

Comprehensive Program Review Report



Program Review - Intercolligiate Athletics

Program Summary

2021-2022

Prepared by: Ally Briano

What are the strengths of your area?: The IA classes are well organized, structured, provide good in-person instruction, and are simple for the students to access. We continue to provide clear instruction, and many athletes have stated that the only reason they are still in college is because they want to play their sport, and they would have dropped out by now if not for the opportunity to continue being part of a team during these strange times where classes are diminished due to Covid restrictions.

It is no secret that over the past couple years, in-person instruction has changed with the additional tasks and mandates required because of Covid related to social distancing, frequent team testing, masking, contact tracing, etc. In light of all this, we are excited to see that our success rates in ALL IA courses have continued to climb, from 96% in 2017, up to 98% in the 2020-2021 school year. Our FTEF's have also continued to remain steady, and even grown by 1 percentage point over the past three years, from 14.12 in 2018, up to 15.26 in 2021. Similarly, or FTES have held steady and even grown, with the exception of the Power Lifting Course IA 051 which saw a decrease in FTES from 26 down to 19, however, we realize this drop came as a result of a class that is meant to be held in-person, being unable to switch to an online format. Already, we are seeing in the 2021-2022 school year however, that enrollment is up, and we had more late-adds than usual as students returned to campus, and figured out that our IA classes were alive and well, and were inviting to those who had missed working out.

In addition, in looking at our Equity and Enrollments features in the Data process, we can see that we are serving all of our minority populations with a high success rate. Our African-American population is one of the highest at a junior college in the State of California, and within the IA courses, such as PEAC 051, or African-American population had a success rate of 99%, our Hispanic population had a success rate of 95% among males, and 100% among females, and our White population also contributed to our high success rate with 97% success rate for females, and 100% for males. One thing we are very proud of is that even in our Distance Ed programs, we continue to serve a wide variety of race and ethnicities. Our Hispanic population continues to make up our largest ethnic group, at 64.9% of our enrollment, followed by our White student group, and our Multi Ethnicity and All other Groups which make up the remaining 35%. Considering the diverse population we are serving, we are honored and proud to maintain such high success rates even with Covid restrictions. Another factor worth noting, is that we also serve a wide range of ages in our setting, with 23.9% of our students being over the age of 25, and 13.7% of our students between the ages of 30-49.

Regarding Success Rates, all of our courses have either improved over time, or if they were already excellent they have stayed the same. For example, in IA 49AD, success rates have remained at 95% from 2017-2020, which is a percentage we are proud of. In other courses, such as IA 06 AD, our success rate actually improved from 95% to 100%. FTE's have also improved tremendously in some of our IA courses, for example IA 23AD, FTE's improved from 16 to 21, and in IA 47AD, FTE's improved from 16 to 20 between 2017 and today.

All in all, we are proud that we are able to serve such a diverse group of students in ways that are equitable regardless of their age, gender, race, ethnicity, and student status.

What improvements are needed?: The COS Athletic Department wants to continue to grow and become even more competitive. To do this, we need more personnel in the athletic department. For us to catch up to most of the athletic departments in the state, and continue to attract high quality student-athletes, the athletic department need a COS employee to

handle the athletic social media, athletics website, athletics printed materials, video creation, etc. We also want that person to help with event management to help make our events safe, fun, and organized, thus giving the appearance of a well run department. If we have support for this, we will be able to continue to produce great outcomes both in the classroom and in competition by attracting high caliber student-athletes. This requests greatly supports COS District Objective 1.1.1 where the district will continue to increase FTES.

1. Personnel Needs of the Division.
 - a. Assistant Athletic Director for Creative and Events.
 - b. Move the part time equipment manager to full time.
2. Facilities Needs of the Division.
 - a. Create a team room for the women's volleyball team.
3. Equipment Needs of the Division. Given we have many athletic programs under the IA unit, we are going to list all under this area as improvements needed.
 - a. Uniforms for all athletic teams (32k)
4. Base budget Augmentation needs:
 - a. Establish a budget for a uniform replacement program (35k)

Describe any external opportunities or challenges.: Similiar to our external challenge from last year, is that fact that in IA, many of our needs and requests are high priced items and do not fit into the above base allocation process.

Overall SAO Achievement: We are currently achieving our SAO's and improving our success rates despite a small decrease in FTE's which we attribute to Covid restrictions and quarantines.

Changes Based on SAO Achievement:

Outcome cycle evaluation: We believe that our program is currently functioning well without a need for any major improvements. There is great leadership, communication, and camaraderie. The student is always looked after at put first. Environment is team friendly and very supportive and considerate of our students needs here at COS. Feel fortunate to work with a team like this and love that we provide our students with all the resources and tools here at College of the Sequoias to be successful, continue to develop, and be well prepared as they move on to a four-year institution.

