$, $P = .018$) and NATA membership dues ($\chi^2_2 = 6.35$, $P = .042$); ATs with no dependents were more likely than those with ≥2 dependents to negotiate these terms. Participants with 1 dependent were more likely to report success in negotiating

Table 2. Salary Negotiation and Success by Participants' Demographic Continued on Next Page

Variable	No. (%)			
	Attempted to Negotiate Salary ^a	Attempt Successful ^b	Employer and Participant Met in the Middle ^b	Attempt Unsuccessful ^b
Age, y				
21–30	76 (30.5)	15 (19.7)	29 (38.2)	32 (42.1)
31–40	124 (49.8)	24 (22.8)	57 (46.0)	43 (34.7)
≥41	49 (19.7)	12 (24.5)	21 (42.9)	16 (32.7)
Gender				
Woman	140 (56.2)	26 (18.6)	57 (40.7)	57 (40.7)
Man	105 (42.2)	24 (22.9)	49 (46.7)	32 (30.5)
Transgender woman to man	1 (0.4)	0 (0.0)	1 (100.0)	0 (0.0)
Did not answer	3 (1.2)	1 (33.3)	0 (0.0)	2 (66.7)
Ethnicity				
Hispanic/Latino	12 (4.8)	1 (8.3)	7 (58.3)	4 (33.3)
Not Hispanic/Latino	230 (92.4)	50 (21.7)	97 (42.2)	83 (36.1)
Prefer not to respond	7 (2.8)	0 (0.0)	3 (42.9)	4 (57.1)
Race				
American Indian or Alaska Native	1 (0.4)	0 (0.0)	0 (0.0)	1 (100.0)
Asian	6 (2.4)	2 (33.3)	2 (33.3)	2 (33.3)
Black or African American	15 (6.0)	5 (33.3)	6 (40.0)	4 (26.7)
Native Hawaiian or other Pacific Islander	1 (0.4)	1 (100.0)	0 (0.0)	0 (0.0)
White or Caucasian	218 (87.6)	43 (19.7)	95 (43.6)	80 (36.7)
Prefer not to respond	6 (2.4)	0 (0.0)	2 (33.3)	4 (66.7)
Did not answer	2 (0.8)	0 (0.0)	2 (100.0)	0 (0.0)
Experience, y				
0–9	126 (50.6)	24 (19.0)	49 (38.9)	53 (42.1)
10–19	84 (33.7)	18 (21.4)	41 (48.8)	25 (29.8)
20–29	20 (8.0)	3 (15.0)	7 (35.0)	10 (50.0)
30–39	9 (3.6)	3 (33.3)	6 (66.7)	0 (0.0)
≥40	6 (2.4)	2 (33.3)	3 (50.0)	1 (16.7)
Did not answer	4 (1.6)	1 (25.0)	1 (25.0)	2 (50.0)
Relationship status				
Single	116 (46.6)	24 (20.7)	42 (36.2)	50 (43.1)
Married	118 (47.4)	27 (22.9)	54 (45.8)	37 (31.4)
Divorced	10 (4.0)	0 (0.0)	7 (70.0)	3 (30.0)
Prefer not to respond	5 (2.0)	0 (0.0)	4 (80.0)	1 (20.0)
Dependents				
None	169 (67.9)	32 (19.9)	67 (39.6)	70 (41.4)
1	42 (16.9)	8 (19.0)	24 (57.1)	10 (23.8)
2	24 (9.6)	9 (37.5)	9 (37.5)	6 (25.0)
3	9 (3.6)	1 (11.1)	5 (55.6)	3 (33.3)
4	5 (2.0)	1 (20.0)	2 (40.0)	2 (40.0)
Route to credentialing				
Internship (before 2003)	21 (8.4)	4 (19.0)	8 (38.1)	9 (42.9)
NATA-approved curriculum (before 2003)	27 (10.8)	7 (25.9)	13 (48.1)	7 (25.9)
CAATE-accredited athletic training program (after 2003)	201 (80.7)	40 (19.9)	86 (42.8)	75 (37.3)
Highest degree attained				
Bachelor's	27 (10.8)	10 (37.0)	8 (29.6)	9 (33.3)
Master's	209 (83.9)	37 (17.7)	94 (45.0)	78 (37.3)
Clinical doctorate	8 (3.2)	2 (25.0)	3 (37.5)	3 (37.5)
Academic doctorate	4 (1.6)	1 (25.0)	2 (50.0)	1 (25.0)
Professional (eg, MD, DO)	1 (0.4)	1 (100.0)	0 (0.0)	0 (0.0)
Part-time or per diem positions held				
None	149 (59.8)	27 (18.1)	64 (43.0)	58 (38.9)
1	63 (25.3)	14 (22.2)	29 (46.0)	20 (31.7)
2	25 (10.0)	9 (36.0)	9 (36.0)	7 (28.0)
3	9 (3.6)	1 (11.1)	3 (33.3)	5 (55.6)
4	2 (0.8)	1 (50.0)	0 (0.0)	1 (50.0)
≥5	1 (0.4)	0 (0.0)	1 (100.0)	0 (0.0)
Employment setting				
Amateur/recreation/youth sports	2 (0.8)	0 (0.0)	1 (50.0)	1 (50.0)
Business/sales/marketing	2 (0.8)	1 (50.0)	1 (50.0)	0 (0.0)
Clinic-hospital based	7 (2.8)	2 (28.6)	4 (57.1)	1 (14.3)
Clinic-outreach/secondary school	48 (19.3)	13 (27.1)	17 (35.4)	18 (37.5)
Clinic-outpatient/rehabilitation	9 (3.6)	3 (33.3)	6 (66.7)	0 (0.0)
Clinic-physician practice	24 (9.6)	4 (16.7)	16 (66.7)	4 (16.7)

Table 2. Continued From Previous Page

Variable	No. (%)			
	Attempted to Negotiate Salary ^a	Attempt Successful ^b	Employer and Participant Met in the Middle ^b	Attempt Unsuccessful ^b
College/university—student health/recreation	5 (2.0)	1 (20.0)	4 (80.0)	0 (0.0)
College/university—professional clinical staff	61 (24.5)	7 (11.5)	21 (34.4)	33 (54.1)
College/university—split appointment	11 (4.4)	1 (9.1)	4 (36.4)	6 (54.5)
College/university—performing arts	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Government contract	1 (0.4)	0 (0.0)	0 (0.0)	1 (100.0)
Health/fitness/sports performance clinician	1 (0.4)	0 (0.0)	0 (0.0)	1 (100.0)
Independent contractor	2 (0.8)	1 (50.0)	1 (50.0)	0 (0.0)
Industrial/occupational/corporate	15 (3.9)	3 (20.0)	9 (60.0)	3 (20.0)
Military	5 (2.0)	0 (0.0)	0 (0.0)	5 (100.0)
Military academy	1 (0.4)	1 (100.0)	0 (0.0)	0 (0.0)
Professional performing arts	1 (0.4)	0 (0.0)	1 (100.0)	0 (0.0)
Professional sports	11 (4.4)	2 (18.2)	7 (63.6)	2 (18.2)
Public safety—fire department	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—law enforcement	1 (0.4)	0 (0.0)	1 (100.0)	0 (0.0)
Secondary school	29 (11.6)	9 (31.0)	10 (34.5)	10 (34.5)
Secondary school—dual appointment	6 (2.4)	2 (33.3)	1 (16.7)	3 (50.0)
Other	7 (2.8)	1 (14.2)	3 (42.9)	3 (42.9)
Salary range, \$				
<30 000	2 (0.8)	0 (0.0)	0 (0.0)	2 (100.0)
30 000–40 000	30 (12.0)	2 (6.7)	10 (33.3)	18 (60.0)
40 001–50 000	67 (26.9)	9 (13.4)	28 (41.8)	30 (44.8)
50 001–60 000	79 (31.7)	27 (34.2)	31 (39.2)	21 (26.6)
60 001–70 000	38 (15.3)	7 (18.4)	19 (50.0)	12 (31.6)
70 001–80 000	16 (6.4)	2 (12.5)	9 (56.3)	5 (31.3)
80 001–90 000	3 (1.2)	1 (33.3)	1 (33.3)	1 (33.3)
90 001–100 000	6 (2.4)	1 (16.7)	3 (50.0)	2 (33.3)
>100 000	8 (3.2)	2 (25.0)	4 (50.0)	2 (25.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants.

^b Percentage was calculated according to the total No. in the group that attempted to negotiate.

their job title than those with no dependents ($\chi^2_2 = 10.98$, $P = .006$). Finally, ATs with no dependents were more likely to report success with negotiating continuing education funding ($\chi^2_2 = 11.27$, $P = .004$) and NATA membership dues ($\chi^2_2 = 6.68$, $P = .036$) than those with ≥ 2 dependents.

