

	Performance Domains and Associated Job Tasks	Course prefix, number, and name	Assessment Modality
	DOMAIN I: HEALTH AND FITNESS ASSESSMENT A. Implement assessment protocols and preparticipation health screening procedures to maximize participant safety and minimize risk.		
I.A.1.a	Knowledge of pre-activity screening procedures and tools that provide accurate information about the individual's health/medical history, current medical conditions, risk factors, sign/symptoms of disease, current physical activity habits, and medications.	EXSS 411	Paperwork/CAD Screening Assignment
I.A.1.b	Knowledge of the key components included in informed consent and health/medical history.	EXSS 411	Paperwork/CAD Screening Assignment
I.A.1.c	Knowledge of the limitations of informed consent and health/medical history.	EXSS 411	Paperwork/CAD Screening Assignment
	DOMAIN I: HEALTH AND FITNESS ASSESSMENT B. Determine participant's readiness to take part in a health-related physical fitness assessment and exercise program.		
I.B.1.a	Knowledge of risk factor thresholds for ACSM risk stratification including genetic and lifestyle factors related to the development of CVD.	EXSS 435	Comprehensive Final Exam
I.B.1.b	Knowledge of the major signs or symptoms suggestive of cardiovascular, pulmonary and metabolic disease.	EXSS 435	Comprehensive Final Exam
I.B.1.c	Knowledge of cardiovascular risk factors or conditions that may require consultation with medical personnel prior to exercise testing or training (e.g., inappropriate changes in resting heart rate and/or blood pressure, new onset discomfort in chest, neck, shoulder, or arm, changes in the pattern of discomfort during rest or exercise, fainting, dizzy spells, claudication).	EXSS 411	Paperwork/CAD Screening
I.B.1.d	Knowledge of the pulmonary risk factors or conditions that may require consultation with medical personnel prior to exercise testing or training (e.g., asthma, exercise-induced asthma/bronchospasm, extreme breathlessness at rest or during exercise, chronic bronchitis, emphysema).	EXSS 411	Paperwork/CAD Screening Assignment
I.B.1.e	Knowledge of the metabolic risk factors or conditions than may require consultation with medical personnel prior to exercise testing or training (e.g., obesity, metabolic syndrome, diabetes or glucose intolerance, hypoglycemia).	EXSS 411	Paperwork/CAD Screening Assignment
I.B.1.f	Knowledge of the musculoskeletal risk factors or conditions than may require consultation with medical personnel prior to exercise testing or training (e.g., acute or chronic pain, osteoarthritis, rheumatoid arthritis, osteoporosis, inflammation/pain, low back pain).	EXSS 411, EXSS 305	Paperwork/CAD Screening Assignment
I.B.1.g	Knowledge of ACSM risk stratification categories and their implications for medical clearance before administration of an exercise test or participation in an exercise program.	EXSS 411	Paperwork/CAD Screening Assignment
I.B.1.h	Knowledge of risk factors that may be favorably modified by physical activity habits.	EXSS 411	Paperwork / CAD Screening Assignment
I.B.1.i	Knowledge of medical terminology including, but not limited to, total cholesterol (TC), high-density lipoprotein cholesterol (HDL-C), low-density lipoprotein cholesterol (LDL-C), triglycerides, impaired fasting glucose, impaired glucose tolerance, hypertension, atherosclerosis, myocardial infarction, dyspnea, tachycardia, claudication, syncope and ischemia.	EXSS 401, EXSS 200	Exam 3, Caloric Worksheet

I.B.1.j	Knowledge of recommended plasma cholesterol levels for adults based on National Cholesterol Education Program/ATP Guidelines.	EXSS 200	Caloric Worksheet
I.B.1.k	Knowledge of recommended blood pressure levels for adults based on National High Blood Pressure Education Program Guidelines.	EXSS 401, EXSS 411	Exam 2, Final Exam
I.B.1.l	Knowledge of medical supervision recommendations for cardiorespiratory fitness testing.	EXSS 411, EXSS 306	CAD Screening
I.B.1.m	Knowledge of the components of a health-history questionnaire (e.g., past and current medical history, family history of cardiac disease, orthopedic limitations, prescribed medications, activity patterns, nutritional habits, stress and anxiety levels, and smoking and alcohol use).	EXSS 411, EXSS 200, EXSS 306	Paperwork/ CAD Screening
I.B.2.a	Skill in the risk stratification of participants using CVD risk factor thresholds, major signs or symptoms suggestive of cardiovascular, pulmonary, or metabolic disease, and/or the presence of known cardiovascular, pulmonary, and metabolic disease status.	EXSS411	Paperwork CAD Screening
I.B.2.b	Skill in reviewing pre-activity screening documents to determine the need for medical clearance prior to exercise and to select appropriate physical fitness assessment protocols.	EXSS 411, EXSS 306	Paperwork/CAD Screening
DOMAIN I: HEALTH AND FITNESS ASSESSMENT			
C. Select and prepare physical fitness assessments for healthy participants and those with controlled disease.			
I.C.1.a	Knowledge of the physiological basis of the major components of physical fitness: cardiorespiratory fitness, body composition, flexibility, muscular strength, and muscular endurance.	EXSS 411	Final Exam
I.C.1.b	Knowledge of selecting the most appropriate testing protocols for each participant based on preliminary screening data.	EXSS 411	Exam 2
I.C.1.c	Knowledge of calibration techniques and proper use of fitness testing equipment.	EXSS 411	Final Exam
I.C.1.d	Knowledge of the purpose and procedures of fitness testing protocols for the components of health related fitness.	EXSS 411	Final Exam
I.C.1.e	Knowledge of test termination criteria and proper procedures to be followed after discontinuing health fitness tests.	EXSS 411	Exam 2
I.C.1.f	Knowledge of fitness assessment sequencing.	EXSS 411	Lab Activities
I.C.1.g	Knowledge of the effects of common medications and substances on exercise testing (e.g., antianginals, antihypertensives, antiarrhythmics, bronchodilators, hypoglycemics, psychotropics, alcohol, diet pills, cold tablets, caffeine, nicotine).	EXSS 411	Exam 2, Final Exam
I.C.1.h	Knowledge of the physiologic and metabolic responses to exercise testing associated with chronic diseases and conditions (e.g., heart disease, hypertension, diabetes mellitus, obesity, pulmonary disease).	EXSS 411	Exam 2, Final Exam
I.C.2.a	Skill in analyzing and interpreting information obtained from assessment of the components of health related fitness.	EXSS 411	Lab Activities, Exam 2, Final Exam
I.C.2.b	Skill in modifying protocols and procedures for testing children, adolescents, older adults and individuals with special considerations.	EXSS 435	Comprehensive Final Exam
DOMAIN I: HEALTH AND FITNESS ASSESSMENT			
D. Conduct and interpret cardiorespiratory fitness assessments.			
I.D.1.a	Knowledge of common submaximal and maximal cardiorespiratory fitness assessment protocols.	EXSS 411, EXSS 401	Lab Activities, Exam 2
I.D.1.b	Knowledge of blood pressure measurement techniques.	EXSS 411, EXSS 401	Blood Pressure Assignment, Exam 2
I.D.1.c	Knowledge of Korotkoff sounds for determining systolic and diastolic blood pressure.	EXSS 411, EXSS 401	Blood Pressure Assignment, Exam 2
I.D.1.d	Knowledge of the blood pressure response to exercise.	EXSS 411, EXSS 401	Blood Pressure Assignment, Lab Activities, Exam 2
I.D.1.e	Knowledge of techniques of measuring heart rate and heart rate response to exercise.	EXSS 411, EXSS 401	Heart Rate Assignment, Exam 2

