Woman, Sport and Athletic Training:

A 40 year perspective

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Title IX

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance...”
Title IX

1972: President Richard Nixon signs Title IX of Educational Amendments into Law

1975: Department of Health, Education and Welfare (HEW) issued final Title IX regulation, signed by President Gerald Ford

1979: HEW issues “Title IX and Intercollegiate Athletics” policy

1988: Civil Rights Restoration Act instated requiring all Federally Funded athletics programs be bound by Title IX

1992: NCAA Gender Equity study

1994: Equity in Athletics Disclosure Act required annual reports
NATA: 1950 -1969

EATA founded 1949 – New York

- **1950 →** NATA founded Kansas City
- **1956 →** 1st female to work for Olympic Games: Celester Hayden
- **1966 →** 1st NATA female member: Dorothy “Dot” Cohen
  - 1st Female to take NATA Certification Exam: Sherry (Kosek) Babagian
- **1969 →** 5 women granted certification due to NATA’s “grandfathering” of members
NATA 1970’s

- 1970 ➔ 1st Co-Ed Athletic Training Education Program at West Chester State College

- 1972 ➔ Title IX of Higher Education Act signed into law
  ➔ NATA Journal published directed exclusively towards women
  ➔ Cramer Products and National Association for girls and Women’s Sports jointly ran athletic training clinics
  ➔ Cramer Products published “The First Aider for Women”
  ➔ Initiation of increased numbers of woman in the profession

- 1973 ➔ Ad hoc committee for women in athletic training
  ➔ Holly Wilson published article in JAT titled: “Not for Men Only”
1974 → 24 NATA undergraduate programs accepted women
   → Approximately 16 women certified athletic trainers

1975 → “Pioneer Women Athletic Trainers: Their Side of the Story” written by Marcia Anderson
   → Linda Weber Daniel received Eddie Wojeci Award for highest score on NATA-BOC examination
   → 1st Asian woman certified by NATA-BOC: Iris Kimura
   → 1st African American woman certified by NATA-BOC: Marsha L. Grant
   → 1st Native American woman certified by NATA-BOC: Kathy Courtney
NATA 1970’s (cont.)

- **1976** → 1st NATABOC certified woman selected for U.S. Olympic team medical staff: Gail Weldon
  - Approximately 60 women certified by NATABOC
  - Approximately 318 women enrolled in 50 colleges with NATA approved programs

- **1978** → 1st female licensed Athletic Trainer in secondary school setting: Donna Ramsey

- **1979** → HEW issues “Title IX and Intercollegiate Athletics”
1980 → 1st Hispanic woman certified by NATA: Carmen Cellon
1984 → 1st woman Director of the NATA Board: Janice Daniels
1989 → 1st woman hired by NASA at Kennedy Space Center: Mary Kirkland
1988 → Civil Rights Restoration Act instated requiring all Federally Funded athletics programs be bound by Title IX
NATA 1990’s

- **1991** → 1st NATA female Vice President: Julie Max

- **1992** → 1st NATA female Executive Director: Eve Becker Doyle
  
  → 1st NATA Board of Certification female President: Denise Fandel

- **1994** → Equity in Athletics Disclosure Act required annual reports
1995 → Lorin Cartwright wrote: *Study Guide for the NATA Board of Certification, Inc. Entry-Level Athletic Trainer Certification Examination*

→ 1st female Chair of NATA Ethnic Diversity Advisory Council: Rene Revis Shingles

→ 1st female winner NATA Most Distinguished Athletic Trainer Award: Marjorie Albohlm

**Women in Athletic Training Task Force created**
NATA 1990’s (cont.)

- **1996** ➔ Women constituted 44% of NATA membership
  ➔ Survey results allowed The Women in Athletic Training Task Force to change its name to the...Women in Athletic Training Committee

- **1996** ➔ 1st woman inducted into NATA Hall of Fame: Gail Weldon
  ➔ 1st female hired as head ATC for men’s professional team (Columbus Crew soccer): Amy Armstrong
NATA 1990’s (cont.)