Current Salary Range. Current salary was related to the reason for not negotiating ($\chi^2_{15} = 39.41$, $P < .001$), with ATs making $\geq \$80\,001$ the most likely to indicate that the offer was fair and there was no need to negotiate than those in all other lower salary ranges, and ATs earning either \$40 001 to \$60 000 or \$60 001 to \$80 000 were more likely to indicate the salary offer was fair than those making $< \$40\,000$. The salary range also influenced the level of success with salary negotiation for our respondents ($\chi^2_6 = 16.14$, $P = .012$). Of those who did attempt to negotiate salary, ATs making $< \$40\,000$ were more likely than those in any of the higher salary ranges to report their attempt to negotiate was completely unsuccessful and that their employer did not raise the salary from the original offer despite negotiation attempts. The current salary range influenced attempts to negotiate the terms of employment ($\chi^2_3 = 10.97$, $P = .012$), with ATs making $> \$80\,001$ more likely to indicate negotiating such terms than ATs earning $< \$40\,000$ or ATs making \$40 001 to \$60 000. Salary range was also related to continuing education funding; participants making more than \$80 001 were less likely to negotiate this term than ATs in the \$40 001 to \$60 000 salary range ($\chi^2_3 = 8.11$, $P = .044$).

Highest Degree Earned. No differences existed in salary negotiation relative to highest degree earned, although differences occurred in the terms of employment negotiation. Respondents with a master's degree were more likely to attempt to negotiate moving expenses than those with a bachelor's degree ($\chi^2_2 = 12.50$, $P = .002$) and to have success in negotiating moving expenses ($\chi^2_2 = 7.63$, $P = .022$).

Age. The age of respondents had minimal influence on negotiation; ATs > 41 years who did attempt to negotiate continuing education funding were more likely to be successful than ATs who were 21 to 30 years old ($\chi^2_2 = 9.48$, $P = .009$).

Employment Setting. Employment setting was linked to salary negotiation success ($\chi^2_4 = 25.73$, $P < .001$). Those ATs who worked in the secondary school setting were more apt than ATs in the collegiate setting to report that their counteroffer was met, whereas ATs who worked in the secondary school or collegiate setting were more likely than ATs in a clinic or physician practice setting to report that their employer met them between the original offer and their counteroffer or that their employer did not raise the original offer. Employment setting and the decision to negotiate terms of employment were also significantly related ($\chi^2_2 = 9.07$, $P = .011$); respondents working in the clinic or physician practice setting were less likely than ATs in either the collegiate or secondary school setting to negotiate terms.

Table 3. Reasons for Not Negotiating Salary by Demographic Variables Continued on Next Page

Variable	No. (%)						
	Did Not Attempt to Negotiate ^a	Uncomfortable With Negotiating Process ^b	Did Not Know How to Negotiate ^b	Felt Offer Was Fair ^b	Not Sure If Offer Was Negotiable ^b	Employer Made Clear Offer Was Not Negotiable ^b	Other ^b
Age, y							
21–30	125 (37.4)	9 (7.2)	11 (8.8)	39 (31.2)	27 (21.6)	21 (10.4)	18 (14.4)
31–40	139 (41.2)	5 (3.6)	15 (10.8)	41 (29.5)	28 (20.1)	36 (25.9)	14 (10.1)
≥41	71 (21.4)	2 (2.8)	3 (4.2)	31 (43.7)	9 (12.7)	14 (19.7)	12 (16.9)
Gender							
Woman	184 (55.7)	13 (7.1)	18 (9.8)	55 (29.9)	31 (16.8)	36 (19.6)	31 (10.8)
Man	143 (43.4)	3 (2.1)	10 (7.0)	54 (37.8)	29 (20.3)	34 (23.8)	13 (9.1)
Nonbinary	1 (0.3)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (100.0)	0 (0.0)
Prefer not to respond	2 (0.6)	0 (0.0)	0 (0.0)	1 (50.0)	1 (50.0)	0 (0.0)	0 (0.0)
Ethnicity							
Hispanic/Latino	18 (5.3)	0 (0.0)	2 (11.1)	4 (22.2)	6 (33.3)	3 (16.7)	3 (16.7)
Not Hispanic/Latino	305 (91.1)	16 (5.2)	26 (8.5)	102 (33.4)	53 (17.4)	68 (22.3)	40 (13.1)
Prefer not to respond	12 (3.6)	0 (0.0)	1 (8.3)	5 (41.7)	5 (41.7)	0 (0.0)	1 (8.3)
Race							
American Indian or Alaska Native	1 (0.3)	0 (0.0)	0 (0.0)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)
Asian	8 (2.4)	1 (12.5)	1 (12.5)	4 (50.0)	2 (25.0)	0 (0.0)	0 (0.0)
Black or African American	14 (4.2)	0 (0.0)	3 (21.4)	6 (42.9)	1 (7.1)	3 (21.4)	1 (7.1)
Native Hawaiian or other Pacific Islander	2 (0.6)	1 (50.0)	0 (0.0)	1 (50.0)	0 (0.0)	0 (0.0)	0 (0.0)
White or Caucasian	294 (87.8)	14 (4.8)	24 (8.2)	93 (31.6)	55 (18.7)	66 (22.4)	42 (14.3)
Prefer not to respond	16 (4.7)	0 (0.0)	1 (6.3)	6 (37.5)	6 (37.5)	2 (12.5)	1 (6.3)
Experience, y							
0–9	185 (54.9)	10 (5.4)	18 (9.7)	57 (30.8)	39 (21.1)	33 (17.8)	28 (15.1)
10–19	98 (29.1)	6 (6.1)	9 (9.2)	30 (30.6)	19 (19.4)	27 (27.6)	7 (7.1)
20–29	26 (8.1)	0 (0.0)	0 (0.0)	13 (50.0)	4 (15.4)	6 (23.1)	3 (11.5)
30–39	24 (7.2)	0 (0.0)	2 (8.3)	11 (45.8)	2 (8.3)	4 (16.6)	5 (20.8)
≥40	3 (0.9)	0 (0.0)	0 (0.0)	1 (33.3)	0 (0.0)	1 (33.3)	1 (33.3)
Relationship status							
Single	156 (46.6)	12 (7.7)	15 (9.6)	39 (25.0)	30 (19.2)	35 (22.4)	25 (16.0)
Married	167 (49.9)	4 (2.4)	14 (8.4)	69 (41.3)	28 (16.8)	35 (21.0)	17 (10.2)
Divorced	7 (2.1)	0 (0.0)	0 (0.0)	2 (28.6)	2 (28.6)	1 (14.3)	2 (28.6)
Widow	1 (0.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (100.0)	0 (0.0)	0 (0.0)
Prefer not to respond	4 (1.2)	0 (0.0)	0 (0.0)	1 (25.0)	3 (75.0)	0 (0.0)	0 (0.0)
Dependents							
None	239 (71.9)	14 (5.9)	16 (6.7)	72 (30.1)	49 (20.5)	50 (20.9)	38 (15.9)
1	41 (12.6)	1 (2.4)	8 (19.5)	18 (43.9)	5 (12.2)	7 (17.1)	2 (4.9)
2	42 (12.6)	1 (2.4)	4 (9.5)	15 (35.7)	9 (21.4)	10 (23.8)	2 (7.1)
3	10 (3.0)	0 (0.0)	1 (10.0)	5 (50.0)	0 (0.0)	4 (40.0)	0 (0.0)
Route to credentialing							
Internship (before 2003)	29 (8.9)	2 (6.9)	1 (3.4)	17 (58.6)	3 (10.3)	2 (6.9)	4 (13.8)
NATA–approved curriculum (before 2003)	47 (13.9)	1 (2.1)	4 (8.5)	14 (29.8)	5 (10.6)	13 (27.7)	10 (21.3)
C/AATE–accredited athletic training program (after 2003)	260 (77.2)	13 (5.0)	24 (9.2)	81 (31.2)	56 (21.5)	56 (21.5)	30 (11.5)

