

Athletics Department

AUP for Academic Year 2019-2020

October 2018

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 student equity gap in athletics has continued to be an inequity in the amount of female participation in athletics. It is the observation of the athletic director that this inequity has existed do to an inconsistency of coaches in the female sports and a lack of focus in recruiting and retention efforts. During the 2017-2018 year, Cerro Coso women's sports were able to complete all of their seasons and avoid forfeit or cancellation, an effort that has not happened at the college since 2002-2003. There are many departments that assist student athletes including counseling, financial aid, and ACCESS to name a few. However, the athletic department and especially the coaches should be commended for their efforts to make this possible. These efforts to close the gender equity gap include:

- Increasing the amount of youth camps to boost recruiting, with a focus on the market of potential area recruits
- Retention through academic eligibility
 - Counseling Department runs weekly eligibility checks to support minimum 12 unit load
 - Student Athletes meet a minimum 4 hours/week of study hall to support maintenance of 2.0 GPA
 - Implementation of Academic Support Specialist to maintain record of SARS study hall reports and progress reports
- Soccer and Volleyball teams expanded into their non-traditional season
 - Both programs added a spring semester Strength and Conditioning class
 - Both programs added a non-traditional spring schedule which was financially supported through increased fundraising
- Soccer, Softball, and Volleyball expanded recruiting efforts in and out of our service area. The 2018-19 year will be a reflection of this recruiting pattern on team rosters.

Student Equity: Gaps to be Addressed

Socioeconomic Status: Economically Disadvantaged

Gap Identified:

Note: Our largest under performing academic gaps exist with first generation college students, and students of low SES.

Outcomes Assessment: Actions Taken

Actions taken in the prior academic year

AUO 1 is a measure of student-athletes meeting the minimum requirement of four study hall hours per week per student. The intent of this measure is to ensure that the Athletic Department is maintaining appropriate supports towards increasing academic achievement. Time spent on campus in a learning environment are intended to improve classroom performance. The Academic Support Specialist monitors the progress of the students through SARSTRAK and reports to coaches to support enforcement.

AUO 2, is designed to increase the amount of full-time enrolled student-athletes. This outcome serves the college with increased enrollment as well as increases the quality of sports teams in general. The athletic department has fallen short of meeting this target by a lack of participation of the amount of female athletes in athletic programs. The athletic department is currently addressing gap by significantly increasing the efforts in student-athlete recruitment across all programs. These initiatives include more active recruiting styles within our service area, improved relationships between coaches in area high schools, and marketing to outside recruits through use of the website and social media.

AUO 3 is a measure of the academic performance of student-athletes' compared to that of the general Cerro Coso Community College student. The goal of this outcome is to improve the academic performance of the student-athlete and place an emphasis on attaining their ability to achieve a degree or remain academically eligible to transfer to a four-year institution. There are also correlations to accessing the supports available on campus such as the use of the LRC, academic specialists, counseling, and study hall which will equate to improved student achievement in the classroom. As a result of the amount of influence that the department has student-athletes, it is reasonable set and attain this goal for the betterment of Cerro Coso Community College. The department is working to close the gap in low GPAs of the past by working closely with other departments on campus to meet the needs of all students. The upward trend in data suggests that the department will reach this goal within the next academic year.

Assessments completed in the prior academic year

AUO 1:

Target: Each sports team will average greater than four hours of study hall per week
Assessment Method: Student-athletes will log into and out of study hall computer in the LRC when accessing study hall, workshops.

Assessment Date: Fall 2017

Recent Results: 80% (4/5) teams met the target

AUO 2: Each athletic team will reach desired roster count at first official practice date

Target: 80% of the possible roster spots will be filled

Assessment Method: Roster data will be entered into the CCCAA Form 3

Assessment Date: Spring 2018

Recent Results: 75% of all athletic roster spots are filled

AUO 3: Student Athletes will maintain an average G.P.A. equal or higher to that of the average Cerro Coso population

Target: 100% of the average (yes/no)

Assessment Method: Cal-PASS Plus, Student Athlete Dashboard

Assessment Date: Spring 2018 (reflects spring 2016 as most current data)

Recent Results: 0% (no)

Outcomes Assessment: Gaps to be Addressed

Type:

AUO

Target Missed/Gap Detected:

Test 2 of Title IX compliance remained a gap for a second consecutive year. This gap indicates that we are not serving female athletes as an underrepresented population

Type of Gap:

Need to improve operational processes.

Analysis and Plan for Improvement:

The initial plan for improvement includes an increased focus in time and energy with recruiting efforts by women's sport coaches. This includes building relationships with area high schools, offering camps and clinics to prospective students, attending recruiting events and tournaments, and leveraging social media recruiting platforms.

A second effort to address this gap is through offering additional female sports at Cerro Coso.

Anticipated Semester for Implementing Planned Improvements:

Fall 2018

Anticipated Semester of Next Assessment:

Fall 2019

Program Review: Actions Taken

Athletics

Year of Last Program Review:

2017-2018

Actions Taken in the Prior Year to Address Strategies:

Increase opportunities for student-athletes to engage in the campus and community

- Strategic Goal #1, Student Success
- The athletic department will continue the work started to connect and engage with organizations outside of the athletic department with the intent of making a positive impact on the campus and community.
- Actions towards this goal include:
 - Leadership opportunities through Fellowship of Christian Athletes
 - Coyotes in the Classroom

- Accessing LAC study-hall and tutoring workshops

Engagement is a constant strategy for the athletic department, and student athletes have been involved in events such as:

- Hosting youth baseball teams during Coyote baseball games
- 90% participation in Ridgecrest's Parade of 1000 flags
- Coyote baseball players volunteering during IWV fall baseball activities
- Basketball scheduled to host "Meet and Greet" with community youth
- Coyote Club hosting "Hall of Fame Dinner" to recognize youth athletic accomplishment in our community

Strategies Still to be Addressed:

Engagement is a never ending goal and the department is working to build constant cycles of engagement activity in the community. A key strategy to this goal is implementing Coyotes in Classroom which still needs to be addressed.

Athletics

Year of Last Program Review:

2017-18

Actions Taken in the Prior Year to Address Strategies:

Close student-athlete achievement gap

- Strategic Goal #2, Improve Equity
- Student-athletes of underrepresented groups will receive guidance and support from on campus resources such as ACCESS and UMOJA
- Athletic department will focus to increase opportunity for underrepresented groups in an effort to meet Test 1 of Title IX

Strategies Still to be Addressed:

A main strategy to close the achievement gap is that of serving females as an underrepresented gender group and their opportunities in athletics through the expansion of the department into Cross Country. By doing so, Cerro Coso will fulfill Test 2 of Title IX which will ultimately lead to satisfying Test 1.

Athletics

Year of Last Program Review:

2017-18

Actions Taken in the Prior Year to Address Strategies:

Create sustainable recruiting cycles that maximize potential for completely filling out athletic rosters

- Strategic Goal #3, Student Access
- The coaches of the athletic department will improve their recruiting practices. This will increase the number of students brought to campus as well as improve the quality of the individual student-athlete recruited to campus

Strategies Still to be Addressed:

The department has gained tremendous momentum in the area of recruiting and as a strategy we will continue to increase awareness of Cerro Coso athletics in our service/recruiting area. This is a process that will take a couple of years but the momentum will create sustainable recruiting cycles.

Athletics

Year of Last Program Review:

2017-18

Actions Taken in the Prior Year to Address Strategies:

All department processes and protocols will be established

- Strategic Goal #5, Organizational Effectiveness
- The department will have all policies, procedures, and protocol established. The athletic director and department assistant will be responsible for understanding all work flow of the department, and interactions of the college campus

Strategies Still to be Addressed:

The strategy of the Athletic Department in Organizational Effectiveness will to become actively involved with the implementation and management of the newly formed Inland Empire Athletic Conference. As we continue to secure the systems of the department on campus, Cerro Coso will begin to focus on being an integral member of the conference and an Athletic Program that will be respected regionally and state wide.

Annual Planning: Actions Taken

Improve success and completion rates for student athletes

This initiative status is marked as "completed" with ongoing efforts of improvement. Strengthening student athlete's chances of academic eligibility will always be a focus for the department, but strides in a positive direction are reflected within some areas of the measures of success.

- SARSTRAK is referenced weekly by the Academic Support Specialist and reports are generated and provided to coaches.
- Access to study hall was achieved by 80% of the teams

- Student Athletes meet with Athletic Counseling/Advisor by October 15 to complete Long Term Education Plans

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

The Athletic Department has continued to work on this initiative as an important component to this goal is consistency within the department. Since the time of this initiatives implementation there has been a new Athletic Director, Softball Coach, Soccer Coach, and Trainer. Inconsistency in this area requires rebuilding or even beginning relationships and networks. At this time it is difficult to measure the progress.

Measures of Success:

- Improved student and faculty awareness as measured by attendance at home games
 - *Attendance has remained minimal by faculty and staff, however it is consistently supported by certain members of the college*
- Improved Citizenship of athletes as measured by decrease in conduct incidents
 - *Conduct incidents were minimal*
- Improved perception of Cerro Coso Athletics as measured by student and faculty surveys
 - *A survey of perception has not been conducted, and the current AD has not seen an original survey*

Improve community awareness and perception of Cerro Coso Athletics

This is another initiative marked as completed but remains as an indefinite initiative. The positive perception of the Cerro Coso Athlete within the community will always be a high priority to the department. The athletic teams and coaches are always looking for opportunity to engage with the community and provide positive role models in town.

