

# Threats to the Strength and Conditioning Coaching Profession Roundtable Discussion

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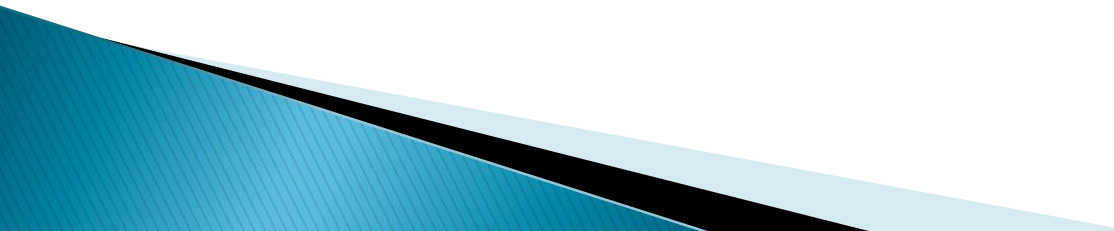
• Bob Alejo , Director of Sport Science, Power Lift

• Kurt Hester, Louisiana Tech University

# Top Threats

- ▶ Unity of the profession
  - Need to have a better working relationship
  - Utilization of certifications
- ▶ Supervisor to evaluate the performances within the athletic department
  - Joint committee to come up with a proper evaluation by strength & condition professionals instead of current improper evaluations or in some cases none
- ▶ Who we report to within the athletic department
  - Direct evaluation from an A.A.D. that has knowledge of our profession (I.E. Master strength Coach)
- ▶ No representation in the NCAA
  - Need to get on board with NSCA with representation on NCAA committee's
- ▶ We are also our own contributor to our current situation
  - Better professionalism between all levels of strength & conditioning coaches working all together.

# Top Threats

- ▶ Unity of the profession (i.e. no governing base)
  - ▶ S&C oversight– who is it and what are their qualifications to supervise
  - ▶ S&C Reporting Lines
  - ▶ No impactful NCAA Committee representation
  - ▶ NCAA manual lacks strong language regarding recommendations for hiring, oversight and best practices for S&C
  - ▶ Status and perception culpability of the S&C profession
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# Unity of the profession

- ▶ An agreement that CSCS and SCCC are the only two certifications recognized by the NCAA
  - No progress under the current “ours is the best cert” strategy
- ▶ Solution
  - Long term goal– one governing body
    - NSCA and CSCCA can still exist
      - They currently serve solely as educators

# Unity of the profession

- ▶ S&C coach first, employee at “\_\_\_ school” second
- ▶ Need to remember there is always a camera and mic on when coaching

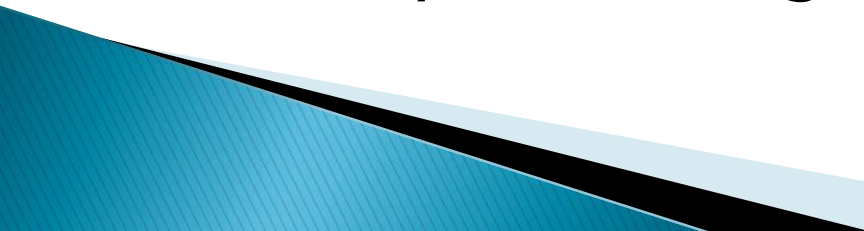
# Unity of the profession

- ▶ Working Merger of NSCA and CSCCa
  - Organizational?
  - Joint elite certification? (Althoff).
    - This certification could be viewed as an agreement to proper means to train athletes which would encompass HIT, weight lifting, speed, power, etc. and not a single training philosophy which would evolve as improved research comes available.

# Supervisor to evaluate the performances within the athletic department

- ▶ Need to push for a S&C developed evaluation protocol or tool suited towards positively influenced outcomes

# Supervisor to evaluate the performances within the athletic department

- ▶ Create our own means of evaluation and not wait for admin to evaluate us.
  - ▶ Bring them the data and promote ourselves as doing a good job.
  - ▶ What admin can see the value in is equitable sport coverage for all teams, appropriate coach/athlete ratios and weight room security during down time to minimize the school's liability from a legal standpoint.
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# S&C Oversight

- ▶ Currently– A rare few are qualified (knowledge, experience, focus) to supervise our department.
- ▶ While efforts have been made for 20–30 years, educating administrators has proven ineffective.
- ▶ Solution
  - A S&C practitioner must be the senior staff member covering the S&C area, or...
  - Senior staff must be involved for us to ascend to higher status.
    - We must create a performance review that is detailed and comprehensive, current senior staff would not be able to execute it without more knowledge.