- **1997** → NATABOC’s Administrator of Credentialing programs: Denise Fandel
  - 6,049 (43%) women ATCs, 211 (3%) are women of color
  - 1\textsuperscript{st} female winner NATA Athletic Trainer Service Award: Lorin Cartwright
  - 1\textsuperscript{st} female ATC to work with NBA (Houston Rockets): Michelle Leget

- **1999** → 1,101 entry-level athletic training students graduated of which 584 (53%) were women
  - 1\textsuperscript{st} female to receive NATA Tim Kerin Award: Marjorie Albohlm
NATA 2000’s

- **2000** → 1\textsuperscript{st} woman NATA President: Julie Max
  → 1\textsuperscript{st} Chair of NATA Clinical Industrial Committee: Sue Finkam

- **2001** → 1\textsuperscript{st} Female to receive NATA 25 years of Service Award: Carsandra Taylor
Eastern Athletic Trainers’ Association

- District 1 & District 2
1949: 1st Meeting of EATA

1953: 1st Female EATA Member: Doris A. Wickel

1967: 1st Female EATA Speaker: Linda Treadway

1970: 1st Female to attend EATA Conference: Claudette DeLamater

1976: 1st Female Recipient “Pinky Newell Scholarship”: Marjorie A. King

1982: 1st Female to win EATA Micro Bio Medics Award: Elizabeth Rimpfel

1987: 1st Female EATA Member: Doris A. Wickel

1st EATA Conference held in Philadelphia, PA
EATA 1990 to present

1st Female EATA Secretary/Treasurer: Kathleen Laquale

1st Female to present “Pinky Newell” Address: Janice Daniels

1st Female D1 Director: Kathleen Laquale

1st Female winner EATA Cramer Award: Marjorie A. King

1st Female winner Moyer Award: Dr. Catherine O'Connor


1st Female EATA President: Marjorie A. King

WATC D1 Rep: Marjorie A. King

WATC D2 Rep: Susan Lephart

1st Female ATC to work with Pittsburgh Steelers: Ariko Iso

Research to Reality presentation named after: Marjorie A. King
Women in Athletic Training

- Committee 1996 - 2008
Katie Grove

- Chair of the NATA Task Force for Women
  - 1995 – 1996
- Informational Survey sent initially to women and then sent to men to identify perceived inequities between genders within NATA
- Task Force transitioned to a committee
  - Chaired by Katie from 1996 to 1999
Marjorie King: WATC Chair 2000-2008

- Representative of each District
- Each District representative was chair of their District Committee
- Identified areas that required attention from the survey
- Subcommittees were formed to address each topic area
- Each District representative chaired a WATC subcommittee
To investigate professional concerns, initiate actions, and disseminate information relative to women in the association, engaging the entire NATA membership in problem solving discussions.
WATC Subcommittees

- Policies and procedures
- Web page
- Communications
  - NATA News articles
  - Internal and external committee
- Programming – annual meeting
- Awards
WATC Subcommittees (cont.)

- History
  - Historical timelines created for each district through 2008
- Leadership & Professional Development
- Woman’s Health
- Life Balance
  - Helping Hands
- Mentoring
2008

- Advent of Involve and Evolve
- Determined that WATC had met their goals ~ Committee was dissolved.....
Additional Notes

Woman's History
- D1 ~ Marcia Anderson

Sandy Ward
- NATA membership & information
- WATC Liaison
Follow Up Survey: 2006

Kathy Dieringer
Concerns/Obstacles

- Family/personal life issues
- Lack of opportunity
- Sexual harassment
- Gender stereotypes
- Good Ole Boy Network
- Good Ole Girl Network
- Lack of credibility/respect
- Salary
- Facility Issues
- Affirmative Action/Quotas
- Burn out
- None
- Other (please specify)

Bar chart showing the concerns/obstacles faced by females and males.
Serving on the NATA WATC was pivotal to my career and leadership development. Being in the presence of such ambitious, successful, and caring women was something I will forever cherish.

As a WATC state representative for Washington and Connecticut I was provided networking opportunities with NATA leaders which in turn improved my confidence and helped guide my career.

I have to admit the WATC meetings were by far the best business meetings I've attended to date, not only were they effectively run but they were also productive and fun. I have to thank Marjorie King for role modeling the appropriate way to conduct a business meeting.