Measures of Success:

- Improved merchant and resident awareness of CerroCoso Athletics as measured by game attendance.
 - *Attendance is positively effected when groups within the community are invited- Youth Choir singing National Anthem, Youth Volleyball Teams Invited, IWV baseball teams recognized as "Buddies" during games*
- Improved citizenship of athletes-measured by decrease in conduct incidents.
 - *Minimal if any formal reports have been made aware to the Athletic Department from the community*
- Improved perception of CerroCoso Athletics- measured by survey administered to merchants and residents.
 - *Athletic Director has not seen any survey information on this measure*

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

The Coyote Club has continued to move forward and demonstrated an ability to raise funds for athletics. There is still a need to strengthen the membership of the club, but that has not served as a deterrent to the efforts of the group.

Measures of Success:

- Improved Coyote Club awareness of CerroCoso Athletics as measured by game attendance.
 - *The Coyote Club has worked hard to increase awareness within the community around Coyote Athletics, however attendance has been minimally impacted.*
- Improved support of Athletics as measured by increased financial contributions.
 - *Financial contribution has maintained consistent by the Coyote Club, mainly through the efforts of Advertising Packages, and fundraisers such as the Hall of Fame Dinner, Golf Tournament, and sport camps.*

Review of Current Year Initiatives

Reminder of Initiatives for the Current Year

Increase and retain number of student athletes

Recruit and retain assistant coaches

Enhance athletic facilities

Plan Initiatives for Next Year

Initiatives for Next Academic Year

Moving Student Athletes on to Four Year School Transfer

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

- Recruit high level student athletes
- Maintain a balance of team rosters between Freshman (1st year) and Sophomore (2nd year) student athletes on each team roster
- Support academic eligibility of student athletes
- Promote athletes to sport specific "Sophomore Showcase"

Lead Measure of Success:

- Number of second year players on a team
- Academic eligibility
- 1st year athletic statistics

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:

- Transfer into a four year college

Person Responsible:

Athletic Director

It addresses a program review strategy

Which strategic goal does this initiative address?

Goal 1: Maximize Student Success

Facility Enhancement

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

- 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:

- Addition of school color/branding in athletic facilities
- Increased "foot traffic" around facilities
- Increased use of athletic facilities by student athletes

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:

- Improved appearance of facilities to represent a collegiate athletic experience
- Improved quality of athletic recruits
- Increased number of athletic recruits applying to Cerro Coso

Person Responsible:

Athletic Director

It addresses a gap in outcomes assessment

Which strategic goal does this initiative address?

Goal 1: Maximize Student Success, Goal 2: Advance Student Equity Measures

Program Expansion

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

Expand the Athletic Department sport offerings:

- Addition of Men's/Women's Cross Country
- Increase opportunity for women participation
- Increase FTES

Lead Measure of Success:

- Report interest as indicated from CCC Apply Athletic Interest survey
- Begin generating interest and recruiting the service area
- Track new enrollment through admissions as a result of the program

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:

- FTES as a result of the program
- Test 2 of Title IX: offering opportunity for female participation through program expansion

Person Responsible:

Athletic Director

It addresses a gap in student equity

Which strategic goal does this initiative address?

Goal 2: Advance Student Equity Measures

Evaluate Resource Needs

Facilities

Major renovations will be covered in the Measure J master plan. Continued annual improvements to current facilities include:

Department Offices:

- Move Baseball Coaches into room 417
- Move all other coaches into renovated racquetball room
- AD and Department Assistant remain in room 413

Soccer Field:

- Update Stadium to include school logos and color
- Additional benches for players

Softball Field

- Improve the entrance area to the softball field to be more “fan friendly”.
- Improve bleacher seating. Stadium seating would improve experience for spectators.
- Paint/update score board

Baseball Field

- Finish fencing around bull pen

Gym Court

- Update the paint scheme to match school colors
- Replace yellow 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

- Update with paint and branding

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
- 2 mounted flat screen monitors (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 in 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)

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

NACDA Athletic Leadership Development (Athletic Director)

Research and Data

The department needs to see disaggregated data of student athlete academic performance:

Number of units attempted per student athlete

Number of units completed per student athlete

Retention: Number of student athletes that return from semester to semester

GPA for semester and academic year

Staffing Requests

1000 Category - Certificated Positions

Athletics

Location:

ESCC Mammoth Lakes, Ridgecrest/IWV

Justification:

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 of an estimated 20 new to campus students. The addition of a cross country team will also assist in Test 2 of Title IX and our efforts to create opportunity for female athletes.

2000 Category - Classified Staff