I.D.1.f	Knowledge of the rating of perceived exertion (RPE).	EXSS 411, EXSS 401	YMCA Bike Test Assignment, Exam 2
I.D.1.g	Knowledge of heart rate, blood pressure and RPE monitoring techniques before, during, and after cardiorespiratory fitness testing.	EXSS 411, EXSS 401	YMCA Bike Test Assignment, Exam 2
I.D.1.h	Knowledge of the anatomy and physiology of the cardiovascular and pulmonary systems.	EXSS 401	Exam 2
I.D.1.i	Knowledge of cardiorespiratory terminology including angina pectoris, tachycardia, bradycardia, arrhythmia, and hyperventilation.	EXSS 401	Exam 2
I.D.1.j	Knowledge of the pathophysiology of myocardial ischemia, myocardial infarction, stroke, hypertension, and hyperlipidemia.	EXSS 435, EXSS 305	Comprehensive Final Exam
I.D.1.k	Knowledge of the effects of myocardial ischemia, myocardial infarction, hypertension, claudication, and dyspnea on cardiorespiratory responses during exercise.	EXSS. 435, EXSS 305	Comprehensive Final Exam
I.D.1.l	Knowledge of oxygen consumption dynamics during exercise (e.g., heart rate, stroke volume, cardiac output, ventilation, ventilatory threshold).	EXSS 401	Exam 2 Comprehensive Final Exam
I.D.1.m	Knowledge of methods of calculating VO_{2max} .	EXSS 411, EXSS 401	YMCA Bike Test, Queen's College Step Test, Bleep Test, Exam 2, Final Exam. Lab activity
I.D.1.n	Knowledge of cardiorespiratory responses to acute graded exercise of conditioned and unconditioned participants.	EXSS 411, EXSS 401	Lab Activities, Exam 2
I.D.2.a	Skill in interpreting cardiorespiratory fitness test results.	EXSS 411, EXSS 401	Exam 2, Final Exam, Lab activity
I.D.2.b	Skill in locating anatomic landmarks for palpation of peripheral pulses and blood pressure.	EXSS 411, EXSS 401	Blood Pressure Assignment, Lab activity
I.D.2.c	Skill in measuring heart rate, blood pressure, and RPE at rest and during exercise.	EXSS 411, EXSS 401	Lab activity
I.D.2.d	Skill in conducting submaximal exercise tests (e.g., cycle ergometer, treadmill, field testing, step test).	EXSS 411, EXSS 401	Lab activity
I.D.2.e	Skill in determining cardiorespiratory fitness based on submaximal exercise test results.	EXSS 411, EXSS 401	Exam 2, Final Exam, Lab activity
DOMAIN I: HEALTH AND FITNESS ASSESSMENT			
E. Conduct assessments of muscular strength, muscular endurance and flexibility.			
I.E.1.a	Knowledge of common muscular strength, muscular endurance, and flexibility assessment protocols.	EXSS 175, EXSS 410	Individual Training Program
I.E.1.b	Knowledge of interpreting muscular strength, muscular endurance, and flexibility assessments.	EXSS 175, EXSS 410	Individual Training Program
I.E.1.c	Knowledge of relative strength, absolute strength, and repetition maximum (1-RM) estimation.	EXSS 175, EXSS 410	Individual Training Program
I.E.1.d	Knowledge of the anatomy of bone, skeletal muscle, and connective tissues.	EXSS 303, EXSS 175	Exam 2 & Biomechanical Analysis
I.E.1.e	Knowledge muscle action terms including anterior, posterior, inferior, superior, medial, lateral, supination, pronation, flexion, extension, adduction, abduction, hyperextension, rotation, circumduction, agonist, antagonist, and stabilizer.	EXSS 303, EXSS 175	Exam 1 & Biomechanical Analysis
I.E.1.f	Knowledge of the planes and axes in which each movement action occurs.	EXSS 303, EXSS 175	Exam 1 & Biomechanical Analysis
I.E.1.g	Knowledge of the interrelationships among center of gravity, base of support, balance, stability, posture, and proper spinal alignment.	EXSS 303	Exam 1, 4, & Biomechanical Analysis

I.E.1.h	Knowledge of the normal curvatures of the spine and common assessments of postural alignment.	EXSS 303	Exam 4 & Biomechanical Analysis
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I.E.1.i	Knowledge of the location and function of the major muscles (e.g., pectoralis major, trapezius, latissimus dorsi, biceps, triceps, rectus abdominus, internal and external obliques, erector spinae, gluteus maximus, quadriceps, hamstrings, adductors, abductors, and gastrocnemius).	EXSS 303, EXSS 175	Exam 3, 4, & Biomechanical Analysis
I.E.1.j	Knowledge of the major joints and their associated movement.	EXSS 303	Exam 2 & Biomechanical Analysis
I.E.2.a	Skill in identifying the major bones, muscles, and joints.	EXSS 303	Exam 2, 3, 4, & Biomechanical Analysis
I.E.2.b	Skill in conducting assessments of muscular strength, muscular endurance and flexibility (e.g., 1-RM, hand grip dynamometer, push-ups, curl-ups, sit-and-reach).	EXSS 175	Comprehensive Practical Exam
I.E.2.c	Skill in estimating 1-RM using lower resistance (2-10 RM).	EXSS 401, EXSS 175	Lab activity, Comprehensive Final Exam
I.E.2.d	Skill in interpreting results of muscular strength, muscular endurance and flexibility assessments.	EXSS 175	Comprehensive Final Exam
DOMAIN I: HEALTH AND FITNESS ASSESSMENT			
F. Conduct anthropometric and body composition assessments.			
I.F.1.a	Knowledge of the advantages, disadvantages and limitations of body composition techniques (e.g., air displacement plethysmography (BOD POD [®]), dual-energy x-ray absorptiometry (DEXA), hydrostatic weighing, skinfolds, and bioelectrical impedance).	EXSS 411	Final exam
I.F.1.b	Knowledge of the standardized descriptions of circumference and skinfold sites.	EXSS 411	Skinfold Assignment, Final Exam
I.F.1.c	Knowledge of procedures for determining BMI and taking skinfold and circumference measurements.	EXSS 411	Final Exam, Skinfold Assignment
I.F.1.d	Knowledge of the health implications of variation in body fat distribution patterns and the significance of BMI, waist circumference, and waist-to-hip ratio.	EXSS 411	Final Exam
I.F.2.a	Skill in locating anatomic landmarks for skinfold and circumference measurements.	EXSS 411	Skinfold Assignment
I.F.2.b	Skill in interpreting the results of anthropometric and body composition assessments.	EXSS 411	Final Exam
Domain II: Exercise Prescription and Implementation			
A. Review preparticipation health screening including self-guided health questionnaires and appraisals, exercise history and fitness assessments			
II.A.1.a	Skill in synthesizing pre-screening results and reviewing them with participants	EXSS 411	Paperwork /CAD Screening
Domain II: Exercise Prescription and Implementation			
B. Determine safe and effective exercise programs to achieve desired outcomes and goals.			
II.B.1.a	Knowledge of strength, aerobic, and flexibility based exercise.	EXSS 411, EXSS 410, EXSS 175	Exam 2, Final Exam
II.B.1.b	Knowledge of the benefits and precautions associated with exercise training in apparently healthy participants and those with controlled disease.	EXSS 411, EXSS 410, EXSS 435	Comprehensive Final Exam
II.B.1.c	Knowledge of program development for specific client needs (e.g., sport specific training, performance, health, lifestyle, functional ability, balance, agility, aerobic, anaerobic).	EXSS 411, EXSS 410	Individual Training Program
II.B.1.d	Knowledge of the six motor skill related physical fitness components; agility, balance, coordination, reaction time, speed, and power.	EXSS 410	Individual Training Program
II.B.1.e	Knowledge of the physiologic changes associated with an acute bout of exercise.	EXSS 401	Exam 1,2,3
II.B.1.f	Knowledge of the physiologic adaptations following chronic exercise training.	EXSS 401	Exam 1,2,3

II.B.1.g	Knowledge of ACSM exercise prescription guidelines for strength, aerobic, and flexibility based exercise for apparently healthy clients, clients with increased risk, and clients with controlled disease.	EXSS 410, EXSS 435	Comprehensive Final Exam
II.B.1.h	Knowledge of the components and sequencing incorporated into an exercise session (e.g., warm-up, stretching, conditioning or sports related exercise, cool-down).	EXSS 115, EXSS 175	Comprehensive Final Exam
II.B.1.i	Knowledge of the physiological principles related to warm-up and cool-down.	EXSS 115, EXSS 175	Individual Teaching Assignment
II.B.1.j	Knowledge of the principles of reversibility, progressive overload, individual differences and specificity of training, and how they relate to exercise prescription.	EXSS 411	Individual Training Program
II.B.1.k	Knowledge the role of aerobic and anaerobic energy systems in the performance of various physical activities.	EXSS 401	Exam 1 & Physiological Analysis
II.B.1.l	Knowledge of the basic biomechanical principles of human movement.	EXSS 303	Exam 1 & Biomechanical Analysis
II.B.1.m	Knowledge of the psychological and physiological signs and symptoms of overtraining.	EXSS 410, EXSS 341	Individual Training Program, Exam 2
II.B.1.n	Knowledge of the signs and symptoms of common musculoskeletal injuries associated with exercise (e.g., sprain, strain, bursitis, tendonitis).	EXSS 303	Exam 2 & Biomechanical Analysis
II.B.1.o	Knowledge of the advantages and disadvantages of exercise equipment (e.g., free weights, selectorized machines, aerobic equipment).	EXSS 175, EXSS 410	Individual Training Program, Final Exam
II.B.2.a	Skill in teaching and demonstrating exercises.	EXSS 175, EXSS 115, EXSS 430	Olympic Weightlifting Assignment
II.B.2.b	Skill in designing safe and effective training programs.	EXSS 411, EXSS 410, EXSS 175	Individual Training Program
II.B.2.c	Skill in implementing exercise prescription guidelines for apparently healthy clients, clients with increased risk, and clients with controlled disease.	EXSS 435, EXSS 411, EXSS 410	Comprehensive Final Exam
Domain II: Exercise Prescription and Implementation			
C. Implement cardiorespiratory exercise prescriptions using the FITT principle (frequency, intensity, time, and type) for apparently healthy participants based on current health status, fitness goals and availability of time.			
II.C.1.a	Knowledge of the recommended FITT framework for the development of cardiorespiratory fitness.	EXSS 103, EXSS 411	Final Exam
II.C.1.b	Knowledge of the benefits, risks and contraindications of a wide variety of cardiovascular training exercises based on client experience, skill level, current fitness level and goals.	EXSS 411	Exam 2, Final Exam
II.C.1.c	Knowledge of the minimal threshold of physical activity required for health benefits and/or fitness development.	EXSS 411, EXSS 103	Exam 2, Final Exam
II.C.1.d	Knowledge of determining exercise intensity using HRR, VO ₂ R, peak HR method, peak VO ₂ method, peak METs method, and the RPE Scale.	EXSS 401, EXSS 411	Exam 2, Practical Testing
II.C.1.e	Knowledge of the accuracy of HRR, VO ₂ R, peak HR method, peak VO ₂ method, peak METs method, and the RPE Scale.	EXSS 411	Exam 2, Final Exam
II.C.1.f	Knowledge of abnormal responses to exercise (e.g., hemodynamic, cardiac, ventilatory).	EXSS 411, EXSS 435	Comprehensive Final Exam
II.C.1.g	Knowledge of metabolic calculations (e.g., unit conversions, deriving energy cost of exercise, caloric expenditure).	EXSS 411	Exam 1, Final Exam
II.C.1.h	Knowledge of calculating the caloric expenditure of an exercise session (kcal-session ⁻¹).	EXSS 411	Exam 1, Final Exam
II.C.1.i	Knowledge of methods for establishing and monitoring levels of exercise intensity, including heart rate, RPE, and METs.	EXSS 411, EXSS 401	Exam 2

II.C.1.j	Knowledge of the applications of anaerobic training principles.	EXSS 401, EXSS 410	Exam 1 & Physiological Analysis, Individual Training Program
II.C.1.k	Knowledge of the anatomy and physiology of the cardiovascular and pulmonary systems including the basic properties of cardiac muscle.	EXSS 401	Exam 2
II.C.1.l	Knowledge of the basic principles of gas exchange.	EXSS 401	Exam 2
II.C.2.a	Skill in determining appropriate exercise frequency, intensity, time and type for clients with various fitness levels.	EXSS 435, EXSS 411	Comprehensive Final Exam
II.C.2.b	Skill in determining the energy cost, absolute and relative oxygen costs (VO ₂), and MET levels of various activities and applying the information to an exercise prescription.	EXSS 411	Exam 2, Final Exam
II.C.2.c	Skill in identifying improper technique in the use of cardiovascular equipment.	EXSS 175	Labs, Practical Exam
II.C.2.d	Skill in teaching and demonstrating the use of a variety of cardiovascular exercise equipment.	EXSS 175	Labs, Practical Exam
<p>Domain II: Exercise Prescription and Implementation D. Implement exercise prescriptions using the FITT principle (frequency, intensity, time, and type) for flexibility, muscular strength, and muscular endurance for apparently healthy participants based on current health status, fitness goals and availability of time.</p>			
II.D.1.a	Knowledge of the recommended FITT framework for the development of muscular strength, muscular endurance and flexibility.	EXSS 410	Individual Training Program
II.D.1.b	Knowledge of the minimal threshold of physical activity required for health benefits and/or fitness development.	EXSS 411, EXSS 435, EXSS 103	Comprehensive Final Exam
II.D.1.c	Knowledge of safe and effective exercises designed to enhance muscular strength and/or endurance of major muscle groups.	EXSS 410	Individual Training Program
II.D.1.d	Knowledge of safe and effective stretches that enhance flexibility.	EXSS 115	Individual Teaching Assignment
II.D.1.e	Knowledge of indications for water based exercise (e.g., arthritis, obesity).	EXSS 115	Individual Teaching Assignment
II.D.1.f	Knowledge of the types of resistance training programs (e.g., total body, split routine) and modalities (e.g., free weights, variable resistance equipment, pneumatic machines, bands).	EXSS 175, EXSS 410	Labs, Individual Training Program
II.D.1.g	Knowledge of acute (e.g., load, volume, sets, repetitions, rest periods, order of exercises) and chronic training variables (e.g., periodization).	EXSS 175, EXSS 410	Labs, Individual Training Program
II.D.1.h	Knowledge of the types of muscle contractions (e.g., eccentric, concentric, isometric).	EXSS 175, EXSS 410, EXSS 401	Exam 1 & Lab Activity
II.D.1.i	Knowledge of joint movements (e.g., flexion, extension, adduction, abduction) and the muscles responsible for them.	EXSS 303	Exam 1,3,4 & Biomechanical Analysis
II.D.1.j	Knowledge of acute and delayed onset muscle soreness (DOMS).	EXSS 401, EXSS 175, EXSS 410	Exam 1 & Lab Activity
II.D.1.k	Knowledge of the anatomy and physiology of skeletal muscle fiber, the characteristics of fast-and slow-twitch muscle fibers, and the sliding filament theory of muscle contraction.	EXSS 401	Exam 1
II.D.1.l	Knowledge of the stretch reflex, proprioceptors, golgi tendon organ (GTO), muscle spindles, and how they relate to flexibility.	EXSS 401	Exam 1
II.D.1.m	Knowledge of muscle-related terminology including atrophy, hyperplasia, hypertrophy.	EXSS 401	Exam 1

II.D.1.n	Knowledge of the Valsalva maneuver and its implications during exercise.	EXSS 410	Individual Training Program
II.D.1.o	Knowledge of the physiology underlying plyometric training and common plyometric exercises (e.g., box jumps, leaps, bounds).	EXSS 410	Individual Training Program
II.D.1.p	Knowledge of the contraindications and potential risks associated with muscular conditioning activities (e.g., straight-leg sit-ups, double leg raises, squats, hurdler's stretch, yoga plough, forceful back hyperextension, and standing bent-over toe touch, behind neck press/lat pull-down).	EXSS 410	Individual Training Program
II.D.1.q	Knowledge of prescribing exercise using the calculated %1-RM.	EXSS 410, EXSS 175	Individual Training Program
II.D.1.r	Knowledge of spotting positions and techniques for injury prevention and exercise assistance.	EXSS 410, EXSS 175	Individual Training Program
II.D.1.s	Knowledge of periodization (e.g., macro, micro, mesocycles) and associated theories.	EXSS 410	Individual Training Program
II.D.1.t	Knowledge of safe and effective Olympic weight lifting exercises.	EXSS 430	Olympic Lifting Assignment
II.D.1.u	Knowledge of safe and effective core stability exercises (e.g., planks, crunches, bridges, cable twists).	EXSS 410	Individual Training Program
II.D.2.a	Skill in identifying improper technique in the use of resistive equipment (e.g., stability balls, weights, bands, resistance bars, and water exercise equipment).	EXSS 175	Labs, Practical Exam
II.D.2.b	Skill in teaching and demonstrating appropriate exercises for enhancing musculoskeletal flexibility.	EXSS 410, EXSS 115, EXSS 175	Individual Training Program
II.D.2.c	Skill in teaching and demonstrating safe and effective muscular strength and endurance exercises (e.g., free weights, weight machines, resistive bands, Swiss balls, body weight and all other major fitness equipment).	EXSS 175, EXSS 115	Labs, Practical Exam
<p>Domain II: Exercise Prescription and Implementation E. Establish exercise progression guidelines for resistance, aerobic and flexibility activity to achieve the goals of apparently healthy participants.</p>			
II.E.1.a	Knowledge of the basic principles of exercise progression.	EXSS 410	Practical Testing
II.E.1.b	Knowledge of adjusting the FITT framework in response to individual changes in conditioning.	EXSS 410	Practical Testing
II.E.1.c	Knowledge of the importance of performing periodic reevaluations to assess changes in fitness status.	EXSS 410	Practical Testing
II.E.1.d	Knowledge of the training principles that promote improvements in muscular strength, muscular endurance, cardiorespiratory fitness, and flexibility.	EXSS 410, EXSS 411	Exam 2, Final Exam
II.E.2.a	Skill in recognizing the need for progression and communicating updates to exercise prescriptions.	EXSS 410	Exam 2
<p>Domain II: Exercise Prescription and Implementation F. Implement a weight management program as indicated by personal goals that are supported by preparticipation health screening, health history, and body composition/anthropometrics.</p>			
II.F.1.a	Knowledge of exercise prescriptions for achieving weight management, including weight loss, weight maintenance and weight gain goals.	EXSS 435, EXSS 411	Comprehensive Final Exam
II.F.1.b	Knowledge of energy balance and basic nutritional guidelines (e.g., MyPyramid, USDA Dietary Guidelines for Americans).	EXSS 200	Food Journal
II.F.1.c	Knowledge of weight management terminology including, but not limited to, obesity, overweight, percent fat, BMI, lean body mass (LBM), anorexia nervosa, bulimia, binge eating, metabolic syndrome, body fat distribution, adipocyte, bariatrics, ergogenic aid, fat-free mass (FFM), resting metabolic rate (RMR) and thermogenesis.	EXSS 200	Caloric Worksheet
II.F.1.d	Knowledge of the relationship between body composition and health.	EXSS 200, EXSS 411	Exam 2, Final Exam

