

Athletics Department

Annual Unit Plan for Academic Year 2018-2019

October 2017

Describe Department/Unit

Connection to College Mission

The Mission of the Cerro Coso Community College Athletic Department is to enhance the educational objectives of the college, providing equity of access to services in support of the college's Mission Statement and Title IX. Cerro Coso engages in intercollegiate athletics primarily to enhance the education of those who participate, and to provide a platform from which students can attain their highest potential. By providing an emphasis on academics, a high level of competition, and programs designed to emphasize positive social and community interaction, we open the opportunity to further develop life skills applicable both inside and outside of athletics. The Athletic Department strives to open the availability of educational enhancement produced by participation in intercollegiate athletics to as many students as possible, and to support our student-athletes' goal of preparation for the next chapter of their lives' by graduating from our institution.

As a department one of our main goals is to provide a wider variety of athletic opportunities for students, and programs that will assist in personal development through education, competition, and social and community interaction. As we continue to expand the academic and athletic choices our student-athletes have, we further diversify our campus. The primary purpose of our Athletic Department is in support of academic success, without which there would be no avenue for student-athletes to compete in intercollegiate athletics. When combined with a strong academic emphasis we provide students the opportunity to earn financial and/or academic support to further their education through the pursuit of an advanced degree at a university of their choice. As a department we strive to provide a challenging academic and athletic environment, and support goals and aspirations of continuing opportunities to play at the NCAA/NAIA collegiate or professional level while continuing down their selected undergraduate degree path and beyond.

Report on Improvements Made and Gaps Identified in the Prior Year

Student Equity: Actions Taken

The college has addressed Title IX compliance concerns, which assess whether we have a demonstrated historical focus on gender equity or if we have demonstrated that we are already sufficiently addressing the athletic interests of the under-represented sex. This is addressed by the implementation of Women's Softball and the continued focus to build Women's Soccer. The goal of the Athletic Department in this area are to afford female athletes equitable access to intercollegiate athletics and the inherent supports. This will be achieved with a focus in female athlete recruitment to maximize roster space in Women's Volleyball, Soccer, and Softball.

Student Equity: Gaps to be Addressed

Gender: Female

Gap Identified:

Gender Equity Gap – Women athletic rosters are traditionally smaller in number in size which places the college at risk of failing to comply with one of the three tests of Title IX gender equity in athletics. In past years, the college has met test one- proportionality- by a very narrow margin.

Outcomes Assessment: Actions Taken

Actions taken in the prior academic year

The Athletic Department has addressed prior year's gaps through expansion and operations. During the 2016/2017 academic year, the department experienced growth in its programs with the additions of Men's Basketball and Women's Softball. Furthermore, the department has addressed the need for daily supervision and management of operations through the hiring of a full time Athletic Director. The addition of this position will relieve other departments and positions on campus that were previously managing athletics in the interim.

Assessments completed in the prior academic year

The addition of Softball and Basketball have increased opportunity for students and provides additional opportunity (specifically female students) to compete in intercollegiate athletics, the college will experience an upward trend of increased full time student enrollment.

Outcomes Assessment: Gaps to be Addressed

Program Review: Actions Taken

Annual Planning: Actions Taken

No prior year initiatives to report on.

Review of Current Year Initiatives

Reminder of Initiatives for the Current Year

Improve success and completion rates for student athletes

This initiative is in progress and has been revised to read:

The comprehensive support initiative has been revisited with an emphasis to Improve success and completion rates for student athletes and continues to be in progress. Based on rigid practice and intercollegiate competition schedules, student-athletes are provided with priority registration privileges to ensure they are able to enroll in the courses necessary to graduate and transfer to a 4-year institution on-schedule.

- **Counseling:** It is essential to have dedicated counselors supporting student-athletes based on their eligibility requirements. Athletics will be working closely with the Counseling Center to prepare student athletes to meet eligibility compliance through appropriate scheduling and maintaining long term education plans.
- **Coaches:** Hire full-time coaches and qualified assistant coaches to provide year-round support and mentorship.
- **Weekly Eligibility Checks:** The Athletic Director works with counseling weekly to monitor student-athlete eligibility; maintaining a minimum 12 unit course load during the semester of competition.
- **Grade Checks:** The Athletic Director works closely with counseling to implement three grade checks through the course of a semester at weeks 3, 9, and 12. The grade checks allow counseling and coaches to monitor student-athletes' classroom performance and provide an opportunity offer appropriate academic supports when necessary.

- Student-athlete study hall: At a minimum, each athlete is required to attend four hours of study hall per week. Using SarsTrak, this is tracked and monitored by the Athletic Director. The athletic department will work closely with the Learning Assistance Center to ensure that upon evaluation of student-athlete progress, appropriate supports such as tutors or academic workshops are utilized to maintain academic eligibility and ensure the student is on track to graduation or eligible to transfer to four-year schools. The importance of this initiative is to support the success of the higher FTES in the student-athlete population. As continuing full-time students with athletic eligibility requirements to perform well in academics, student-athletes are incentivized to complete the coursework necessary to move on, and do so in a timelier manner.

Improve student and faculty awareness, perception, and support of Cerro Coso Athletics

Improve community awareness and perception of Cerro Coso Athletics

Explore opportunities for development of a long-term fundraising plan for Cerro Coso Athletics

This initiative is currently being explored by the Coyote Club to establish sustainable and renewable annual events to support the Athletic Boosters Foundation. Examples include:

Halloween "Safe trick-or-treat"

CCCC hosted 5K fun runs

Poker Tournament

Golf Tournament

Alumni Weekend

Hall of Fame Dinner

Plan Initiatives for Next Year

Initiatives for Next Academic Year

Increase and retain number of student athletes

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

- Build a strong sense of community in the athletic department across all teams to support a positive culture/climate of inclusion for all athletes
- Increase or make student athletes aware of opportunities to interact with other athletes, students, community
- Increase the amount of interaction of between student-athletes and Cerro Coso staff (head coaches, assistant coaches, athletic director, athletic trainer, counselors, tutors, instructors)
- Set a higher level of expectation among coaches to increase the number of incoming recruits to maximize rosters
 - Place an emphasis on high school recruits (preferably in our service area) to build sustainable recruiting networks
 - Bringing in transfer students is a "last resort"
 - Recruiting rosters will be turned in to the athletic director in support of increasing roster size
 - Each sport will explore opportunities to run a High School ID camp to showcase our college and athletic opportunity to high school student athletes
- Ensure that appropriate academic supports are in place to avoid academic ineligibility

Lead Measure of Success:

- Quarterly check-in with head coaches to monitor roster size and incoming recruiting class size
- Track student-athlete attendance of community activities supported by athletic department
- Weekly eligibility reports communicated through counseling department

Are any of the lead measures identified above lacking assessment instruments?

No

Does the department request help to develop these instruments?

No

Lag Measure of Success:

- Increased roster sizes from previous year until the appropriate roster size is maximized
- Semester-semester and year-year retention (transfer to a 4 year school is an exception)

Person Responsible:

Athletic Director

It addresses a program review strategy

Which strategic goal does this initiative address?

Goal 3: Ensure Student Access

Recruit and retain assistant coaches

Is this part of a multiyear initiative?

No

Specific Action Steps to be Taken:

The athletic department's success can be directly attributed to the leadership involved, namely the coaching staff. High quality coaches directly result in high quality programs.

- Recruit the best possible candidates for assistant coaches in all sports
- Pay the assistant coaches a competitive wage as compared to our regional community colleges
- Explore opportunities to supplement assistant coaching salary either on or off campus
- Provide professional development opportunities to hone their craft
- Network with four year colleges to find graduate assistant coaches that are looking for entry level opportunities

Lead Measure of Success:

- Increased quality of incoming recruits (measured in higher quality of athletic skill, academic performance, character of the student-athlete)
- Increased efficiency of the head coach

Are any of the lead measures identified above lacking assessment instruments?

Yes

Does the department request help to develop these instruments?

No

Lag Measure of Success:

- Improvement in competition (wins vs. losses)
- Increased roster size; Increased Full Time Enrollment

Person Responsible:

Athletic Director

It addresses a program review strategy

Which strategic goal does this initiative address?

Goal 5: Strengthen Organizational Effectiveness

Enhance athletic facilities

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

This initiative addresses the need for improved branding opportunities among the colleges athletic facilities. A more detailed look to these improvement is included Step 4: Evaluate Resource Needs.

- Update all sports facilities with Cerro Coso lettering or logos where appropriate.
- Baseball and softball
 - Graphic windscreens for fences, batting cages to include school colors and logos
- Soccer
 - Paint stadium in school color, integrate logo
- Gym Court
 - Incorporate school coloring inside gym
 - Update wall padding to match school color and include logo
- Gym hallway
 - Paint hallway in school colors and dress up using graphic adhesives, posters, logos
- Weight room
 - Paint the weight room in school colors and dress up using graphic adhesives, posters, logos

Lead Measure of Success:

- Increased quality of athletic programs as measured in attendance, win-loss record

Are any of the lead measures identified above lacking assessment instruments?

Does the department request help to develop these instruments?

Lag Measure of Success:

- Increased quality of athletic programs as measured in attendance, win-loss record, quality of recruits
- Increased school pride

Person Responsible:

Athletic Director

It addresses a program review strategy

Which strategic goal does this initiative address?