Table 3. Continued From Previous Page

Variable	No. (%)						
	Did Not Attempt to Negotiate ^a	Uncomfortable With Negotiating Process ^b	Did Not Know How to Negotiate ^b	Felt Offer Was Fair ^b	Not Sure If Offer Was Negotiable ^b	Employer Made Clear Offer Was Not Negotiable ^b	Other ^b
Highest degree attained							
Bachelor's	55 (16.6)	2 (3.6)	5 (9.1)	20 (36.4)	7 (12.7)	10 (18.2)	11 (20.0)
Master's	264 (78.1)	14 (5.3)	21 (8.0)	84 (31.9)	52 (19.8)	59 (22.4)	33 (12.5)
Clinical doctorate	14 (4.1)	0 (0.0)	3 (21.4)	6 (42.9)	4 (28.6)	1 (7.1)	0 (0.0)
Academic doctorate	4 (1.2)	0 (0.0)	0 (0.0)	2 (50.0)	1 (25.0)	1 (25.0)	0 (0.0)
Part-time or per diem positions held							
1	65 (19.5)	4 (6.2)	4 (6.2)	19 (29.2)	16 (24.6)	13 (20.0)	9 (13.8)
2	14 (4.1)	0 (0.0)	0 (0.0)	6 (42.9)	3 (21.4)	4 (28.6)	1 (7.1)
3	7 (2.1)	0 (0.0)	1 (14.3)	4 (57.1)	0 (0.0)	1 (14.3)	1 (14.3)
≥5	2 (0.6)	0 (0.0)	1 (50.0)	0 (0.0)	0 (0.0)	1 (50.0)	0 (0.0)
Employment setting							
Amateur/recreation/youth sports	3 (0.9)	0 (0.0)	0 (0.0)	1 (33.3)	0 (0.0)	0 (0.0)	2 (66.7)
Business/sales/marketing	2 (0.6)	0 (0.0)	0 (0.0)	2 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic-hospital based	5 (1.5)	0 (0.0)	1 (20.0)	1 (20.0)	1 (20.0)	1 (20.0)	1 (20.0)
Clinic-outreach/secondary school	48 (14.2)	4 (8.3)	3 (6.3)	20 (41.7)	12 (25.0)	3 (6.3)	6 (12.5)
Clinic-outpatient/rehabilitation	12 (3.6)	0 (0.0)	1 (8.3)	5 (41.7)	0 (0.0)	3 (25.0)	3 (25.0)
Clinic-physician practice	24 (7.1)	1 (4.2)	3 (12.5)	12 (50.0)	5 (20.8)	0 (0.0)	3 (12.5)
College/university-student health/recreation	10 (3.0)	1 (10.0)	0 (0.0)	2 (20.0)	0 (0.0)	6 (60.0)	1 (10.0)
College/university-professional clinical staff	98 (29.3)	3 (3.1)	10 (10.2)	29 (29.6)	19 (19.4)	29 (29.6)	8 (8.2)
College/university-split appointment	13 (3.8)	2 (15.4)	2 (15.4)	4 (30.8)	1 (7.7)	3 (23.1)	1 (7.7)
Government contract	5 (1.5)	0 (0.0)	0 (0.0)	2 (40.0)	1 (20.0)	1 (20.0)	1 (20.0)
Health/fitness/sports performance clinician	4 (1.2)	0 (0.0)	0 (0.0)	3 (75.0)	0 (0.0)	0 (0.0)	1 (20.0)
Industrial/occupational/corporate	9 (2.7)	0 (0.0)	0 (0.0)	3 (33.3)	2 (22.2)	2 (22.2)	2 (22.2)
Military	4 (1.2)	1 (25.0)	1 (25.0)	0 (0.0)	1 (25.0)	1 (25.0)	0 (0.0)
Professional performing arts	1 (0.3)	0 (0.0)	0 (0.0)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional sports	14 (4.1)	1 (7.1)	1 (7.1)	4 (28.6)	4 (28.6)	3 (21.4)	1 (7.1)
Public safety-fire department	1 (0.3)	0 (0.0)	0 (0.0)	0 (0.0)	1 (100.0)	0 (0.0)	0 (0.0)
Secondary school	47 (13.9)	1 (2.1)	4 (8.5)	17 (36.2)	10 (21.3)	8 (17.0)	7 (14.9)
Secondary school-dual appointment	22 (6.8)	1 (4.5)	1 (4.5)	4 (18.2)	5 (22.7)	6 (27.3)	5 (22.7)
Other	9 (2.7)	0 (0.0)	1 (11.1)	0 (0.0)	1 (11.1)	4 (44.4)	2 (22.2)
Salary range, \$							
<30 000	10 (3.0)	0 (0.0)	0 (0.0)	1 (10.0)	1 (10.0)	5 (50.0)	3 (30.0)
30 000-40 000	51 (15.3)	5 (9.8)	8 (15.7)	4 (7.8)	13 (25.5)	12 (23.5)	9 (17.6)
40 001-50 000	103 (31.1)	7 (6.8)	11 (10.7)	34 (33.0)	19 (18.4)	18 (17.5)	14 (13.6)
50 001-60 000	86 (26.0)	1 (1.2)	6 (7.0)	39 (45.3)	14 (16.3)	18 (20.9)	8 (9.3)
60 001-70 000	47 (14.1)	2 (4.3)	1 (2.1)	14 (29.8)	13 (27.7)	11 (23.4)	6 (12.8)
70 001-80 000	17 (5.1)	1 (5.9)	1 (5.9)	5 (29.4)	3 (17.6)	5 (29.4)	2 (11.8)
80 001-90 000	7 (2.1)	0 (0.0)	1 (14.3)	6 (85.7)	0 (0.0)	0 (0.0)	0 (0.0)
90 001-100 000	7 (2.1)	0 (0.0)	0 (0.0)	6 (85.7)	0 (0.0)	1 (14.3)	0 (0.0)
>100 000	4 (1.2)	0 (0.0)	1 (25.0)	1 (25.0)	0 (0.0)	2 (50.0)	0 (0.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants.^b Percentage was calculated according to the total No. in the group that attempted to negotiate.

Furthermore, employment setting was related to which terms were negotiated. Secondary school ATs were more likely to negotiate the employment start date than those in the clinic or physician practice setting ($\chi^2_2 = 7.82, P = .020$). Conversely, ATs who worked in a clinic or physician practice setting were more apt than those at a secondary school to negotiate continuing education funding ($\chi^2_2 = 9.06, P = .011$) as well as the number of weekly or monthly work hours expected ($\chi^2_2 = 14.50, P < .001$). Participants who worked in a clinic or physician practice setting were also more likely to negotiate vacation and personal leave allowance than ATs in both the secondary school and collegiate setting ($\chi^2_2 = 29.72, P < .001$). Respondents in the clinic or physician practice setting were less likely to have success in negotiating employment start date than ATs in the secondary school setting ($\chi^2_2 = 7.02, P = .028$). Last, ATs in the collegiate setting were more apt than ATs in the secondary school setting to negotiate moving expenses ($\chi^2_2 = 14.20, P < .001$).

DISCUSSION

Despite the frequency with which salary grievances are discussed across the athletic training profession, surprisingly little research has specifically detailed how salaries in the profession are determined as well as the influencing factors that contribute to ATs' decisions to accept salaries and benefits for given positions. Our findings indicate that the majority of ATs did not attempt to negotiate the salary or terms of employment on being hired into a position. Although ATs have expressed the need for employers to offer higher salaries, the onus is also on the members of the profession to actively advocate for salaries and terms of employment befitting their level of education and experience. Our results highlight very few demographic variables that relate to whether an AT negotiated during the hiring process; regardless, further exploration and evidence of successful negotiation strategies are warranted.

Influencing Factors of Negotiation

Previous Full-Time Employment, Highest Degree Attained, and Age. To better understand possible influences on salary negotiation decisions, we assessed several demographic variables. In fact, few demographic variables related to ATs' attempts to negotiate salary. Specifically, only the number of full-time positions previously held contributed to the likelihood that clinically practicing ATs would negotiate salary. This outcome does not necessarily align with research in other fields; the authors¹³ of 1 study reported descriptive differences in the number of previous positions held relative to salary negotiations, yet their comparative analyses did not yield significant findings between the groups. In addition, we noted only 1 age-related significant finding: the success of older participants in negotiating continuing education funding. Collectively, these results suggest that the number of previous full-time employment positions or increased opportunities for negotiation experience might be more relevant to negotiation than age or years of experience in the field alone.

Participants with a master's degree reported more attempts and success in negotiating moving expenses than those with only an undergraduate education. However, the applicability of this finding is limited because as the

landscape of athletic training education evolves, fewer ATs will hold only a bachelor's degree.¹⁴ Regardless, we observed no differences in negotiation attempts or negotiation success between participants with master's or doctoral degrees, which may indicate that education about negotiation strategies is largely ignored across all athletic training educational pathways. We encourage formal education programs at the professional and postprofessional levels to incorporate intentional instruction and training on negotiation as well as personal and professional advocacy for their students to promote stronger understanding of and comfort with these concepts.

Gender, Relationship Status, and Number of Dependents. Previous researchers have described mixed findings relative to the influence of gender on decisions to negotiate salary. While the authors of some studies^{15–18} identified women as less likely than men to negotiate, others¹³ detected no gender differences. In 2018, Kugler et al¹⁵ conducted a meta-analysis and revealed that the gender difference relative to the likelihood of initiating negotiation had decreased over the last 50 years. Although we demonstrated no differences between men and women in our study relative to the decision to negotiate, we did note a difference between these 2 genders regarding the reasons they chose not to negotiate. Earlier investigators determined that when the negotiability of wages was ambiguous in job advertisements, men were more likely to negotiate for higher wages and women were less likely to negotiate and would settle for lower wages. When wages are advertised as negotiable, however, women were more likely than men to initiate negotiations for higher wages.^{15,19} We found it interesting that in our study, the reason given by women participants who did not negotiate was not that they were unsure whether the salary was negotiable but rather that they were uncomfortable with the negotiation process. This result aligns with research¹⁶ that suggested women experienced greater anxiety levels about negotiating. Even among children, girls who were given an opportunity to request a bonus from an evaluator asked for smaller bonuses from male evaluators than from female evaluators, and boys of the same age did not differ in the amount of bonus requested.²⁰ Our outcomes, combined with those from other researchers, indicate that the gender of the employer may influence a woman's relative comfort in the negotiation process and affirm the need for targeted development opportunities to gain experience and comfort with conducting successful negotiations.