II.F.1.e	Knowledge of the unique dietary needs of participant populations (e.g., women, children, older adults, pregnant women).	EXSS 200	Caloric Worksheet
II.F.1.f	Knowledge of common nutritional ergogenic aids, their purported mechanisms of action, and associated risks and benefits (e.g., protein/amino acids, vitamins, minerals, herbal products, creatine, steroids, caffeine).	EXSS 200, EXSS 401	Food Journal, Exam 3
II.F.1.g	Knowledge of methods for modifying body composition including diet, exercise, and behavior modification.	EXSS 200, EXSS 435	Comprehensive Final Exam
II.F.1.h	Knowledge of fuel sources for aerobic and anaerobic metabolism including carbohydrates, fats and proteins.	EXSS 200, EXSS 401	Food Journal, Exam 1
II.F.1.i	Knowledge of the effects of overall dietary composition on healthy weight management.	EXSS 200	Food Journal
II.F.1.j	Knowledge of the importance of maintaining normal hydration before, during and after exercise.	EXSS 200, EXSS 401	Food Journal, Exam 3
II.F.1.k	Knowledge of the consequences of inappropriate weight loss methods (e.g., saunas, dietary supplements, vibrating belts, body wraps, over exercising, very low calorie diets, electric stimulators, sweat suits, fad diets).	EXSS 103	Individual class presentation and portfolio
II.F.1.l	Knowledge of the kilocalorie levels of carbohydrate, fat, protein, and alcohol.	EXSS 200, EXSS 103	Food Journal
II.F.1.m	Knowledge of the relationship between kilocalorie expenditures and weight loss.	EXSS 200, EXSS 411	Exam 1, Final Exam
II.F.1.n	Knowledge of published position statements on obesity and the risks associated with it (e.g., National Institutes of Health, American Dietetic Association, ACSM).	EXSS 103, EXSS 200	Food Journal
II.F.1.o	Knowledge of the relationship between body fat distribution patterns and health.	EXSS 411	Final Exam
II.F.1.p	Knowledge of the physiology and pathophysiology of overweight and obese participants.	EXSS 411	Final Exam
II.F.1.q	Knowledge of the recommended FITT framework for participants who are overweight or obese.	EXSS 411	Final Exam
II.F.1.r	Knowledge of comorbidities and musculoskeletal conditions associated with overweight and obesity that may require medical clearance and/or modifications to exercise testing and prescription.	EXSS 411	Final Exam
II.F.2.a	Skill in applying behavioral strategies (e.g., exercise, diet, behavioral modification strategies) for weight management.	EXSS 200, EXSS 411	Final Exam
II.F.2.b	Skill in modifying exercises for individuals limited by body size.	EXSS 175	Labs, Practical Exam
II.F.2.c	Skill in calculating the volume of exercise in terms of kcal-session ⁻¹ .	EXSS 411	Exam 1
Domain II: Exercise Prescription and Implementation			
G. Prescribe and implement exercise programs for participants with controlled cardiovascular, pulmonary, and metabolic diseases and other clinical populations.			
II.G.1.a	Knowledge of ACSM risk stratification and exercise prescription guidelines for participants with cardiovascular, pulmonary, and metabolic diseases and other clinical populations.	EXSS 411	Paperwork/CAD Assignment, Exam 2, Final Exam
II.G.1.b	Knowledge of ACSM relative and absolute contraindications for initiating exercise sessions or exercise testing, and indications for terminating exercise sessions and exercise testing.	EXSS 411	Exam 2, YMCA Bike Test
II.G.1.c	Knowledge of physiology and pathophysiology of cardiac disease, arthritis, diabetes mellitus, dyslipidemia, hypertension, metabolic syndrome, musculoskeletal injuries, overweight and obesity, osteoporosis, peripheral artery disease, and pulmonary disease.	EXSS 435	Comprehensive Final Exam
II.G.1.d	Knowledge of the effects of diet and exercise on blood glucose levels in diabetics.	EXSS 200, EXSS 435	Comprehensive Final Exam

II.G.1.e	Knowledge of the recommended FITT principle for the development of cardiorespiratory fitness, muscular fitness and flexibility for participants with cardiac disease, arthritis, diabetes mellitus, dyslipidemia, hypertension, metabolic syndrome, musculoskeletal injuries, overweight and obesity, osteoporosis, peripheral artery disease, and pulmonary disease.	EXSS 410	Individual Training Program
II.G.2.a	Skill in progressing exercise programs, according to the FITT principle, in a safe and effective manner.	EXSS 410	Individual Training Program
II.G.2.b	Skill in modifying the exercise prescription and/or exercise choice for individuals with cardiac disease, arthritis, diabetes mellitus, dyslipidemia, hypertension, metabolic syndrome, musculoskeletal injuries, overweight and obesity, osteoporosis, peripheral artery disease, and pulmonary disease.	EXSS 410, EXSS 435	Comprehensive Final Exam
II.G.2.c	Skill in identifying improper exercise techniques and modifying exercise programs for participants with low back, neck, shoulder, elbow, wrist, hip, knee and/or ankle pain.	EXSS 410	Individual Training Program
Domain II: Exercise Prescription and Implementation			
H. Prescribe and implement exercise programs for healthy special populations (i.e., older adults, youth, pregnant women).			
II.H.1.a	Knowledge of normal maturational changes, from childhood to old age, and their effects on the skeletal muscle, bone, reaction time, coordination, posture, heat and cold tolerance, maximal oxygen consumption, strength, flexibility, body composition, resting and maximal heart rate, and resting and maximal blood pressure.	EXSS 435	Comprehensive Final Exam
II.H.1.b	Knowledge of techniques for the modification of cardiovascular, flexibility, and resistance exercises based on age, functional capacity and physical condition.	EXSS 435	Comprehensive Final Exam
II.H.1.c	Knowledge of techniques for the development of exercise prescriptions for children, adolescents and older adults with regard to strength, functional capacity, and motor skills.	EXSS 435	Comprehensive Final Exam
II.H.1.d	Knowledge of the unique adaptations to exercise training in children, adolescents, and older participants with regard to strength, functional capacity, and motor skills.	EXSS 435	Comprehensive Final Exam
II.H.1.e	Knowledge of the benefits and precautions associated with exercise training across the lifespan.	EXSS 435	Comprehensive Final Exam
II.H.1.f	Knowledge of the recommended FITT framework for the development of cardiorespiratory fitness, muscular fitness and flexibility in apparently healthy children and adolescents.	EXSS 435	Comprehensive Final Exam
II.H.1.g	Knowledge of the effects of the aging process on the musculoskeletal and cardiovascular structures and functions during rest, exercise, and recovery.	EXSS 435	Comprehensive Final Exam
II.H.1.h	Knowledge of the recommended FITT framework necessary for the development of cardiorespiratory fitness, muscular fitness, balance, and flexibility in apparently healthy, older adults.	EXSS 435	Comprehensive Final Exam
II.H.1.i	Knowledge of common orthopedic and cardiovascular exercise considerations for older adults.	EXSS 435	Comprehensive Final Exam
II.H.1.j	Knowledge of the relationship between regular physical activity and the successful performance of activities of daily living (ADLs) for older adults.	EXSS 435	Comprehensive Final Exam
II.H.1.k	Knowledge of the recommended frequency, intensity, type, and duration of physical activity necessary for the development of cardiorespiratory fitness, muscular fitness and flexibility in apparently healthy pregnant women.	EXSS 435	Comprehensive Final Exam
II.H.2.a	Skill in teaching and demonstrating appropriate exercises for healthy populations with special considerations.	EXSS 435, EXSS 175	Comprehensive Final Exam, Practical Exam
II.H.2.b	Skill in modifying exercises based on age, physical condition, and current health status.	EXSS 435	Comprehensive Final Exam
Domain II: Exercise Prescription and Implementation			
I. Modify exercise prescriptions based on environmental conditions.			