Goal 2: Advance Student Equity Measures, Goal 3: Ensure Student Access

Evaluate Resource Needs

Facilities

Soccer Field:

Conex storage container

Paint stadium with school color

Soccer Shelters (two)

Install scoreboard with running clock (requirement for conference play) Covered Benches for players

Softball Field

Palm Trees to line outfield perimeter

Improve the entrance area to the softball field to be more "fan friendly".

Improve bleacher seating. Stadium seating would improve the aesthetics, accessibility and experience for spectators.

Baseball Field

Conex Storage Container

Remove Poplar trees beyond outfield fence

Palm Trees to line outfield perimeter

Evaluate seating on the hill. There is a need to add stationary stadium seating on the lower portion of the hill to make the field more accessible to all spectators

Gym Court

Update the paint scheme to match school colors

Replace wall padding with school colors and current logos

Gym Hallway

Paint hallway to match school color scheme

Update hallway with logos or graphic design. The design will showcase our mascot, past players, or facilities.

Weight Room

Add current Cerro Coso logos to the wall

Update the paint scheme to match school colors

Replace Flooring

Athletic Training Room

With the growth of the Athletic Department and a greater number of athletes (current and projected) comes a need for a larger Athletic Training room. The classroom/Rm. 405 is proposed to be modified as the new Athletic Training Room (water and ice facilities already exist next door in the Snack Bar area). Minimal improvements would need to be made to this room to convert the space and would give the Athletic Trainer optimal room to meet the needs of the student-athletes.

Athletic Director's Office

The space used previously as the Athletic Training Room to be converted into office space for the Athletic Director and Athletic Department Assistant. The current space being used for the Athletic Director's office will then become coaching office space.

Classroom/Study Area

The current racquetball court is unused and could be converted into a classroom or student study area. This room could be used for college class, team meetings, and student study sessions.

Information Technology

- WiFi capability to reach all athletic facilities. This will allow the athletic department to report electronically from all locations and move forward with live streaming games.
- Video Camera and software capability to live stream games
- Still Camera to be used for media purposes: Media guide, website, marketing
- Music storage device to be used during games (iPod or comparable device)
- 3 mounted flat screen monitors (weight room, athletic hallway, training room/office) to be used for athletic specific information: recruits, highlights, scores, upcoming games, results and statistics

Marketing

Continued marketing efforts will resume through the Athletic Website with a focus on reaching high school recruits by marketing our athletic programs in ways that are relevant to the demographic. The athletic programs will also strengthen the effort to market individual sports and bring high school recruits on to campus before their high school graduation date. This will require support from print shop in terms of flyers, media guides, posters. The athletic department will also continue to strengthen the relationship with the Coyote Club in an effort to improve marketing throughout the community.

Professional Development

The Athletic Department needs the ability to stay current in best practices leadership development by sending 2 coaches (or 1 coach and 1 trainer) to their respective professional development conference or clinic at the Regional or National Level each year:

NCAA Coaching Development (Basketball)

ABCA Coaching Development (Baseball)

NSCAA Coaching Development (Soccer)

USAVA Coaching Development (Volleyball)

NFCA Coaching Development (Softball)

NATA or FWATA Annual Conference (Meets mandatory CEU requirement for Athletic Training annual certification)

Staffing Requests

1000 Category - Certificated Positions

Athletics

Location:

ESCC Bishop, ESCC Mammoth Lakes, Ridgecrest/IWV

Justification:

With the introduction of a Cross Country Team to the addition of the athletic department comes the need to fill a head coach position. This position would be responsible for the installation of a cross-country team from the ground up: recruiting, planning, purchasing, scheduling. This position will be instrumental in the growth and development of the athletic programs at Cerro Coso, and will play an integral role in helping to increase full time student enrollment.

In addition this position can potentially be linked to the Kinesiology AS-T program and develop partnerships, and expand enrollment in KINS activity, health science and kinesiology program courses. Currently ESCC does not have an adjunct faculty for any KINS courses in Mammoth and only one adjunct faculty who can only teach one HSCI course per semester. This load, split with a full time coaching position becomes a very attractive coaching opportunity for a highly qualified individual.

2000 Category - Classified Staff

Athletic Trainer

Location:

Ridgecrest/IWV

Salary Grade:

Number of Months:

Number of Hours per Week:

Salary Amount:

Justification:

The current athletic training position is offered as a 1734 hour flex position, and needs to be moved to a full-time position. It is recommended that the department retain the current athletic trainer as she is highly qualified and does an exceptional job of treating our current student-athletes. However, with the growth of the athletic program, and anticipated future growth, the athletic department has a need to increase the hours of this position to accommodate the demand. If we do not address this need now, the athletic programs suffer in the amount of support available and the student-athletes will increase the risk of injury through practice, competition, and rehabilitation.