After exhaustive literature searches, to our knowledge, no published evidence exists relative to marital status or the number of dependents and a relationship with salary or terms of employment with which to contextualize our findings. Ultimately, ATs without dependents engaged in more negotiation behaviors and had better success in negotiation. Though an interesting outcome, we acknowledge that little can be explained by this result until the topic has been explored in much more detail. Specific to marital status, the increased comfort with negotiation behaviors and success in negotiation could be attributed not to marriage exclusively but more intentionally to the presence of an individual with whom an AT regularly shares intimate financial and household details. Without other evidence to support this hypothesis, our recommendation would be that ATs who lack a partner with whom they share such details should seek out a support network during the hiring process

to discuss the effects of decisions made during the hiring process; this could be a friend or family member or alternatively, a financial advisor or other impartial person who could advise on such matters.

Current Salary Range and Employment Setting. Our participants whose earnings were in the lower salary ranges reported less success in negotiating salary. This result may represent a lack of financial flexibility on the part of the employer, which might partly explain the lower salary range in the first place. An examination of categorical distinctions in workers' wages showed that those seeking lower-status and lower-wage positions were most likely to find themselves in situations in which wages are not negotiable.²¹ Employees applying for positions that are considered temporary contracts or low-wage status have less opportunity for and less success in wage negotiation.²¹

The role of employment setting in negotiation success similarly seems to identify specific areas in which employers influence negotiation opportunities and success. Our participants in the physician practice and rehabilitation clinic settings had greater success in negotiating continuing education funding and the number of weekly or monthly work hours expected, whereas those in the secondary school and collegiate settings had more success in negotiating moving expenses and employment start dates. It is interesting that ATs in the secondary school setting had the most success in negotiating salary. Previous researchers noted that male ATs made a midcareer shift to the secondary school setting; Kahanov et al²² suggested this might be related to the greater flexibility of that setting than the collegiate setting. Alternatively, it is also possible that increased negotiation and salary potential play a role in that midcareer shift. Additional research is warranted to explore the fiduciary approaches of administrators responsible for hiring in each of these settings to better understand employees' earning potentials.

Limitations and Future Research

As with all survey research, our study design relied on self-reported information from participants, which could have influenced the findings. Future exploration is needed to better understand the role of marital status and the presence of dependents on negotiation behaviors as well as how potential employees determine the fairness of an offer. Despite our regrouping of variables into fewer categories, our participant panel was still overwhelmingly White, not Hispanic, and of binary gender categories. Although the demographics of our participants mirror the general demographic makeup of the athletic training profession,²³ the lack of equal participation from diverse groups of ATs may limit the applicability of any findings, or lack of findings, relative to race, ethnicity, and gender. Future investigators should gather data specifically from under-represented groups to ensure accurate findings relevant to their negotiation experiences.

CONCLUSIONS

The majority of ATs did not negotiate salary or terms of employment during the hiring process. Several personal and demographic factors influence negotiation and negotiation success, yet it is inevitable that if ATs make no attempt to negotiate, they will continue to settle for positions that pay

less than desired. In addition, targeted training is warranted to ensure that all ATs, regardless of demographic variables, are comfortable and prepared to negotiate the salary and employment terms of future athletic training positions.

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Address correspondence to Julie M. Cavallario, PhD, ATC, Old Dominion University, 2134A Health Sciences Building, Norfolk, VA 23529. Address email to jcavalla@odu.edu.

Appendix 1. Terms of Employment Negotiated and the Relative Success of That Negotiation (Employment Start Date, Contract Length, Job Title) Continued on Next Page

Variable	No. (%)						
	Not Successful at Negotiating Any Terms of Employment ^a	Employment Start Date		Contract Length		Job Title	
		Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Age, y							
21–30	13 (7.5)	23 (13.3)	17 (73.9)	3 (1.7)	1 (33.3)	2 (1.2)	1 (50.0)
31–40	20 (11.6)	25 (14.5)	21 (84.0)	6 (3.5)	0 (0.0)	7 (4.0)	6 (85.7)
≥41	3 (1.7)	14 (8.1)	14 (100.0)	6 (3.5)	6 (100.0)	6 (3.5)	6 (85.7)
Gender							
Woman	18 (10.4)	28 (16.2)	22 (78.6)	5 (2.9)	1 (20.0)	4 (2.3)	3 (75.0)
Man	18 (10.4)	34 (19.7)	30 (88.2)	10 (5.8)	6 (60.0)	11 (6.4)	10 (90.9)
Ethnicity							
Hispanic/Latino	4 (2.3)	2 (1.2)	1 (50.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
Not Hispanic/Latino	31 (17.9)	57 (32.9)	48 (84.2)	13 (7.5)	6 (46.2)	13 (7.5)	11 (84.6)
Prefer not to respond	1 (0.6)	3 (1.7)	3 (100.0)	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)
Race							
American Indian or Alaska Native	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Asian	1 (0.6)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Black or African American	1 (0.6)	4 (2.3)	4 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
White or Caucasian	34 (19.7)	52 (30.1)	42 (80.8)	14 (8.1)	6 (42.9)	12 (6.9)	10 (83.3)
Prefer not to respond	0 (0.0)	2 (1.2)	2 (100.0)	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)
Experience, y							
0–9	16 (9.2)	27 (15.6)	21 (77.8)	5 (2.9)	1 (20.0)	3 (1.7)	2 (66.7)
10–19	14 (8.1)	22 (12.7)	19 (86.4)	4 (2.3)	1 (25.0)	6 (3.5)	5 (83.3)
20–29	1 (0.6)	6 (3.5)	6 (100.0)	2 (1.2)	2 (100.0)	3 (1.7)	3 (100.0)
30–39	0 (0.0)	3 (1.7)	3 (100.0)	2 (1.2)	2 (100.0)	1 (0.6)	1 (100.0)
≥40	4 (2.3)	3 (1.7)	3 (100.0)	2 (1.2)	1 (50.0)	2 (1.2)	2 (100.0)
Relationship status							
Single	16 (9.2)	26 (15.0)	19 (73.0)	1 (0.6)	1 (100.0)	2 (1.2)	1 (50.0)
Married	18 (10.4)	33 (19.1)	30 (90.9)	12 (6.9)	6 (50.0)	12 (6.9)	12 (100.0)
Divorced	1 (0.6)	1 (0.6)	1 (100.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
Prefer not to respond	1 (0.6)	2 (1.2)	2 (100.0)	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)
Dependents							
None	23 (13.3)	40 (23.1)	33 (82.5)	8 (4.6)	3 (37.5)	7 (4.0)	5 (71.4)
1	4 (2.3)	11 (6.4)	10 (90.9)	2 (1.2)	1 (50.0)	6 (3.5)	6 (100.0)
2	5 (2.9)	5 (2.9)	4 (80.0)	3 (1.7)	3 (100.0)	0 (0.0)	0 (0.0)
3	3 (1.7)	4 (2.3)	3 (75.0)	2 (1.2)	0 (0.0)	2 (1.2)	2 (100.0)
4	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Route to credentialing							
Internship (before 2003)	1 (0.6)	5 (2.9)	5 (100.0)	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)
NATA–approved curriculum (before 2003)	2 (1.2)	8 (4.6)	8 (100.0)	5 (2.9)	4 (80.0)	5 (2.9)	5 (100.0)
CAATE–accredited athletic training program (after 2003)	33 (19.1)	49 (28.3)	39 (79.6)	8 (4.6)	1 (12.5)	8 (4.6)	6 (75.0)
Highest degree attained							
Bachelor's	5 (2.9)	6 (3.5)	6 (100.0)	4 (2.3)	2 (50.0)	3 (1.7)	2 (66.7)
Master's	29 (16.8)	52 (30.1)	42 (80.8)	11 (6.4)	5 (45.5)	11 (6.4)	10 (91.0)
Clinical doctorate	1 (0.6)	3 (1.7)	3 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Academic doctorate	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Professional (eg, MD, DO)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Part-time or per diem positions held							
None	23 (13.3)	41 (23.7)	36 (87.8)	9 (5.2)	4 (44.4)	8 (4.6)	7 (87.5)
1	7 (4.0)	12 (6.9)	9 (75.0)	4 (2.3)	1 (25.0)	3 (1.7)	3 (100.0)
2	6 (3.5)	6 (3.5)	5 (83.3)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
3	0 (0.0)	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)
4	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
≥5	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Employment setting							
Amateur/recreation/youth sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Business/sales/marketing	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–hospital based	1 (0.6)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Clinic–outreach/secondary school	5 (2.9)	3 (1.7)	3 (100.0)	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)
Clinic–outpatient/rehabilitation	2 (1.2)	3 (1.7)	2 (66.7)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–physician practice	6 (3.5)	10 (5.8)	9 (90.0)	0 (0.0)	0 (0.0)	3 (1.7)	3 (100.0)
College/university–student health/recreation	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)

Variable	Not Successful at Negotiating Any Terms of Employment ^a	No. (%)					
		Employment Start Date		Contract Length		Job Title	
		Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
College/university—professional clinical staff	9 (5.2)	17 (9.8)	14 (82.4)	2 (1.2)	0 (0.0)	2 (1.2)	1 (50.0)
College/university—split appointment	0 (0.0)	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Government contract	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Health/fitness/sports performance clinician	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Independent contractor	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
Industrial/occupational/corporate	2 (1.2)	2 (1.2)	2 (100.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
Military	2 (1.2)	5 (2.9)	3 (60.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Military academy	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional performing arts	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional sports	2 (1.2)	3 (1.7)	3 (100.0)	5 (2.9)	2 (40.0)	1 (0.6)	1 (100.0)
Public safety—fire department	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—law enforcement	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Secondary school	3 (1.7)	10 (5.8)	8 (80.0)	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)
Secondary school—dual appointment	1 (0.6)	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)
Other	1 (0.6)	1 (0.6)	1 (100.0)	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)
Salary range, \$							
<30 000	2 (1.2)	2 (1.2)	0 (0.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
30 000–40 000	4 (2.3)	7 (4.0)	6 (85.7)	2 (1.2)	0 (0.0)	0 (0.0)	0 (0.0)
40 001–50 000	13 (7.5)	13 (7.5)	11 (84.6)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
50 001–60 000	12 (6.9)	20 (11.6)	15 (75.0)	4 (2.3)	0 (0.0)	6 (3.5)	4 (66.7)
60 001–70 000	3 (1.7)	10 (5.8)	10 (100.0)	0 (0.0)	0 (0.0)	3 (1.7)	3 (100.0)
70 001–80 000	1 (0.6)	3 (1.7)	3 (100.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
80 001–90 000	0 (0.0)	3 (1.7)	3 (100.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
90 001–100 000	0 (0.0)	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)
>100 000	0 (0.0)	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants who attempted to negotiate the terms of employment (n = 173).