II.I.1.a	Knowledge of the effects of a hot, cold, or high altitude environment on the physiologic response to exercise.	EXSS 401	Exam 3
II.I.1.b	Knowledge of special precautions and program modifications for exercise in a hot, cold, or high altitude environment.	EXSS 401	Exam 3 & Physiological Analysis
II.I.1.c	Knowledge of the role of acclimatization when exercising in a hot or high altitude environment.	EXSS 401	Exam 3
II.I.1.d	Knowledge of appropriate fluid intake during exercise in a hot, humid environments as well as cold, and altitude.	EXSS 401	Exam 3
Domain III: Exercise Counseling and Behavioral Strategies A. Optimize adoption and adherence to exercise programs and other healthy behaviors by applying effective communication techniques.			
III.A.1.a	Knowledge of the effective and timely uses of communication modes (e.g., email, telephone, web site, newsletters).	EXSS 306	Policy and Procedure Manual (Group Project)
III.A.1.b	Knowledge of verbal and non-verbal behaviors that communicate positive reinforcement and encouragement (e.g., eye contact, targeted praise, empathy).	EXSS 341, EXSS 435, EXSS 200, EXSS 306	Older Adult Interview
III.A.1.c	Knowledge of group leadership techniques for working with participants of all ages.	EXSS 115, EXSS 435, EXSS 306	Comprehensive Final Exam
III.A.1.d	Knowledge of active listening techniques.	EXSS 306, EXSS 435, EXSS 200	Older Adult Interview
III.A.1.e	Knowledge of learning modes (auditory, visual, kinesthetic).	EXSS 435	Older Adult Project
III.A.1.f	Knowledge of types of feedback (e.g., evaluative, supportive, descriptive).	EXSS 341, EXSS 103	Oral Class Presentation
III.A.2.a	Skill in using active listening techniques.	EXSS 435	Older Adult Project
III.A.2.b	Skill in applying teaching and training techniques to optimize participant training sessions.	EXSS 341, EXSS 435, EXSS 115	Oral Class Presentation
III.A.2.c	Skill in using feedback to optimize participant training sessions.	EXSS 341, EXSS 435, EXSS 115	Oral Class Presentation
III.A.2.d	Skill in applying verbal and non-verbal communications with diverse participant populations.	EXSS 341, EXSS 115	Oral Class Presentation
Domain III: Exercise Counseling and Behavioral Strategies B. Optimize adoption of and adherence to exercise programs and other healthy behaviors by applying effective behavioral and motivational strategies.			
III.B.1.a	Knowledge of behavior change models and theories (e.g., health belief model, theory of planned behavior, socio-ecological model, transtheoretical model, social cognitive theory, cognitive evaluation theory).	EXSS 341	Oral Class Presentation
III.B.1.b	Knowledge of the basic principles involved in Motivational Interviewing.	EXSS 341, EXSS 435	Older Adult Interview
III.B.1.c	Knowledge of intervention strategies and stress management techniques.	EXSS 341, EXSS 435, EXSS 200	Older Adult Interview
III.B.1.d	Knowledge of the stages of motivational readiness (e.g., Transtheoretical model).	EXSS 341, EXSS 435	Comprehensive Final Exam

III.B.1.e	Knowledge of behavioral strategies for enhancing exercise and health behavior change (e.g., reinforcement, S.M.A.R.T. goal setting, social support).	EXSS 341, EXSS 435, EXSS 200	Comprehensive Final Exam
III.B.1.f	Knowledge of behavior modification terminology including, but not limited to, self-esteem, self-efficacy, antecedents, cues to action, behavioral beliefs, behavioral intentions, and reinforcing factors.	EXSS 341	Oral Class Presentation
III.B.1.g	Knowledge of behavioral strategies (e.g., exercise, diet, behavioral modification strategies) for weight management.	EXSS 341, EXSS 435, EXSS 200	Oral Class Presentation
III.B.1.h	Knowledge of the role that affect, mood and emotion play in exercise adherence.	EXSS 341, EXSS 115	Oral Class Presentation
III.B.1.i	Knowledge of common barriers to exercise initiation and compliance (e.g., time management, injury, fear, lack of knowledge, weather).	EXSS 341	Oral Class Presentation
III.B.1.j	Knowledge of techniques that facilitate motivation (e.g., goal setting, incentive programs, achievement recognition, social support).	EXSS 341, EXSS 435	Oral Class Presentation
III.B.1.k	Knowledge of the role extrinsic and intrinsic motivation plays in the adoption and maintenance of behavior change.	EXSS 341, EXSS 435	Oral Class Presentation
III.B.1.l	Knowledge of relapse prevention strategies and plans of action.	EXSS 341, EXSS 435	Oral Class Presentation
III.B.1.m	Knowledge of applying health coaching principles and lifestyle management techniques related to behavior change.	EXSS 341	Oral Class Presentation
III.B.1.n	Knowledge of strategies that increase non-structured physical activity levels (e.g., stair walking, parking farther away, bike to work).	EXSS 341	Oral Class Presentation
III.B.2.a	Skill in explaining the purpose and value of understanding perceived exertion.	EXSS 401, EXSS 341, EXSS 115	Exam 2, Oral Class Presentation
III.B.2.b	Skill in using imagery as a motivational tool.	EXSS 341	Oral Class Presentation
III.B.2.c	Skill in evaluating behavioral readiness to optimize exercise adherence.	EXSS 341	Oral Class Presentation
III.B.2.d	Skill in applying the theories related to behavior change to diverse populations.	EXSS 341	Oral Class Presentation
III.B.2.e	Skill in developing intervention strategies to increase self-efficacy and self-confidence.	EXSS 341	Oral Class Presentation
III.B.2.f	Skill in developing reward systems that support and maintain program adherence.	EXSS 341	Oral Class Presentation
III.B.2.g	Skill in setting effective behavioral goals.	EXSS 341	Oral Class Presentation
Domain III: Exercise Counseling and Behavioral Strategies			
C. Provide educational resources to support clients in the adoption and maintenance of healthy lifestyle behaviors.			
III.C.1.a	Knowledge of the relationship between physical inactivity and common chronic diseases (e.g., Atherosclerosis, type II diabetes, obesity, dyslipidemia, arthritis, low back pain, hypertension).	EXSS 341, EXSS 435	Comprehensive Final Exam
III.C.1.b	Knowledge of the dynamic inter-relationship between fitness level, body composition, stress and overall health.	EXSS 411, EXSS 435, EXSS 200	Comprehensive Final Exam
III.C.1.c	Knowledge of modifications necessary to promote healthy lifestyle behaviors for diverse populations.	EXSS 435	Comprehensive Final Exam
III.C.1.d	Knowledge of stress management techniques and relaxation techniques (e.g., progressive relaxation, guided imagery, massage therapy).	EXSS 341, EXSS 115	Oral Class Presentation
III.C.1.e	Knowledge of the activities of daily living (ADLs) and how they relate to overall health.	EXSS 341, EXSS 435	Comprehensive Final Exam

III.C.1.f	Knowledge in accessing and disseminating scientifically-based, relevant health, exercise, nutrition, and wellness-related resources and information.	EXSS 103, EXSS 115, EXSS 200	Caloric Worksheet
III.C.1.g	Knowledge of specific, age-appropriate leadership techniques and educational methods to increase client engagement.	EXSS 341, EXSS 115	Oral Class Presentation
III.C.1.h	Knowledge of community-based exercise programs that provide social support and structured activities (e.g., walking clubs, intramural sports, golf leagues, cycling clubs).	EXSS 341, EXSS 103, EXSS 435	Comprehensive Final Exam
III.C.2.a	Skill in accessing and delivering health, exercise, and wellness-related information.	EXSS 306	Policy and Procedure Manual (Group Project)
III.C.2.b	Skill in educating clients about benefits and risks of exercise and the risks of sedentary behavior.	EXSS 341, EXSS 103, EXSS 435	Comprehensive Final Exam
Domain III: Exercise Counseling and Behavioral Strategies D. Provide support within the scope of practice of a Health Fitness Specialist and refer to other health professionals as indicated.			
III.D.1.a	Knowledge of the side effects of common over-the-counter and prescription drugs that may impact a client's ability to exercise.	EXSS 401, EXSS 411, EXSS 435, EXSS 200	Exam 3
III.D.1.b	Knowledge of signs and symptoms of mental health states (e.g., anxiety, depression, eating disorders) that may necessitate referral to a medical or mental health professional.	EXSS 341	Oral Class Presentation
III.D.1.c	Knowledge of symptoms and causal factors of test anxiety (i.e., performance, appraisal threat during exercise testing) and how they may affect physiological responses to testing.	EXSS 341	Comprehensive Final Exam
III.D.1.d	Knowledge of client needs and learning styles that may impact exercise sessions and exercise testing procedures.	EXSS 435	Comprehensive Final Exam
III.D.1.e	Knowledge of conflict resolution techniques that facilitate communication among exercise cohorts.	EXSS 306	Policy and Procedure Manual (Group Project)
III.D.2.a	Skill in communicating the need for medical, nutritional, or mental health intervention.	EXSS 306, EXSS 341	Policy and Procedure Manual (Group Project)
Domain IV: Legal/Professional A. Create and disseminate risk management guidelines for a health/fitness facility, department or organization to reduce member, employee and business risk.			
IV.A.1.a	Knowledge of employee criminal background checks, child abuse clearances and drug and alcohol screenings.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.b	Knowledge of employment verification requirements mandated by state and federal laws.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.c	Knowledge of safe handling and disposal of body fluids and employee safety (OSHA guidelines).	EXSS 305, EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.d	Knowledge of insurance coverage common to the health/fitness industry including general liability, professional liability, workers' compensation, property, and business interruption.	EXSS 306	Policy and Procedure Manual (Group Project)

IV.A.1.e	Knowledge of sexual harassment policies and procedures.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.f	Knowledge of interviewing techniques.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.g	Knowledge of basic precautions taken in an exercise setting to ensure participant safety.	EXSS 306, EXSS 115	Policy and Procedure Manual (Group Project)
IV.A.1.h	Knowledge of pre-activity screening, medical release and waiver of liability for normal and at-risk participants.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.i	Knowledge of emergency response systems and procedures (EAP).	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.j	Knowledge of the use of signage.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.k	Knowledge of preventive maintenance schedules and audit	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.l	Knowledge of techniques and methods of evaluating the condition of exercise equipment to reduce the potential risk of injury.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.m	Knowledge of the legal implications of documented safety procedures, the use of incident documents, and ongoing safety training documentation for the purpose of safety and risk management	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.n	Knowledge of documentation procedures for CPR and AED certification for employees.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.o	Knowledge of AED guidelines for implementation.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.1.p	Knowledge of the components of the ACSM Code of Ethics and the ACSM Certified Health Fitness Specialist scope of practice.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.2.a	Skill in developing and disseminating a policy and procedures manual.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.2.b	Skill in developing and implementing confidentiality policies.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.2.c	Skill in maintenance of a safe exercise environment (e.g., equipment operation, proper sanitation, safety and maintenance of exercise areas, and overall facility maintenance).	EXSS 306	Policy and Procedure Manual (Group Project)