I am forever thankful for my experiences working with the WATC and its wonderful members, leaders, and liaisons.

Gail Weldon Award was a great opportunity to honor those women that have made significant contributions to the profession.
District 2: Elisa Camillone

• First experience of women meeting, I was disappointed. It was mostly a meeting of sharing complaints. It was not what I had expected and I wanted no further part of that, but I had no idea what to do.

• As D2 rep years later, I did not know what to expect. At the first WATC meeting I was knocked off my feet. I found what I had been looking for, a group of educated, bright, enthusiastic, funny and goal oriented women.

• Because of my limited background I was somewhat overwhelmed but quickly felt welcomed and so proud to be a part of an awesome collection of women.

• I learned the importance of being a detailed person, of working as a group for a unified cause, understanding losing the “me” for “we” is not a bad thing! These meetings increased my confidence as a female as well as a female athletic trainer.
District 2: Elisa Camillone

• I feel the WATC brought issues to the general membership that have an impact on the profession even today with time management being just one.

• This opportunity was in the top ten best things that I have experienced!

• District 2 has been very proactive. The women athletic training staff at Princeton have organized a tennis fund raiser for the past 5 years addressing breast cancer and have donated $1000’s of dollars towards Susan B Komen foundation.

• Mary Mundrane (Delaware) initiated a mentoring program that is very successful
• At the time of my service I considered myself young in the profession (2-3 years out of grad school). Serving on the committee helped me: connect with other women ATC's outside of my work place. I have met some amazing women through this committee. We continue to connect even since the committee was dissolved.

• Professional Growth: I was in charge of the History aspect so it made me reach out and connect more with others. Organized the WATC social at EATA in Philadelphia. All of the information/timelines were on display that we gathered.

• Fundraising: Tennis Tournament to raise money to benefit Susan G. Komen. I was joined by fellow WATC (Lisa Camillone, Jen Semle, Natalie Senese, Jenn Lister and many more).
District 2: Cheri Orndorf

• Mission: Building a network with other WATC; educate the community as to who we are as professionals, provide educational information on self care/breast cancer awareness and to raise money for a good cause. This event lasted for 6 years raising over $10,000.

• I am proud to say that I had the opportunity to serve on the committee with some amazing women and proud of what we have all accomplished within our profession.
I LOBBIED to be on the WATC. I was asked to join the Foundation, but I said “no” hoping that I could wiggle on to the WATC. I had been my state (Virginia) president, but had no real leadership position in my District, so I was making a jump from state service to national service.

I could not have been more proud to be on the NATA WATC (10 years). I actually represented DIII as a member of the WATC so when I ran for Secretary of District III, I was eligible because I had served on a national committee.

While on the WATC I met and spoke at length with Kent Falb, the NATA President. When Kent retired to SC, he joined us in DIII and the friendship and professional relationship has continued. He is supporting me in running for DIII District Director this winter.
• Many have mentioned the life balancing and mentoring programs the WATC started. This concept filtered down to the Districts…. WATC brought the needs to life and the districts stole them from us! They also stole the history piece.

• NATA stole life balancing and mentoring from us too when they put those 2 items into their big master visionary plan. I credit WATC for having the vision on those 2 vital programming issues.

• I wish the Committee had continued its work and added LGBT issues to its plate of social issues to tackle. In AT we lag behind the NCAA in this area and the WATC would have been the perfect place to start the discussion.
District 3: Deb Bradney

- WATC helped me make life-long professional and personal connections with the leaders in the NATA. The experience I had serving on WATC lead me to be more involved with the NATA, BOC, and CAATE.

- More women recognized for their accomplishments through awards and honors. To this day, it is my mission to nominate one woman each year for an award or honor (state, district, or national).

- More attention on life-balance
What I remember that seemed to propel women to another level was Katie Grove's (the originator) vision for what the NATA could be with women in a leadership role.

Then, through the efforts of Eve Becker Doyle (executive director) and Sam Booth (District 4 Director) and the **task force** of women representing each district (all of you), that vision became reality.