^b Percentage was calculated according to the total No. in the group that attempted to negotiate.

Appendix 2. Terms of Employment Negotiated and the Relative Success of That Negotiation (Employer Retirement Contributions, Medical Insurance Coverage/Cost, Dental or Vision Insurance Coverage/Cost) Continued on Next Page

Variable	Employer Retirement Contributions		Medical Insurance Coverage/Cost		Dental or Vision Insurance Coverage/Cost	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Age, y						
21–30	4 (2.3)	2 (50.0)	7 (4.0)	4 (57.1)	7 (4.0)	4 (57.1)
31–40	6 (3.5)	1 (16.7)	5 (2.9)	3 (60.0)	2 (1.2)	1 (50.0)
≥41	4 (2.3)	2 (50.0)	3 (1.7)	2 (66.7)	0 (0.0)	0 (0.0)
Gender						
Woman	7 (4.0)	2 (28.6)	11 (6.4)	6 (54.5)	9 (5.2)	5 (55.6)
Man	7 (4.0)	3 (42.9)	4 (2.3)	3 (75.0)	0 (0.0)	0 (0.0)
Ethnicity						
Hispanic/Latino	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Not Hispanic/Latino	12 (6.9)	5 (41.7)	12 (6.9)	7 (58.3)	8 (4.6)	4 (50.0)
Prefer not to respond	1 (0.6)	0 (0.0)	3 (1.7)	2 (66.7)	1 (0.6)	1 (100.0)
Race						
American Indian or Alaska Native	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Asian	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
Black or African American	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
White or Caucasian	12 (6.9)	4 (33.3)	12 (6.9)	7 (58.3)	8 (4.6)	4 (50.0)
Prefer not to respond	1 (0.6)	0 (0.0)	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)
Experience, y						
0–9	6 (3.5)	3 (50.0)	8 (4.6)	4 (50.0)	7 (4.0)	4 (57.1)
10–19	4 (2.3)	1 (25.0)	4 (2.3)	4 (100.0)	1 (0.6)	1 (100.0)
20–29	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
30–39	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
≥40	2 (1.2)	0 (0.0)	2 (1.2)	1 (50.0)	1 (0.6)	0 (0.0)
Relationship status						
Single	5 (2.9)	2 (40.0)	7 (4.0)	4 (57.1)	6 (3.5)	3 (50.0)
Married	8 (4.6)	2 (25.0)	6 (3.5)	4 (66.7)	1 (0.6)	1 (100.0)
Divorced	1 (0.6)	1 (100.0)	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)
Prefer not to respond	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
Dependents						
None	7 (4.0)	2 (28.6)	10 (5.8)	6 (60.0)	8 (4.6)	5 (62.5)
1	3 (1.7)	2 (66.7)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
2	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
3	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
4	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Route to credentialing						
Internship (before 2003)	2 (1.2)	1 (50.0)	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)
NATA–approved curriculum (before 2003)	2 (1.2)	1 (50.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
CAATE–accredited athletic training program (after 2003)	10 (5.8)	3 (30.0)	12 (6.9)	7 (58.3)	8 (4.6)	4 (50.0)
Highest degree attained						
Bachelor's	3 (1.7)	1 (33.3)	3 (1.7)	3 (100.0)	2 (1.2)	2 (100.0)
Master's	11 (6.4)	4 (36.4)	11 (6.4)	5 (45.5)	7 (4.0)	3 (42.9)
Clinical doctorate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Academic doctorate	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Professional (eg, MD, DO)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Part-time or per diem positions held						
None	7 (4.0)	1 (14.3)	4 (2.3)	2 (50.0)	4 (2.3)	1 (25.0)
1	3 (1.7)	3 (100.0)	5 (2.9)	2 (40.0)	3 (1.7)	2 (66.7)
2	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
3	2 (1.2)	1 (50.0)	2 (1.2)	1 (50.0)	1 (0.6)	1 (100.0)
4	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
≥5	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
Employment setting						
Amateur/recreation/youth sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Business/sales/marketing	0 (0.0)	0 (0.0)	2 (1.2)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–hospital based	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)
Clinic–outreach/secondary school	2 (1.2)	1 (50.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Clinic–outpatient/rehabilitation	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–physician practice	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
College/university–student health/recreation	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
College/university–professional clinical staff	3 (1.7)	1 (33.3)	3 (1.7)	1 (33.3)	3 (1.7)	1 (33.3)

Variable	Employer Retirement Contributions		Medical Insurance Coverage/Cost		Dental or Vision Insurance Coverage/Cost	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
College/university—split appointment	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Government contract	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Health/fitness/sports performance clinician	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Independent contractor	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Industrial/occupational/corporate	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Military	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Military academy	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional performing arts	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional sports	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—fire department	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—law enforcement	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Secondary school	3 (1.7)	1 (33.3)	6 (3.5)	5 (83.3)	4 (2.3)	3 (75.0)
Secondary school—dual appointment	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
Other	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Salary range, \$						
>30000	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
30000–40000	1 (0.6)	0 (0.0)	3 (1.7)	3 (100.0)	3 (1.7)	2 (66.7)
40001–50000	2 (1.2)	1 (50.0)	3 (1.7)	2 (66.7)	3 (1.7)	2 (66.7)
50001–60000	4 (2.3)	0 (0.0)	4 (2.3)	1 (25.0)	1 (0.6)	0 (0.0)
60001–70000	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
70001–80000	3 (1.7)	3 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
80001–90000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
90001–100000	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
>100000	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants who attempted to negotiate the terms of employment (n = 173).

^b Percentage was calculated according to the total No. in the group that attempted to negotiate.

Appendix 3. Terms of Employment Negotiated and the Relative Success of That Negotiation (Vacation/Personal Leave Allowance, Continuing Education Funding, Professional Development Funding) Continued on Next Page

Variable	No. (%)					
	Vacation/Personal Leave Allowance		Continuing Education Funding (CEU Activities)		Professional Development Funding (Non-CEU-Related Activities)	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Age, y						
21–30	8 (4.6)	4 (50.0)	32 (18.5)	12 (37.5)	11 (6.4)	5 (45.5)
31–40	15 (8.7)	6 (40.0)	44 (25.4)	32 (72.7)	23 (13.3)	14 (60.9)
≥41	5 (2.9)	4 (80.0)	26 (15.0)	20 (76.9)	9 (5.2)	6 (66.7)
Gender						
Woman	16 (9.2)	7 (43.8)	55 (31.8)	34 (61.8)	23 (13.3)	12 (52.2)
Man	12 (6.9)	7 (58.3)	47 (27.2)	30 (63.8)	20 (11.6)	13 (65)
Ethnicity						
Hispanic/Latino	2 (1.2)	1 (50.0)	4 (2.3)	1 (25.0)	2 (1.2)	0 (0.0)
Not Hispanic/Latino	25 (14.5)	12 (48.0)	95 (54.9)	61 (64.2)	40 (23.1)	24 (60.0)
Prefer not to respond	1 (0.6)	1 (100.0)	3 (1.7)	2 (66.7)	1 (0.6)	1 (100.0)
Race						
American Indian or Alaska Native	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
Asian	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)	2 (1.2)	0 (0.0)
Black or African American	1 (0.6)	1 (100.0)	4 (2.3)	3 (75.0)	2 (1.2)	2 (100.0)
White or Caucasian	27 (15.6)	13 (48.1)	92 (53.2)	58 (63.0)	38 (22.0)	22 (57.9)
Prefer not to respond	0 (0.0)	0 (0.0)	3 (1.7)	2 (66.7)	1 (0.6)	1 (100.0)
Experience, y						
0–9	8 (4.6)	5 (62.5)	43 (24.9)	23 (53.5)	17 (9.8)	10 (58.8)
10–19	14 (8.1)	5 (35.7)	39 (22.5)	26 (66.7)	21 (12.1)	13 (61.9)
20–29	2 (1.2)	1 (50.0)	10 (5.8)	7 (70.0)	1 (0.6)	0 (0.0)
30–39	2 (1.2)	2 (100.0)	4 (2.3)	4 (100.0)	1 (0.6)	1 (100.0)
≥40	1 (0.6)	1 (100.0)	5 (2.9)	4 (80.0)	2 (1.2)	1 (50.0)
Relationship status						
Single	11 (6.4)	4 (36.4)	45 (26.0)	27 (60.0)	19 (11.0)	10 (52.6)
Married	15 (8.7)	9 (60.0)	53 (30.6)	34 (64.2)	22 (12.7)	15 (68.2)
Divorced	1 (0.6)	0 (0.0)	3 (1.7)	2 (66.7)	1 (0.6)	0 (0.0)
Prefer not to respond	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)	1 (0.6)	0 (0.0)
Dependents						
None	17 (9.8)	7 (41.2)	64 (37.0)	38 (59.4)	26 (15.0)	12 (46.2)
1	5 (2.9)	2 (40.0)	15 (8.7)	7 (46.7)	4 (2.3)	3 (75.0)
2	2 (1.2)	2 (100.0)	16 (9.2)	14 (87.5)	9 (5.2)	7 (77.8)
3	3 (1.7)	2 (66.7)	5 (2.9)	3 (60.0)	3 (1.7)	2 (66.7)
4	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)	1 (0.6)	1 (100.0)
Route to credentialing						
Internship (before 2003)	3 (1.7)	2 (66.7)	11 (6.4)	8 (72.7)	2 (1.2)	2 (100.0)
NATA–approved curriculum (before 2003)	2 (1.2)	2 (100.0)	14 (8.1)	11 (78.6)	7 (4.0)	5 (71.4)
CAATE–accredited athletic training program (after 2003)	23 (13.3)	10 (43.5)	77 (44.5)	45 (58.4)	34 (19.7)	18 (52.9)
Highest degree attained						
Bachelor's	3 (1.7)	1 (33.3)	12 (6.9)	9 (75.0)	5 (2.9)	4 (80.0)
Master's	24 (13.9)	12 (50.0)	86 (49.7)	52 (60.5)	35 (20.2)	21 (60.0)
Clinical doctorate	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)	2 (1.2)	0 (0.0)
Academic doctorate	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	1 (0.6)	0 (0.0)
Professional (eg, MD, DO)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
Part-time or per diem positions held						
None	19 (11.0)	9 (47.4)	61 (35.3)	39 (63.9)	25 (14.5)	15 (60.0)
1	7 (4.0)	3 (42.9)	26 (15.0)	17 (65.4)	10 (5.8)	7 (70.0)
2	2 (1.2)	2 (100.0)	9 (5.2)	5 (55.6)	7 (4.0)	2 (28.5)
3	0 (0.0)	0 (0.0)	3 (1.7)	1 (33.3)	0 (0.0)	0 (0.0)
4	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)
≥5	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
Employment setting						
Amateur/recreation/youth sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Business/sales/marketing	1 (0.6)	1 (100.0)	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)
Clinic–hospital based	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Clinic–outreach/secondary school	6 (3.5)	2 (33.3)	11 (6.4)	7 (63.6)	4 (2.3)	4 (100.0)
Clinic–outpatient/rehabilitation	4 (2.3)	2 (50.0)	4 (2.3)	3 (75.0)	4 (2.3)	2 (50.0)
Clinic–physician practice	9 (5.2)	5 (55.6)	13 (7.5)	5 (38.5)	5 (2.9)	2 (40.0)
College/university–student health/recreation	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
College/university–professional clinical staff	1 (0.6)	0 (0.0)	15 (8.7)	8 (53.3)	6 (3.5)	3 (50.0)

Variable	No. (%)					
	Vacation/Personal Leave Allowance		Continuing Education Funding (CEU Activities)		Professional Development Funding (Non-CEU-Related Activities)	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
College/university—split appointment	1 (0.6)	0 (0.0)	4 (2.3)	3 (75.0)	2 (1.2)	0 (0.0)
Government contract	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
Health/fitness/sports performance clinician	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
Independent contractor	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
Industrial/occupational/corporate	3 (1.7)	2 (66.7)	3 (1.7)	2 (66.7)	0 (0.0)	0 (0.0)
Military	1 (0.6)	0 (0.0)	4 (2.3)	2 (50.0)	2 (1.2)	0 (0.0)
Military academy	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional performing arts	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional sports	0 (0.0)	0 (0.0)	9 (5.2)	8 (88.9)	5 (2.9)	5 (100.0)
Public safety—fire department	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	1 (0.6)	0 (0.0)
Public safety—law enforcement	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Secondary school	1 (0.6)	1 (100.0)	20 (11.6)	11 (55.0)	9 (5.2)	5 (55.6)
Secondary school—dual appointment	1 (0.6)	1 (100.0)	6 (3.5)	5 (83.3)	3 (1.7)	3 (100.0)
Other	0 (0.0)	0 (0.0)	4 (2.3)	3 (75.0)	0 (0.0)	0 (0.0)
Salary range, \$						
>30000	1 (0.6)	0 (0.0)	2 (1.2)	2 (100.0)	2 (1.2)	1 (50.0)
30000–40000	1 (0.6)	1 (100.0)	12 (6.9)	6 (50.0)	4 (2.3)	3 (75.0)
40001–50000	5 (2.9)	2 (40.0)	25 (14.5)	9 (36.0)	9 (5.2)	2 (22.2)
50001–60000	8 (4.6)	3 (37.5)	28 (16.2)	17 (60.7)	10 (5.8)	7 (70.0)
60001–70000	6 (3.5)	3 (50.0)	18 (10.4)	15 (83.3)	10 (5.8)	5 (50.0)
70001–80000	1 (0.6)	1 (100.0)	4 (2.3)	4 (100.0)	3 (1.7)	2 (66.7)
80001–90000	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
90001–100000	3 (1.7)	2 (66.7)	5 (2.9)	5 (100.0)	4 (2.3)	4 (100.0)
>100000	1 (0.6)	0 (0.0)	5 (2.9)	4 (80.0)	1 (0.6)	1 (100.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; CEU, continuing education unit; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants who attempted to negotiate the terms of employment (n = 173).

^b Percentage was calculated according to the total No. in the group that attempted to negotiate.

Appendix 4. Terms of Employment Negotiated and the Relative Success of That Negotiation (Tuition Assistance [Self or Family], Weekly/Monthly Hours Expectation, Patient Panel Assignment) Continued on Next Page

Variable	Tuition Assistance (Self or Family)		Weekly/Monthly Hours Expectation		Patient Panel Assignment	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Age, y						
21–30	5 (2.9)	3 (60.0)	9 (5.2)	4 (44.4)	0 (0.0)	0 (0.0)
31–40	1 (0.6)	0 (0.0)	13 (7.5)	8 (61.5)	1 (0.6)	0 (0.0)
≥41	2 (1.2)	1 (50.0)	9 (5.2)	8 (88.9)	1 (0.6)	1 (100.0)
Gender						
Woman	4 (2.3)	2 (50.0)	18 (10.4)	10 (55.6)	1 (0.6)	1 (100.0)
Man	4 (2.3)	2 (50.0)	13 (7.5)	10 (76.9)	1 (0.6)	0 (0.0)
Ethnicity						
Hispanic/Latino	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Not Hispanic/Latino	7 (4.0)	3 (42.9)	29 (16.8)	18 (62.1)	2 (1.2)	1 (50.0)
Prefer not to respond	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
Race						
American Indian or Alaska Native	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
Asian	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Black or African American	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
White or Caucasian	8 (4.6)	4 (50.0)	27 (15.6)	17 (63.0)	2 (1.2)	1 (50.0)
Prefer not to respond	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
Experience, y						
0–9	4 (2.3)	2 (50.0)	16 (9.2)	10 (62.5)	0 (0.0)	0 (0.0)
10–19	2 (1.2)	0 (0.0)	7 (4.0)	4 (57.1)	2 (1.2)	1 (50.0)
20–29	0 (0.0)	0 (0.0)	3 (1.7)	3 (100.0)	0 (0.0)	0 (0.0)
30–39	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
≥40	2 (1.2)	2 (100.0)	3 (1.7)	1 (33.3)	0 (0.0)	0 (0.0)
Relationship status						
Single	3 (1.7)	1 (33.3)	13 (7.5)	7 (53.8)	1 (0.6)	1 (100.0)
Married	4 (2.3)	3 (75.0)	16 (9.2)	12 (75.0)	1 (0.6)	0 (0.0)
Divorced	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
Prefer not to respond	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Dependents						
None	6 (3.5)	3 (50.0)	15 (8.7)	8 (53.3)	0 (0.0)	0 (0.0)
1	0 (0.0)	0 (0.0)	6 (3.5)	5 (83.3)	1 (0.6)	1 (100.0)
2	1 (0.6)	0 (0.0)	7 (4.0)	5 (71.4)	0 (0.0)	0 (0.0)
3	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)	1 (0.6)	0 (0.0)
4	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Route to credentialing						
Internship (before 2003)	0 (0.0)	0 (0.0)	4 (2.3)	4 (100.0)	0 (0.0)	0 (0.0)
NATA–approved curriculum (before 2003)	2 (1.2)	1 (50.0)	3 (1.7)	2 (66.7)	0 (0.0)	0 (0.0)
CAATE–accredited athletic training program (after 2003)	6 (3.5)	3 (50.0)	24 (13.9)	14 (58.3)	2 (1.2)	1 (50.0)
Highest degree attained						
Bachelor's	0 (0.0)	0 (0.0)	3 (1.7)	2 (66.7)	0 (0.0)	0 (0.0)
Master's	8 (4.6)	4 (50.0)	27 (15.6)	17 (63.0)	2 (1.2)	1 (50.0)
Clinical doctorate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Academic doctorate	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Professional (eg, MD, DO)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Part-time or per diem positions held						
None	6 (3.5)	3 (50.0)	16 (9.2)	10 (62.5)	2 (1.2)	1 (50.0)
1	1 (0.6)	0 (0.0)	8 (4.6)	5 (62.5)	0 (0.0)	0 (0.0)
2	1 (0.6)	1 (100.0)	5 (2.9)	3 (60.0)	0 (0.0)	0 (0.0)
3	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
4	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
≥5	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
Employment setting						
Amateur/recreation/youth sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Business/sales/marketing	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Clinic–hospital based	0 (0.0)	0 (0.0)	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)
Clinic–outreach/secondary school	2 (1.2)	1 (50.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
Clinic–outpatient/rehabilitation	1 (0.6)	1 (100.0)	6 (3.5)	4 (66.7)	0 (0.0)	0 (0.0)
Clinic–physician practice	2 (1.2)	0 (0.0)	3 (1.7)	2 (66.7)	0 (0.0)	0 (0.0)
College/university–student health/recreation	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)
College/university–professional clinical staff	2 (1.2)	2 (100.0)	3 (1.7)	1 (33.3)	1 (0.6)	0 (0.0)
College/university–split appointment	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Government contract	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Health/fitness/sports performance clinician	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)

Appendix 4. Continued From Previous Page

Variable	Tuition Assistance (Self or Family)		Weekly/Monthly Hours Expectation		Patient Panel Assignment	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Independent contractor	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Industrial/occupational/corporate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Military	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Military academy	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional performing arts	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—fire department	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—law enforcement	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Secondary school	0 (0.0)	0 (0.0)	9 (5.2)	6 (66.7)	0 (0.0)	0 (0.0)
Secondary school—dual appointment	0 (0.0)	0 (0.0)	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)
Other	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Salary range, \$						
<30 000	0 (0.0)	0 (0.0)	3 (1.7)	0 (0.0)	0 (0.0)	0 (0.0)
30 000–40 000	1 (0.6)	0 (0.0)	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)
40 001–50 000	4 (2.3)	2 (50.0)	8 (4.6)	1 (12.5)	0 (0.0)	0 (0.0)
50 001–60 000	1 (0.6)	0 (0.0)	8 (4.6)	8 (100.0)	1 (0.60)	0 (0.0)
60 001–70 000	0 (0.0)	0 (0.0)	5 (2.9)	5 (100.0)	1 (0.6)	1 (100.0)
70 001–80 000	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
80 001–90 000	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
90 001–100 000	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
>100 000	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants who attempted to negotiate the terms of employment (n = 173).

^b Percentage was calculated according to the total No. in the group that attempted to negotiate.

Appendix 5. Terms of Employment Negotiated and the Relative Success of That Negotiation (NATA Membership Dues, Start-up Costs—Clinical Equipment, Moving Expenses) Continued on Next Page

Variable	NATA Membership Dues		Start-up Costs – Clinical Equipment		Moving Expenses	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Age, y						
21–30	18 (10.4)	9 (50.0)	0 (0.0)	0 (0.0)	19 (11.0)	13 (68.4)
31–40	28 (16.2)	19 (67.9)	0 (0.0)	0 (0.0)	38 (22.0)	27 (71.1)
≥41	16 (9.2)	13 (81.3)	2 (1.2)	2 (100.0)	8 (4.6)	7 (87.5)
Gender						
Woman	32 (18.5)	22 (68.8)	0 (0.0)	0 (0.0)	39 (22.5)	29 (74.4)
Man	30 (17.3)	19 (63.3)	2 (1.2)	2 (100.0)	26 (15.0)	18 (69.2)
Ethnicity						
Hispanic/Latino	3 (1.7)	1 (33.3)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Not Hispanic/Latino	57 (32.9)	38 (66.7)	2 (1.2)	2 (100.0)	63 (36.4)	46 (73.0)
Prefer not to respond	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
Race						
American Indian or Alaska Native	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Asian	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	4 (2.3)	3 (75.0)
Black or African American	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	4 (2.3)	3 (75.0)
White or Caucasian	55 (31.8)	36 (65.5)	2 (1.2)	2 (100.0)	57 (32.9)	41 (71.9)
Prefer not to respond	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Experience, y						
0–9	25 (14.5)	15 (60.0)	0 (0.0)	0 (0.0)	26 (15.0)	17 (65.4)
10–19	26 (15.0)	17 (65.4)	0 (0.0)	0 (0.0)	29 (16.8)	21 (72.4)
20–29	7 (4.0)	7 (100.0)	1 (0.6)	1 (100.0)	4 (2.3)	4 (100.0)
30–39	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
≥40	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	5 (2.9)	4 (80.0)
Relationship status						
Single	24 (13.9)	16 (66.7)	0 (0.0)	0 (0.0)	30 (17.3)	20 (66.7)
Married	34 (19.7)	24 (70.6)	2 (1.2)	2 (100.0)	32 (18.5)	26 (81.3)
Divorced	4 (2.3)	1 (25.0)	0 (0.0)	0 (0.0)	3 (1.7)	1 (33.3)
Prefer not to respond	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Dependents						
None	36 (20.8)	23 (63.9)	1 (0.6)	1 (100.0)	47 (27.2)	33 (70.2)
1	10 (5.8)	6 (60.0)	0 (0.0)	0 (0.0)	9 (5.2)	7 (77.8)
2	11 (6.4)	8 (72.7)	1 (0.6)	1 (100.0)	5 (2.9)	4 (80.0)
3	4 (2.3)	3 (75.0)	0 (0.0)	0 (0.0)	2 (1.2)	1 (50.0)
4	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)
Route to credentialing						
Internship (before 2003)	6 (3.5)	6 (100.0)	0 (0.0)	0 (0.0)	2 (1.2)	2 (100.0)
NATA–approved curriculum (before 2003)	9 (5.2)	7 (77.8)	2 (1.2)	2 (100.0)	5 (2.9)	4 (80.0)
CAATE–accredited athletic training program (after 2003)	47 (27.2)	28 (59.6)	0 (0.0)	0 (0.0)	58 (33.5)	41 (70.7)
Highest degree attained						
Bachelor's	6 (3.5)	6 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Master's	51 (29.5)	32 (62.7)	2 (1.2)	2 (100.0)	63 (36.4)	45 (71.4)
Clinical doctorate	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Academic doctorate	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional (eg, MD, DO)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Part-time or per diem positions held						
None	37 (21.4)	27 (73.0)	2 (1.2)	2 (100.0)	50 (28.9)	35 (70.0)
1	16 (9.2)	9 (56.3)	0 (0.0)	0 (0.0)	9 (5.2)	7 (77.8)
2	8 (4.6)	4 (50.0)	0 (0.0)	0 (0.0)	4 (2.3)	3 (75.0)
3	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
4	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
≥5	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Employment setting						
Amateur/recreation/youth sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Business/sales/marketing	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–hospital based	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–outreach/secondary school	5 (2.9)	5 (100.0)	0 (0.0)	0 (0.0)	4 (2.3)	4 (100.0)
Clinic–outpatient/rehabilitation	5 (2.9)	3 (60.0)	0 (0.0)	0 (0.0)	3 (1.7)	2 (66.7)
Clinic–physician practice	6 (3.5)	2 (33.3)	0 (0.0)	0 (0.0)	7 (4.0)	2 (28.6)
College/university–student health/recreation	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
College/university–professional clinical staff	12 (6.9)	9 (75.0)	0 (0.0)	0 (0.0)	26 (15.0)	20 (76.9)
College/university–split appointment	3 (1.7)	2 (66.7)	0 (0.0)	0 (0.0)	3 (1.7)	3 (100.0)
Government contract	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Health/fitness/sports performance clinician	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)

Appendix 5. Continued From Previous Page

Variable	NATA Membership Dues		Start-up Costs – Clinical Equipment		Moving Expenses	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Independent contractor	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Industrial/occupational/corporate	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	3 (1.7)	2 (66.7)
Military	3 (1.7)	0 (0.0)	0 (0.0)	0 (0.0)	5 (2.9)	2 (40.0)
Military academy	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional performing arts	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Professional sports	6 (3.5)	6 (100.0)	0 (0.0)	0 (0.0)	3 (1.7)	3 (100.0)
Public safety–fire department	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety–law enforcement	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Secondary school	13 (7.5)	6 (46.2)	1 (0.6)	1 (100.0)	5 (2.9)	4 (80.0)
Secondary school–dual appointment	3 (1.7)	3 (100.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
Other	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	2 (1.2)	1 (50.0)
Salary range, \$						
<30 000	3 (1.7)	3 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
30 000–40 000	4 (2.3)	3 (75.0)	0 (0.0)	0 (0.0)	5 (2.9)	4 (80.0)
40 001–50 000	17 (9.8)	7 (41.2)	0 (0.0)	0 (0.0)	18 (10.4)	11 (61.1)
50 001–60 000	18 (10.4)	11 (61.1)	0 (0.0)	0 (0.0)	18 (10.4)	14 (77.8)
60 001–70 000	12 (6.9)	9 (75.0)	0 (0.0)	0 (0.0)	13 (7.5)	9 (69.2)
70 001–80 000	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	7 (4.0)	6 (85.7)
80 001–90 000	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
90 001–100 000	3 (1.7)	3 (100.0)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)
>100 000	3 (1.7)	3 (100.0)	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants who attempted to negotiate the terms of employment (n = 173).

