

Comprehensive Program Review Report



Program Review - Intercollegiate Athletics

Program Summary

2020-2021

Prepared by: Ally Briano & Jody Allen

What are the strengths of your area?: This year, the IA courses have been an absolute lifeline to so many of our college athletes because due to Covid-19 restrictions, it is literally the only class they are allowed to attend in person, and it has provided them with much needed socialization, interaction, physical exercise, and a place where they can feel like life is normal for a little while. There have been many athletes who 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. Coronavirus has certainly made attending classes a bit of a challenge with all of the technology requirements, and new methods and modes of learning. But sports at COS has given so many students the opportunity to continue with their college plans, and for that we are grateful.

Our strengths include a physical representation of all of the elements of College of the Sequoias Institutional Effectiveness. We have pulled together, adapted to the Covid-19 physical distancing requirements, showed the athletes how to roll with the punches and adapt to unexpected changes, and demonstrated how important it is to keep a positive attitude in the middle of adversity and just keep on plugging away.

The quality of our programs has not suffered one bit. We have certainly had to stall at times, and hold back when we wanted to rush in and start training, however the minute we were given the green light to keep pushing forward, it was all-hands on deck from the coaching staff and team members. Athletes have showed tremendous ability to remain respectful, keep their masks on, and be patient with the new safety requirements, but our dedication to student success has been our strength and we are seeing it personified.

In general, the IA courses allow student-athletes more time spent with their coaches so they can engage sooner in the teaching/learning/bonding process. It also provides a smaller setting outside the regular field of play where coaches can instruct their athletes, make corrections, discuss strategy, and spend time investing in the outcome of the athletic season.

The IA courses also allow for coaches to closely monitor the Academic Achievement of our student athletes, which is a key to our success, and our Mentor Program continues to function in a healthy capacity, and is improving our student success in the classroom.

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.

What improvements are needed?: One of the main needs in our department according to Qualitative Data, is the need for our Athletic Academic Counselor position to be made into a full time position. Every single day, she has a line out her door, and every single day she has to turn athletes with good, genuine questions away. We have heard stories of athletes who have taken classes that they didn't need, and student athletes who wish they would have been able to write their Ed Plan earlier. If that position were made full time, we would be able to provide more comprehensive support to our student athletes, in order to

help them graduate and transfer more smoothly, and be taking the classes they need for their majors.

1. Personnel Needs of the Division.

- a. Media & Social Media management position (\$76,000)
- b. Move position from Part time to Full Time for Athletics/Academics Counselor
- c. Move position from Part time to Full Time Equipment Technician

2. Facilities Needs of the Division.

- a. Continue to refurbish Potwisha & Moro facilities
- b. Create additional team room in PFH locker room for volleyball
- c. Track/Turf needs to be made playable with lighting
- d. Painting the inside of the softball clubhouse

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. Wall cabinets for clubhouse security including relocation of fire alarm (Softball, \$13,000)
- b. Renewal Fee for Sports Medicine Electronic Medical Keeping (Sports Medicine, \$1000)
- c. Renewal Fee for Sports Med Impact Program Concussion Testing (Sports Medicine, \$1,000)

4. Base budget Augmentation needs:

- a. Increased budget for Sports Medicine who is about to lose VETA funding (\$5,000)
- b. Diamond Kinetics Performance Evaluation Software for Softball (\$5-10K)
- c. Budget for all teams to and from their meets in a Bus (\$20k)

Describe any external opportunities or challenges.: The main issue we continue to face in IA, is that many of our needs and requests are high priced items. For example, the renovation of the Potwisha building and the Moro gym are not likely to be funded through the COS above base process. Athletics was fortunate to receive the pool renovation which was costly. We are hoping for a similar windfall of funds to help clean up the Potwisha building.

Overall SAO Achievement: In reviewing the data gathered from TracDat in the IA courses where data existed, the average SLO success rate was 97%, which is up from 95% in 2018, and 92% in the year 2016. This is well above our anticipated goal of 70% and is continuing to rise.

Changes Based on SAO Achievement:

Outcome cycle evaluation:

2020-2021

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Changes Based on SAO Achievement:

Outcome cycle evaluation:

Action: 2019-2020 Provide Equitable Services for a Disproportionately Impacted Group of Student-Athletes (Student-Athlete Mentor Program).

During the 2019-2020 school year Equity Funds were cut to the COS Athletic department that were used to fund the Student-Athlete Mentor Program. We would like to request \$15,000 from the district to replace lost equity funding in order to keep the program going. This year, a special fundraising campaign was implemented to get the funds to serve the 60 student-athletes (which happen to be "DIGS") with services that have been proven to be effective the last five years. This resource request directly effects COS district objective 3.2.2 by "implementing best practices for student target groups."

Leave Blank:

Implementation Timeline: 2019 - 2020

Leave Blank:

Leave Blank:

Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Brent Davis, Athletic Director

Rationale (With supporting data):

Priority: Medium

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2019-2020 Implement Awareness for Programs and Services

2019-2020 The COS Athletic Department would like to hire a Athletics Communication Specialist which would further COS District Objective 4.2.1 and 4.2.2 by 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 in which COS is not one of them.

Leave Blank:

Implementation Timeline: 2019 - 2020

Leave Blank:

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Identify related course/program outcomes:

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

Rationale (With supporting data): The demand is increasing rapidly for instant information in real time. The district needs additional support to disseminate information to students, staff, faculty, media, and the surrounding communities quickly and in real time. An area of improvement is Athletics which requires a designated individual to only athletic related activities to cover fall and spring sports and to encourage community members to attend sporting events. Proposal to split the budget between Marketing and Athletics. If we were to hire someone for this position, they would cover all athletic games in real time, promote athletic games in partnership with Marketing Office, run marketing campaigns to promote athletic events in partnership with Marketing, oversee @cosathletics instagram, and to increase attendance to athletic events.

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2019-2020 Increase Services to meet the unique needs of

Program Review - Interscholastic Athletics

Student-Athlete population

An increase in our ongoing base budget for transportation is needed to safely provide transportation for our larger teams (football, track and field, swim and diving, baseball).

Leave Blank:

Implementation Timeline: 2019 - 2020

Leave Blank:

Leave Blank:

Identify related course/program outcomes: Not much connection here. This is about getting our teams to their contests safely.

We have multiple athletic programs here that have over 35-40 student athletes on the team which requires taking four or five vans. Renting a team bus would keep the travel party together and safer.

Person(s) Responsible (Name and Position): Associate Dean of PE/Athletic Director

Rationale (With supporting data): Right now we only give bus transportation to our football program. Our bigger teams, such as track and field, swimming and diving, and baseball could use bus transportation to some of their longer trips.

Priority: High

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation:

Action: Provide Equitable Services for a Disproportionately Impacted Group of Students

Replace a Full-Time Football Coach/Instructor

Leave Blank:

Implementation Timeline: 2019 - 2020

Leave Blank:

Leave Blank:

Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Jody Allen/Division Chair

Rationale (With supporting data): The PE Division currently has 11 full time faculty. The PE division used to have 13 full timers.

Asking one person to handle the football program on his own, and expect any academic or athletic success, is not reasonable.

We have approximately 80 student-athletes on the team each year, and most of those students are apart of a "DIG" or disproportionately impact group (African American Population). We need to provide those "DIGS" the equitable services and mentors.

Priority: High

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2019-2020 Track & Field Equipment

2019-2020 Track & Field Equipment

Leave Blank:

Implementation Timeline: 2019 - 2020

Leave Blank:

Leave Blank:

Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Kenny Jackson

Rationale (With supporting data): Every year, items that we have relied on in past seasons wear out due to sun exposure, heat damage, and normal wear and tear. We are seeking to replace 3 bungees, 2 blocks, the high jump pit & cover, and 5 of our old hurdles. (\$10,000)

Priority: Medium

Safety Issue: Yes

External Mandate: No

Program Review - Intercollegiate Athletics

Safety/Mandate Explanation:

Action: 2019-2020 Increase Athlete Success with new outfield fencing for baseball

The old outfield fence is 20 years old and needs to be replaced.

Leave Blank:

Implementation Timeline: 2019 - 2020

Leave Blank:

Leave Blank:

Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Jody Allen

Rationale (With supporting data):

Priority: Medium

Safety Issue: No

External Mandate: No

Safety/Mandate Explanation:

Action: 2019-2020 Improve Athlete Safety with new mats or flooring for dugouts in baseball

Replace dugout flooring with new mats or other flooring to avoid cleats on concrete.

Leave Blank:

Implementation Timeline: 2019 - 2020

Leave Blank:

Leave Blank:

Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Jody Allen

Rationale (With supporting data):

Priority: Medium

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation:

Action: 2019-2020 Concrete and Cover Tee & Toss Area

This will help create a level hitting area for the baseball team (\$4,000).

Leave Blank:

Implementation Timeline: 2019 - 2020

Leave Blank:

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Identify related course/program outcomes:

Person(s) Responsible (Name and Position): Jody Allen

Rationale (With supporting data):

Priority: Medium

Safety Issue: Yes

External Mandate: No

Safety/Mandate Explanation:

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:

Program Review - Interscholastic Athletics

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: No

External Mandate: No

Safety/Mandate Explanation:

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

Leave Blank:

Leave Blank:

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:

Resources Description

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

Program Review - Intercollegiate Athletics

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

Leave Blank:

Leave Blank:

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: 2019-2020 Increase Student Success with HUDL, Game statistics & Editing Software (Football, Basketball, Volleyball)

Purchase and install HUDL software onto football computers for running a game and staying current with the software used by all JC's in California. It is mandated for football, men's basketball, women's basketball, and volleyball.

Leave Blank: Essential for Operation

Implementation Timeline: 2019 - 2020

Program Review - Intercollegiate Athletics

Leave Blank:

Leave Blank:

Identify related course/program outcomes: Purchase of this software allows our teams team to keep score and record all plays at games, and fulfill the SLO of "understanding and monitoring a fitness program as it is suited for each particular sport".

Person(s) Responsible (Name and Position): Coach Staff for mentioned sports.

Rationale (With supporting data): Each year, the football, men's basketball, women's basketball, and volleyball teams are expected to use HUDL as it is an ongoing requirement of the association and is used by all junior colleges in California. But without base budget including this expense, it becomes an issue each year of where the HUDL money will come from. Use of this software is not optional. Many times coaches are using fundraised monies to foot the bill.

Priority: High

Safety Issue: No

External Mandate: Yes

Safety/Mandate Explanation: It is required by the state athletic organization that all film be uploaded after every game as a part of the film exchange program.

Resources Description

Equipment - Instructional - This software can be purchased online through the HUDL site, and is required for football, basketball, and volleyball. (Active)

Why is this resource required for this action?: It is the expectation that all teams in California conferences use HUDL.

Notes (optional):

Cost of Request (Nothing will be funded over the amount listed.): 4800

Link Actions to District Objectives

District Objectives: 2018-2021

District Objective 4.1 - Increase the use of data for decision-making at the District and department/unit level

District Objective 4.2 - Improve organizational effectiveness by strengthening operations of and communication between District departments, divisions, and constituents

District Objective 4.3 - College of the Sequoias Board of Trustees, administration, faculty, and staff will engage in best practices and staff development to sustain effective operational systems for institutional assessment and continuous improvement.