- ▶ ***#9. An athletic trainer's professional qualifications and performance evaluations must not be primarily judged by administrative personnel who lack health care expertise, particularly in the context of hiring, promotion and termination decisions.***

## NCAA Recommendations

“Interassociation Consensus Statement on Best Practices for Sports Medicine Management for Secondary Schools and Colleges” in the document *Independent Medical Care for College Student-Athlete Best Practices*, was a topic at the 2016 NCAA Safety In College Football Summit.

# Who we report to within the athletic department

- ▶ Likely need to teach this person what it is you do and how you spend your day

# Who we report to with in the athletic department

- ▶ Either a high revenue sport coach (FB, M/W BBK), sport administrator type, or sports medicine.

# S&C Reporting Lines

## ▶ Current status

- We report to someone who covers Sports Medicine, Sports Nutrition, Sport Psychology, Applied Sports Science, S&C, 2–3 sport teams, student activities, event coverage
- Generally, we are not at the top part of that list, reducing our unit as a priority.

## ▶ Solution

- Report directly to the Athletic Director
- Regarding the health and welfare of SA's, no other department on campus has the quantity and quality of exposure to the SA's as S&C

# NCAA Committee Representation (Alejo)

- ▶ Competitive Safeguards Committee
  - 1 S&C coach, Joey Hannant, UNC Pembroke
- ▶ Competition Committee
  - Not one S&C coach
- ▶ 2016 NCAA Safety In College Football Summit
  - 70 participants, 0 S&C coaches

# No Representation in the NCAA

- ▶ Increase contribution outside of weight room.
- ▶ Improved policies, certifications and help them create improved rules

# No Representation in the NCAA

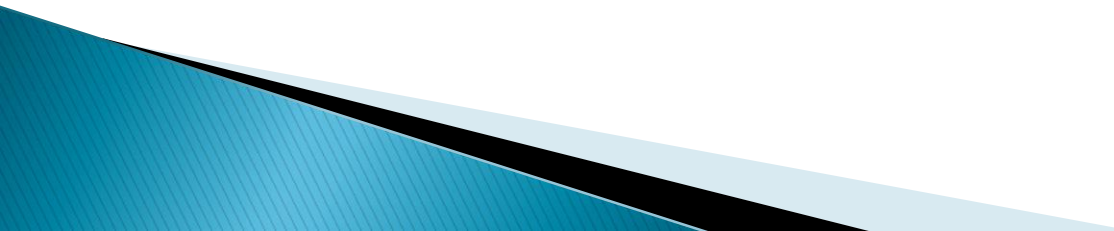
- ▶ Increased documentation of positive impacts on student athletes other than 1RMs



# We are also our own contributor to our current situation...

- ▶ Significant need to move beyond traditional professional development for S&C

# We are also our own contributor to our current situation...

- ▶ Poor choices on social media (putting 'likes' and 'retweets') for sensationalism, lack of certification, student-athlete health and safety concerns.
  - ▶ What are we doing for professional growth, certification CEUs, and continuing to learn and grow about the sports we service.
  - ▶ Demonstrating the value of keeping student athletes healthy and/or returning from play quicker.
  - ▶ Simply find ways to improve professionalism overall (attire around facilities, language, etc). – althoff
  - ▶ This would help us as a profession better follow the golden rule (which we are terrible at).
  - ▶ Tied into this is don't knock someone else down in order to bring yourself up (be respectful of those who use methods alternative to yours).
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# What is our responsibility?

- ▶ Hold ourselves to higher standards
    - Appearance, presence, participation, results
  - ▶ Run the weight room like a business
  - ▶ Be a part of the department
  - ▶ Have consistent reporting
    - Daily, monthly, yearly
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