^b Percentage was calculated according to the total No. in the group that attempted to negotiate.

Appendix 6. Terms of Employment Negotiated and the Relative Success of That Negotiation (Clinical Travel Expectations, Flexibility in Bringing Children to Work, Employer-Provided Cellphone) Continued on Next Page

Variable	Clinical Travel Expectations		Flexibility in Bringing Children to Work		Employer-Provided Cellphone	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Age, y						
21–30	6 (3.5)	1 (16.7)	0 (0.0)	0 (0.0)	7 (4.0)	4 (57.1)
31–40	2 (1.2)	2 (100.0)	2 (1.2)	2 (100.0)	15 (8.7)	13 (86.7)
≥41	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	9 (5.2)	8 (88.9)
Gender						
Woman	6 (3.5)	3 (50.0)	1 (0.6)	1 (100.0)	12 (6.9)	8 (66.7)
Man	4 (2.3)	2 (50.0)	1 (0.6)	1 (100.0)	19 (11.0)	17 (89.5)
Ethnicity						
Hispanic/Latino	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Not Hispanic/Latino	8 (4.6)	4 (50.0)	2 (1.2)	2 (100.0)	29 (16.8)	23 (68.4)
Prefer not to respond	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Race						
American Indian or Alaska Native	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Asian	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Black or African American	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
White or Caucasian	10 (5.8)	5 (50.0)	2 (1.2)	2 (100.0)	28 (16.2)	22 (78.6)
Prefer not to respond	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Experience, y						
0–9	7 (4.0)	3 (42.9)	1 (0.6)	1 (100.0)	14 (8.1)	11 (78.6)
10–19	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)	10 (5.8)	9 (90.0)
20–29	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	4 (2.3)	3 (75.0)
30–39	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
≥40	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	2 (1.2)	1 (50.0)
Relationship status						
Single	4 (2.3)	1 (25.0)	0 (0.0)	0 (0.0)	9 (5.2)	5 (55.6)
Married	3 (1.7)	3 (100.0)	2 (1.2)	2 (100.0)	21 (12.1)	19 (90.5)
Divorced	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Prefer not to respond	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Dependents						
None	7 (4.0)	2 (28.6)	0 (0.0)	0 (0.0)	18 (10.4)	13 (72.2)
1	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	4 (2.3)	4 (100.0)
2	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)	7 (4.0)	6 (85.7)
3	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
4	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	2 (1.2)	2 (100.0)
Route to credentialing						
Internship (before 2003)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	5 (2.9)	5 (100.0)
NATA–approved curriculum (before 2003)	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	3 (1.7)	2 (66.7)
CAATE–accredited athletic training program (after 2003)	9 (5.2)	4 (44.4)	2 (1.2)	2 (100.0)	23 (13.3)	18 (78.3)
Highest degree attained						
Bachelor's	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	4 (2.3)	4 (100.0)
Master's	8 (4.6)	4 (50.0)	2 (1.2)	2 (100.0)	27 (15.6)	21 (77.8)
Clinical doctorate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Academic doctorate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional (eg, MD, DO)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Part-time or per diem positions held						
None	4 (2.3)	2 (50.0)	1 (0.6)	1 (100.0)	18 (10.4)	13 (72.2)
1	5 (2.9)	2 (40.0)	1 (0.6)	1 (100.0)	9 (5.2)	9 (100.0)
2	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	3 (1.7)	2 (66.7)
3	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
4	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
≥5	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Employment setting						
Amateur/recreation/youth sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Business/sales/marketing	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Clinic–hospital based	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)	1 (0.6)	1 (100.0)
Clinic–outreach/secondary school	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	4 (2.3)	3 (75.0)
Clinic–outpatient/rehabilitation	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Clinic–physician practice	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
College/university–student health/recreation	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
College/university–professional clinical staff	2 (1.2)	0 (0.0)	1 (0.6)	1 (100.0)	7 (4.0)	5 (71.4)
College/university–split appointment	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Government contract	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Health/fitness/sports performance clinician	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)

Appendix 6. Continued From Previous Page

Variable	Clinical Travel Expectations		Flexibility in Bringing Children to Work		Employer-Provided Cellphone	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Independent contractor	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Industrial/occupational/corporate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Military	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
Military academy	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional performing arts	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional sports	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	7 (4.0)	6 (85.7)
Public safety—fire department	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—law enforcement	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Secondary school	2 (1.2)	2 (100.0)	0 (0.0)	0 (0.0)	6 (3.5)	6 (100.0)
Secondary school—dual appointment	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
Other	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Salary range, \$						
<30 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
30 000–40 000	1 (0.6)	0 (0.0)	0 (0.0)	0 (0.0)	3 (1.7)	2 (66.7)
40 001–50 000	4 (2.3)	1 (25.0)	1 (0.6)	1 (100.0)	6 (3.5)	5 (83.3)
50 001–60 000	2 (1.2)	1 (50.0)	0 (0.0)	0 (0.0)	8 (4.6)	6 (75.0)
60 001–70 000	2 (1.2)	2 (100.0)	1 (0.6)	1 (100.0)	6 (3.5)	5 (83.3)
70 001–80 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	3 (1.7)	3 (100.0)
80 001–90 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
90 001–100 000	1 (0.6)	1 (100.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
>100 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	4 (2.3)	3 (75.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants who attempted to negotiate the terms of employment (n = 173).

^b Percentage was calculated according to the total No. in the group that attempted to negotiate.

Appendix 7. Terms of Employment Negotiated and the Relative Success of That Negotiation (Tenure Status, Faculty Rank, Time Counted Toward Tenure) Continued on Next Page

Variable	Tenure Status		Faculty Rank		Time Counted Toward Tenure	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Age, y						
21–30	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
31–40	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
≥41	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	2 (1.2)	2 (100.0)
Gender						
Woman	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	2 (1.2)	1 (50.0)
Man	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
Ethnicity						
Hispanic/Latino	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Not Hispanic/Latino	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	3 (1.7)	2 (66.7)
Prefer not to respond	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Race						
American Indian or Alaska Native	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Asian	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Black or African American	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
White or Caucasian	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	3 (1.7)	2 (66.7)
Prefer not to respond	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Experience, y						
0–9	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
10–19	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
20–29	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)
30–39	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
≥40	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Relationship status						
Single	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Married	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	3 (1.7)	2 (66.7)
Divorced	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Prefer not to respond	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Dependents						
None	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)
1	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
2	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
3	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
4	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Route to credentialing						
Internship (before 2003)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
NATA–approved curriculum (before 2003)	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	2 (1.2)	2 (100.0)
CAATE–accredited athletic training program (after 2003)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
Highest degree attained						
Bachelor's	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Master's	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	2 (1.2)	1 (50.0)
Clinical doctorate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Academic doctorate	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)
Professional (eg, MD, DO)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Part-time or per diem positions held						
None	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	3 (1.7)	2 (66.7)
1	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
2	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
3	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
4	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
≥5	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Employment setting						
Amateur/recreation/youth sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Business/sales/marketing	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–hospital based	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–outreach/secondary school	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–outpatient/rehabilitation	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Clinic–physician practice	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
College/university–student health/recreation	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
College/university–professional clinical staff	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
College/university–split appointment	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)
Government contract	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Health/fitness/sports performance clinician	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)

Variable	Tenure Status		Faculty Rank		Time Counted Toward Tenure	
	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b	Attempted ^a	Successful ^b
Independent contractor	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Industrial/occupational/corporate	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Military	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Military academy	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional performing arts	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Professional sports	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—fire department	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Public safety—law enforcement	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Secondary school	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Secondary school—dual appointment	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Other	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
Salary range, \$						
>30 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
30 000–40 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
40 001–50 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
50 001–60 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	0 (0.0)
60 001–70 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.6)	1 (100.0)
70 001–80 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
80 001–90 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
90 001–100 000	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)	0 (0.0)
>100 000	1 (0.6)	0 (0.0)	1 (0.6)	0 (0.0)	1 (0.6)	1 (100.0)

Abbreviations: CAATE, Commission on Accreditation of Athletic Training Education; NATA, National Athletic Trainers' Association.

^a Percentage was calculated according to the total No. of participants who attempted to negotiate the terms of employment ($n = 173$).

^b Percentage was calculated according to the total No. in the group that attempted to negotiate.