Persistence to bring awareness to women and their unique issues was our measure of faith in ourselves.
I was appointed to the WATC in 2002 and stayed on until it was dissolved. It was a great experience for me in many ways:

1. I learned a great deal more about the business side of NATA vs. educational - and as a result felt as though I was contributing to the growth of the organization much more than had I not been on the committee.

2. Working with the women on the committee was especially engaging - learning about our history and continuing to promote the growth of women in our field. Leadership, awards, life balancing, etc......all great.

3. I became more organized and proficient with regard to gathering and disseminating information, which helped me professionally overall and when working with the subcommittees.
4. The camaraderie and relationships made within the WATC and also other committees as a result of the 6+ years was priceless.

5. With the help of the D4 WATC subcommittee, we organized a mentoring workshop for District 4/GLATA which was very well received.

6. With the help of the D4 WATC subcommittee we held a reception for recognition of the Hx of Profound Women in D4. It was a fabulous experience.....meeting and interacting with all those who contributed so much to our field!

7. I firmly believe the WATC created more recognition for women in the NATA - due to the energy and hard work of the committees. It started with the task force early on and from their hard work and guidance, the WATC renewed and revitalized our role in the profession.
My greatest take away from my time on the WATC was that women in general had tended not to support/assist each other in regard to award nominations and leadership. I’ve since learned that this wasn’t unique to Athletic Training, but to women in general.

Through Katie and Margie’s leadership, we assembled the toolkits to change this, and as a result more women are receiving awards and ascending to leadership positions.

To this day, I ask our District Secretary for a spreadsheet of members who are eligible for awards and gather a small group of people to identify worthy nominees—a habit that started during my time on the WATC.
I am so proud to represent our membership on the BOD, and to see two other women in the board room (soon to be 3), is incredible.

More importantly, the life balancing issues every athletic trainer faces have been better identified and addressed head on, thanks to this committee.

Thank you Margie and Katie for your leadership with this group. I am proud to have served.

Currently: District 6 Director
District 6: Cathy Supak

- Time spent on NATA WATC gave me the opportunity to see how the NATA worked from the top down such as interaction with NATA BOD members, NATA staffers and of course the priceless experience working with members from across the nation on a committee. As a WATC member, my leadership skills were sharpened and invaluable committee management knowledge was gained from WATC Chair Marjorie King. This knowledge was put to use as D6 Committee Chair and Texas State Association President.

- In my opinion, D6 grew leaps and bounds with women in leadership roles as a result several events: mentoring workshop, very active WATC committee with strong leadership and SWATA 50th anniversary “Women in SWATA” historical timeline presentation, “Past meet Present” panel discussion and reception.

- WATC played a significant role in the dramatic increase number of female NATA members being nomination and received State, Regional and NATA awards. WATC’s lead a push to ID female members by award criteria and then find sponsors for the nomination process. Of all the work on WATC, I am most proud of my contributions in this area.
District 6: Cathy Supak

- The friendships built with fellow WATC members, learning from Margie’s leadership skills and interaction with NATA staff/BOD was just some of the priceless perks of service on the WATC.

- The lasting legacy of this committee includes bringing life balancing into reality, nominating NATA female members eligible for long overdue awards and hosting workshops to foster mentoring & leadership skills. Most impressive are the WATC members that went on to other leadership positions within their districts, state associations and the NATA.

- Our work touched the lives of both genders, young and seasoned, and today we are seeing the results in so many areas of our great profession especially when our fearless leader Margie, entered into the Hall of Fame!

- It was my honor to be a part of this historic committee, thank you!
• When I first joined the committee, I was very early in my academic career. I felt the committee was a great place to learn about committee service within the NATA and I learned from a lot of ladies of all different backgrounds and experiences in the profession. I was able to meet a lot of people, who I looked up to.

• Although at the time, I think each of us wanted to see women advance in the profession "immediately," I think what we started has continued, even without the committee. Retrospectively, the WATC work did make a difference.

• One of our goals was to increase the # of women applying for and receiving awards. Cathy's statement about women in other NATA leadership positions is also a great example. Not directly related to our work, but the press that Sue Falsone got last year as she took on the Head AT role with the Dodgers, shows that women are making strides in many areas of the profession and acceptance in different settings is occurring.
• I think the committee definitely had an impact within D8. When I first started with the committee, I was met with some animosity, people (men) not understanding what we were about or what we were trying to accomplish, etc. By the end of my tenure, I felt respected in my position as committee chair.