Action: 2020-2021 Media & Social Media Management Position

We need a full time employee who can take control of Student Success by way of advertising, marketing, creation of tri-folds, social media, and creating an online presence for our program that will help us with recruiting and growth in FTE's.

Leave Blank:

Implementation Timeline: 2020 - 2021

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Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2021-2022

09/17/2021

Program Review - Interscholastic Athletics

Status: Action Discontinued

We are rewriting this request in the 2021-2022 cycle.

Impact on District Objectives/Unit Outcomes (Not Required):

Action: 2020-2021 Budget for All Teams to Travel to Competitions in a Bus

For safety purposes, we need to accommodate some of our larger teams into Busses as they travel to away games and tournaments in order to improve student safety, and to improve game-day mental state for athletes and coaches.

Leave Blank:

Implementation Timeline: 2020 - 2021

Leave Blank:

Leave Blank:

Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation: We currently have coaches, assistant coaches, and student drivers responsible for transport to away competitions which can be a safety issue. It would be resolved by hiring a professional driver to transport athletes to their games, meets, and tournaments.

Action: 2020-2021 Increase Student Support by adding Counseling Hours.

Increase Student-Athlete Counseling from 50% to 100% (73k\$)

Leave Blank:

Implementation Timeline: 2020 - 2021

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Identify related course/program outcomes: Elevate behaviors that promote well being.

Person(s) Responsible (Name and Position): Brent Davis - Dean

Rationale (With supporting data): There is currently not enough time to service the student-athlete population for counseling needs. The student-athletes have specific requirements that they need to meet for state eligibility. They also have a "moving target" if you will when it comes to transferability to a four-year meaning that the student-athlete may have several schools recruiting them with several different admission requirements. Most of our student-athletes do not accept scholarships at Cal State school, but instead accept scholarships from out of state four year schools making the counseling sessions more in depth and more time and research is needed for the specific need of the student athlete.

Priority: High

Safety Issue: No

External Mandate: Yes

Safety/Mandate Explanation:

Update on Action

Updates

Update Year: 2021-2022

09/17/2021

Status: Action Discontinued

Action will be requested at a later date.

Impact on District Objectives/Unit Outcomes (Not Required):

Program Review - Interscholastic Athletics

Personnel - Faculty - An additional 73k would be needed to move the student-athlete counselor from part time to full time. However, the current student-athlete academic counselor is a full time faculty member and there would be no additional cost to the district unless funds are needed to backfill the part time position in the AAC vacated by the full time move to athletics. (Active)

Why is this resource required for this action?: To fund the position.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 73000

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 2.1 - Increase the percentage of students who earn an associate degree or certificate (CTE and Non-CTE) by 5 percentage points over three years

District Objective 2.2 - Increase the number of students who transfer to a four-year institution by 10 percent over three years

District Objective 2.3 - By 2021, increase the percentage of students who complete transfer-level English by 15 percentage points and transfer-level math by 10 percentage point with their first year.

District Objective 3.1 - By 2021, increase the placement rates into transfer-level English and transfer-level math for targeted groups that fall below the District Average.

District Objective 3.2 - By 2021, increase the percentage of students in targeted groups who complete transfer-level English (by 10 percentage points) and transfer-level math (by 5 percentage points) within their first year

Action: 2020-2021 Increase Student Safety by increasing equipment support.

Increase the Equipment Technician from part time to full time.

Leave Blank:

Implementation Timeline: 2020 - 2021

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Identify related course/program outcomes: Evaluate behaviors that promote healthy living.

Person(s) Responsible (Name and Position): Dean - Brent Davis

Rationale (With supporting data): Currently, the equipment technician works 20 hours per week. There is just simply not enough time for that one person to service all 17 sports.

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation:

Resources Description

Personnel - Classified/Confidential - District funds needed for ongoing cost of moving the employee from part time to full time. (Active)

Why is this resource required for this action?: To fund the salary.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 53000

Action: 2021-2022 ASSISTANT ATHLETIC DIRECTOR FOR EVENTS & CREATIVE (Management)

Improve Student Success by bringing our athletic department up to current collegiate standards and hiring an assistant to the Athletic Director who will work in a managerial position and help with operation, safety, technology, media, advertising, and the daily task of running a department with 17 sport teams.

Program Review - Interscholastic Athletics

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: In an effort to meet District Objective 2.2, we are working hard to increase the number of students who transfer to a four-year institution by 10 percent over three years. We believe and have seen data to prove that helping student-athletes transfer into successful 4-year universities is an important part of our calling, and that having greater support for the Athletic Director in his daily tasks will improve the marketability and visibility of our student athletes to the universities they seek to transfer to. Our goal is to continue increasing awareness for the athletic department and getting COS caught up to speed with the rest of the state in terms of public information. Currently 70% of the State Community Colleges have Athletic Communication Specialist/Assistant to the Athletic Director; COS is not one of them.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation: Part of continuing to serve our diverse population of students, student-athletes, and their families in a safe and successful manner, needs to include our management team having the support it needs to make our events run smoothly. There are safety issues at every event that need the full attention of a manager on staff, who interfaces closely with the Athletic Director on a daily basis.