IV.A.2. d	Skill in the organization, communication, and human resource management required to implement risk management policies and procedures.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.A.2. e	Skill in training employees to identify high risk situations.	EXSS 306	Policy and Procedure Manual (Group Project)
Domain IV: Legal/Professional			
B. Create an effective injury prevention program and ensure that emergency policies and procedures are in place.			
IV.B.1. a	Knowledge of emergency procedures (i.e., telephone procedures, written emergency procedures (EAP), personnel responsibilities) in a health and fitness setting	EXSS 305, EXSS 306	CPR Certification
IV.B.1. b	Knowledge of basic first-aid procedures for exercise-related injuries, such as bleeding, strains/sprains, fractures, and exercise intolerance (dizziness, syncope, heat and cold injuries).	EXSS 305	CPR Certification
IV.B.1. c	Knowledge of the Health Fitness Specialist's responsibilities and limitations, and the legal implications of carrying out emergency procedures.	EXSS 305, EXSS 306	CPR Certification
IV.B.1. d	Knowledge of safety plans, emergency procedures and first-aid techniques needed during fitness evaluations, exercise testing, and exercise training	EXSS 305, EXSS 306	CPR Certification
IV.B.1. e	Knowledge of potential musculoskeletal injuries (e.g., contusions, sprains, strains, fractures), cardiovascular/pulmonary complications (e.g., tachycardia, bradycardia, hypotension/hypertension, dyspnea) and metabolic abnormalities (e.g., fainting/syncope, hypoglycemia/hyperglycemia, hypothermia/hyperthermia).	EXSS 305	CPR Certification
IV.B.1.f	Knowledge of the initial management and first-aid techniques associated with open wounds, musculoskeletal injuries, cardiovascular/pulmonary complications, and metabolic disorders.	EXSS 305	CPR Certification
IV.B.1. g	Knowledge of emergency documentation and appropriate document utilization.	EXSS 305, EXSS 306	CPR Certification
IV.B.2. a	Skill in applying basic first-aid procedures for exercise-related injuries, such as bleeding, strains/sprains, fractures, and exercise intolerance (dizziness, syncope, heat and cold injuries).	EXSS 305	CPR Certification
IV.B.2. b	Skill in applying basic life support, first aid, cardiopulmonary resuscitation, and automated external defibrillator techniques.	EXSS 305	CPR Certification
IV.B.2. c	Skill in designing an evacuation plan.	EXSS 306	Policy and Procedure Manual (Group Project)
IV.B.2. d	Skill in demonstrating emergency procedures during exercise testing and/or training.	EXSS 306	Policy and Procedure Manual (Group Project)
Domain V: Management			
A. Manage human resources in accordance with leadership, organization, and management techniques.			
V.A.1.a	Knowledge of industry benchmark compensation and employee benefit guidelines.	EXSS 306	Policy and Procedure Manual (Group Project)
V.A.1.b	Knowledge of federal, state and local laws pertaining to staff qualifications and credentialing requirements.	EXSS 306	Policy and Procedure Manual (Group Project)
V.A.1.c	Knowledge of techniques for tracking and evaluating member retention.	EXSS 306	Policy and Procedure Manual (Group Project)

V.A.2.a	Skill in applying policies, practices and guidelines to efficiently hire, train, supervise, schedule and evaluate employees.	EXSS 306	Policy and Procedure Manual (Group Project)
V.A.2.b	Skill in applying conflict resolution techniques.	EXSS 306	Policy and Procedure Manual (Group Project)
Domain V: Management B. Manage fiscal resources in accordance with leadership, organization, and management techniques.			
V.B.1.a	Knowledge of fiduciary roles and responsibilities inherent in managing an exercise and health promotion program.	EXSS 306	Policy and Procedure Manual (Group Project)
V.B.1.b	Knowledge of principles of financial planning and goal setting, institutional budgeting processes, forecasting, and allocation of resources.	EXSS 306	Policy and Procedure Manual (Group Project)
V.B.1.c	Knowledge of basic software systems that facilitate accounting (e.g., Excel).	EXSS 306	Policy and Procedure Manual (Group Project)
V.B.1.d	Knowledge of industry benchmarks for budgeting and finance.	EXSS 306	Policy and Procedure Manual (Group Project)
V.B.1.e	Knowledge of basic sales techniques that promote health, fitness, and wellness services.	EXSS 306	Policy and Procedure Manual (Group Project)
V.B.2.a	Skill in efficiently managing financial resources and performing related tasks (e.g., planning, budgeting, resource allocation, revenue generation).	EXSS 306	Policy and Procedure Manual (Group Project)
V.B.2.b	Skill in administering fitness- and wellness-related programs within established budgetary guidelines.	EXSS 306	Policy and Procedure Manual (Group Project)
Domain V: Management C. Establish policies and procedures for the management of health fitness facilities based on accepted safety and legal guidelines, standards and regulations.			
V.C.1.a	Knowledge of accepted guidelines, standards, and regulations used to establish policies and procedures for the management of health fitness facilities.	EXSS 306	Policy and Procedure Manual (Group Project)
V.C.1.b	Knowledge of facility design and operation principles.	EXSS 306	Policy and Procedure Manual (Group Project)
V.C.1.c	Knowledge of facility and equipment maintenance guidelines.	EXSS 306	Policy and Procedure Manual (Group Project)
V.C.1.d	Knowledge of documentation techniques for health fitness facility management.	EXSS 306	Policy and Procedure Manual (Group Project)

V.C.1.e	Knowledge of federal, state, and local laws as they relate to health fitness facility management.	EXSS 306	Policy and Procedure Manual (Group Project)
Domain V: Management D. Develop and execute a marketing plan to promote programs, services and facilities.			
V.D.1.a	Knowledge of lead generation techniques.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.1.b	Knowledge of the four Ps of marketing: product, price, placement, and promotion.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.1.c	Knowledge of public relations, community awareness, and sponsorship and their relationship to branding initiatives.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.1.d	Knowledge of advertising techniques.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.1.e	Knowledge of target market (internal) assessment techniques.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.1.f	Knowledge of target market (external) assessment techniques.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.2.a	Skill in applying marketing techniques that promote client retention.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.2.b	Skill in applying marketing techniques that attract new clients.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.2.c	Skill in designing and writing promotional materials	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.2.d	Skill in collaborating with community and governmental agencies and organizations.	EXSS 306	Policy and Procedure Manual (Group Project)
V.D.2.e	Skill in providing customer service.	EXSS 306	Policy and Procedure Manual (Group Project)
Domain V: Management E. Use effective communication techniques to develop professional relationships with other allied health professionals (e.g., nutritionists, physical therapists, physicians, nurses).			
V.E.1.a	Knowledge of communication styles and techniques.	EXSS 306	Policy and Procedure Manual (Group Project)

V.E.1.b	Knowledge of networking techniques.	EXSS 306	Policy and Procedure Manual (Group Project)
V.E.2.a	Skill in planning meetings.	EXSS 306	Policy and Procedure Manual (Group Project)