• I did start a mentoring workshop at the district level that has turned into the student leadership breakfast, which happens to be one of the highlights of the weekend for both students and professionals (except for the time!)
• Previously had leadership experience the AT profession (Georgia AT Assoc VP & Pres; District 9 Secondary Schools Committee) for several years.

• I was approached by Chuck Kimmel about serving on the NATA WATC as the District 9 rep. when I left my job and started a family.

• I was excited about serving on the national level, having been very active at the state & district levels. So I was happy to accept the committee appointment & went about serving.

• At my 1st WATC meeting, I felt I was "lacking" in professional credentials since leaving my job compared to others in attendance. When it was my turn, I said, "Right now, I'm just a mom". Pat Aronson spoke up immediately & said, "There is no such thing as 'just a mom - don't sell yourself short'!" She was extremely supportive of the role I was playing as a mother & an AT. And wasn't that part of the point of the committee??
I soon learned that the WATC did more for ALL ATs - regardless of gender - than many other committees. We were organized, active, involved, & dedicated.

Accomplishments: District 9 began sponsoring breakfast panels at our District meetings with female ATs mentoring to younger ATs. We received great feedback from those who attended -- it was the 1st time that women had really spoken out about their experiences as female ATs in a formal setting. We also sponsored life-balancing lectures for District 9 meetings.

I think that the push to nominate deserving women for awards, re-vamping the Gail Weldon award, and focusing on life-balancing issues for ALL ATs were among the highlights of our committee work.
When my husband's job moved our family out of District 9 & into District 3, I was able to fit right in to a leadership role as the District 3 rep on the NATA Public Relations Committee.

My work on the WATC prepared me to be an effective member of that committee & give my colleagues in District 3 confidence in my abilities, even though they may not have known me well.

One of our PR events was to host a luncheon at the National Sportscasters & Sportswriters Annual Meeting where we had leaders in the AT profession speak to the attendees about timely sports medicine topics. Tamara McLeod was one of our speakers -- and she was awesome!! It think it was great for that testosterone-filled room to hear from an intelligent, articulate, woman on sports-related head injuries!
• I think this committee was incredibly helpful. I was looking for a way to expand my participation in the profession outside of my university and fell into this when Mississippi had a vacancy for their rep.

• Kelli was the D9 chair at that time, and we had a great group of women working at the district level. When Kelli was ready to roll off, I became the district rep to the national committee and was so intimidated to attend my first meeting, but everyone was so welcoming, motivated, and inspiring that I felt immediately accepted.

• I am so proud of the work we did on the committee, particularly the history and timelines. I also know that when I applied to become the Director of Sports Medicine at my university over two years ago, my experience with the committee gave me the confidence to know I could tackle my new responsibilities.

• I'm currently the only female Director/Head Athletic Trainer in the Southeastern Conference who oversees an entire program.
Where do we go from here?

- **Current 2011**
  - NATA Membership ~ 35,500
  - 52.2% Female (~18,500)

- **Compared to...**
  - 2010 Female members: 52.1% 17,675
  - 2009 Female members: 51.9% 17,080
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Where do we go from here?

- Perceptions......similar....
- Barriers for women to remain in the profession......similar.....
- Barriers for women to have leadership roles in the profession......similar
  - Family life & Parenting
  - Work hours – duration and schedule
  - Availability of part time work
  - Part time working hours
  - Mentorship??
Mentorship
Less about having the “same” for men and women
More about having 52% of the membership take responsibility and share the burden for the organization and leadership of the association
We serve teams...we need to work as a team...
Where do we go from here?

- Be aware of the living history...

- Compilation of the history of women in NATA...
  - From 2007 onward
  - In totality

Timeline:
- 1950: 1st female certified
- 1966: (1st 30 yrs)
- 1980: WATC Task Force
- 1995: 2013
THANK YOU!!!

- Special Thanks to the women of WATC for providing historical resources &
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