Action: 2021-2022 FUNDING TO MOVE EQUIPMENT TECHNICIAN FROM PART TIME to FULL TIME (Classified, \$53,000).

Increase student success by allowing our equipment technician to serve students on a daily basis rather than a part time basis (\$53,000).

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: In our IA courses, we spend a great deal of time engaged in physical activity that help students meet their SLO's such as learning to identify and explain the appropriate goals for biomechanic performance based on the principles of position, progression and execution and execution of skills related to sports. Our current equipment technician spends the majority of his day acquiring and distributing items that allow our coaching staff to meet this SLO. We feel having him on campus more often would allow us to meet these goals more expediently.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2021-2022 CREATE ADDITIONAL TEAM ROOM IN PORTERFIELD HOUSE LOCKER ROOM FOR VOLLEYBALL

Create a space for our women's volleyball team to have meetings and review video where they will be separate from the other offices and teams that share the Porterfield House Space.

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Implementation Timeline: 2020 - 2021

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Identify related course/program outcomes: We want to improve student success for volleyball by giving athletes a place where they can identify and explain the appropriate goals for biomechanics performance based on the principles of position, progression and execution of skills related to volleyball.

Program Review - Interscholastic Athletics

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2021-2022 UNIFORMS FOR ALL ATHLETIC TEAMS INCLUDING DANCE & CHEER

Improve Student Success by keeping our teams outfitted in clean uniforms that reflect the competitive nature of our programs. (\$32k)

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Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: A budget for new uniforms will help us regulate organizational effectiveness by strengthening operations of and communication between District departments, divisions, and student athletes, and keeping us outfitted in clean, up to date gear.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2021-2022 A BUDGET FOR A UNIFORM REPLACEMENT PROGRAM (Base Budget Augmentation, 35k)

Each year, our teams go through uniforms and put a lot of wear and tear on the items they are wearing, including creating damage to uniform/equipment that is meant to keep our players safe. It is required each year that our athletes stay outfitted in equipment that reflects the competitive nature of our programs, and protects us from injury. We need to protect our athletes and keep them healthy enough for transfer and careers, so we are requesting a base budget augmentation of 35k.

Leave Blank:

Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: We are hoping to use this budget to help us accomplish District Objective 4.2, which will assist us in improving organizational effectiveness and strengthening our operations.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation: It is required each year that our athletes stay outfitted in equipment that reflects the competitive nature of our programs, and protects us from injury.

Action: 2021-2022 DUES & MEMBERSHIP FOR COACHES ASSOCIATIONS (3k)

Each year our coaches are required to stay active in the associations they compete in, in order to receive invitations to enrichment/networking opportunities, and to engage in conference play.

Leave Blank:

Implementation Timeline: 2021 - 2022

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Program Review - Interscholastic Athletics

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Identify related course/program outcomes: Keeping our coaches up to date in their coaching fields will help us accomplish District Objective 1.1; The District will increase FTES by 1.75% over the three years.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: Yes

Safety/Mandate Explanation: In order for most of our coaches to continue in the Conference and remain CCCAA compliant, they are required to pay yearly dues which include updates within the sport, coverage of new mandates, and validation of their coaching status.

Action: 2021-2022 IMPROVE the SWIM/DIVE, TENNIS & CROSS COUNTRY EQUIPMENT BUDGET

Improving our budgets for these 3 less commercial sports that are less spectator oriented, will allow coaches to spend the money they are fundraising on team enrichment activities rather than base budget requirements for the basic equipment required of their activities.

Leave Blank:

Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: We are seeking to improve our FTE's and transfer percentages by working on District Objective 1.1.1. Improving our budgets for these 3 less commercial sports that are less spectator oriented, will allow coaches to spend the money they are fundraising on team enrichment activities rather than base budget requirements for the basic equipment required of their activities.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2021-2022 BUDGET FOR ALL TEAMS TO TRAVEL TO AWAY GAMES/MEETS

In order to ensure the safety of all athletes and coaches, it would be preferred for our teams to travel via bus to and from tournaments much like many of the other community colleges we are competing against, rather than having coaches, assistants, and student drivers trying to maneuver on freeways often at very early and late hours in the night.

Leave Blank:

Implementation Timeline: 2021 - 2022

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Identify related course/program outcomes: In order to improve the health and safety of our teams and their coaching staffs, we are requesting this augmentation to our base budget.

Person(s) Responsible (Name and Position): Brent Davis

Rationale (With supporting data):

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation: