

# Eastern Sierra College Center Department

## ASP for Academic Year 2019-2020

November 2018

---

## Description Of Section

### Connection to College Mission

ESCC's mission is to provide outstanding and equitable educational programs and services tailored to the students in Inyo and Mono counties. We demonstrate a conscious effort to produce and support student success and achievement through traditional, interactive television, and hybrid delivery of courses and innovative, high-engagement, and comprehensive student learning support.

To accomplish this mission we will provide:

- transfer and career technical education;
- comprehensive student support services and learning support;
- learning opportunities that develop ethical and effective citizenry; and
- continuing education that is compatible with the institution's primary mission.

ESCC's mission mirrors the college mission as it relates specifically to students and community members in Inyo and Mono counties. ESCC primarily offers the Cerro Coso General Education, IGETC, and CSU General Education patterns on ground. In addition to these general education patterns, ESCC offers 11 degrees/certificates and three courses that lead to state certification. These degrees/certificates are available across seven different departments and include six CTE certifications (both CCCC and state), two CTE degrees, three CSU transfer degrees, and three liberal arts associate degrees. ESCC also offers a range of community and contract education courses available to the public. ESCC hosts and co-sponsors events, programs, and courses and rents out our facilities to support community events and programs. ESCC also offers the following student services on ground: Counseling, Comprehensive Learning Support Services, Admissions & Records, Basic Skills, Library (through the Mammoth Lakes Public Library), and Access Programs. All other student services are provided online or via the IWV campus services.

---

## Review And Planning

### Performance and Equity Gaps Still to be Addressed

#### Operational Gaps:

**1. Learning Assistance Center (LAC) Staffed Hours & STEM Learning Support.** ESCC's LAC is comprised of the Bishop LAC and the Mammoth LAC. Each LAC is staffed only two days per week for 6.5 hours per day. ESCC believes that student support is essential to retention, success, and completion. ESCC has an operational gap of no LAC staffing at each site two days per week. In addition, the current LAC adjunct faculty's background is in writing and social science, not STEM courses. ESCC also has an operational gap of lack of STEM support in the LAC. For 2017-18, the LAC at Bishop and Mammoth accumulated 698 contacts with students; in the first 13 weeks of Fall 2018, there were 608 contacts. These visits supported student learning in 330 individual enrollments (170 unique students; Fall 2018 had 159 unique students). Of these 220 enrollments, 274 resulted in success (83.03%). Note that the data for Fall 2018 shows that 85% of the contacts were for English and social science courses, rather than STEM courses. This indicates a need for STEM learning support in the LAC. These contacts were accomplished with 26 hours of staffing per week spread across two sites, Bishop and Mammoth (6.5 hours per day, 2 days per week at each site). **Currently, the only position in the LAC in Bishop and Mammoth is one adjunct faculty who focuses on writing and social sciences, leaving the LAC unstaffed at each site two days/week and no focused STEM learning support.** The position is currently funded \$12,000 per year by CCCC LAC department, which covers approximately 12.5 hours per week. The remaining 13.5 hours

have been covered by the Sunset Foundation. ESCC is requesting additional funding of \$8,000 per year for a total of \$20,000 per year from CCCC LAC department, which would be approximately the same dollar amount that the CCCC LAC funds staffing in the KRV LAC. The \$20,000 would cover approximately 19 hours of the 26 hours per week (73%) and allow the Sunset Foundation funding to cover the cost of adding another LAC adjunct focused on STEM learning support to cover the other two days per week at each site that the ESCC LACs are currently unstaffed and provide STEM learning support. **An increase in funding of \$8,000 from \$12,000 to \$20,000 per year for ESCC LAC staffing is requested. See initiative #2.**

**2. Groundskeeper Hours - Reassigned.** ESCC does not have a groundskeeper. With the landscaping and irrigation installed on the Bishop campus, the weeds have increased significantly and grow back faster after being cut. In addition, the brush in Mammoth needs to be cut back regularly to maintain access on sidewalks, pathways and around fire hydrants. ESCC needs landscaping work done on regular basis - approximately two full days per month - throughout the year. **No additional funding is requested; reassignment of existing IWV staff to ESCC two full days per month is requested.**

**3. Kinesiology Faculty - Full-Time, Reassigned.** ESCC does not have a kinesiology adjunct faculty and has had trouble recruiting one since the long-time adjunct faculty retired. ESCC introduced the kinesiology transfer degree program a number of years ago. There are currently 85 kinesiology majors college-wide and ESCC counseling reports that there are 15 kinesiology majors at ESCC. ESCC counseling believes that the number would be higher if ESCC could guarantee physical activity courses on campus on a regular rotation. The past few years ESCC has offered summer volleyball and golf courses with a full-time faculty from IWV and the retired adjunct faculty who is willing to teach golf every other summer. ESCC believes that this degree program would be attractive to students in our service area as there is a heavy focus on athletics and sports in Inyo and Mono counties. Also, the overlap of courses with nursing prerequisites makes this an attractive degree for students in the 25-34 year old age range who are considering a career change into nursing or physical therapy. ESCC believes that the 25-34 year old demographic represents individuals who have recently moved to the ESCC service area or who recreate here and are considering moving to the area. Many of these individuals are drawn to the ESCC service area because of their interest in outdoor recreation and would be drawn to kinesiology, particularly male students who may prefer kinesiology to nursing. This would represent a new population for FTES generation. **No additional funding is requested; reassignment of full-time faculty to ESCC either every other semester or every other year to enable sufficient physical education activity courses to be offered to meet the requirements and promotion of the kinesiology transfer degree program. See initiative #3.**

**4. Cross country athletic coach - Part Time.** ESCC does not have an athletic program. However, Mammoth is a summer training destination for numerous high school cross country teams from across California because of the altitude, trails, track, and Olympic athletes who live in the area. An athletic coach would allow ESCC to support members of a CCCC cross country team at Bishop and Mammoth, which would attract FTES from outside of the service area. ESCC would be able to partner with the summer training camps to possibly offer concurrent enrollment over the summer and to recruit cross country students to matriculate to CCCC at ESCC after graduating from high school and continue competing in cross country. **Approximately \$20,000 for adjunct coach at ESCC. See initiative #3.**

**5. Work Truck.** ESCC does not have a reliable and fully-functional work truck. The current work truck is approximately 25 years old. It does not have sufficient power to tow anything between campuses, such as a lift. Each semester ESCC moves art and science equipment and materials between campuses. In addition, ESCC would like to be able to make regular trips to IWV to pick up supplies and return obsolete IT equipment. A new work truck would also enable ESCC staff and faculty to periodically use the truck to travel between ESCC and IWV for meetings and other events when not needed at ESCC. **Approximately \$50,000 for new 3/4 ton diesel pick up truck.**

### **Equity Gaps**

Data for ESCC success, retention, and completion disaggregated for age, gender, and ethnicity is not yet available, but has been requested. Thus, we are basing these equity gaps on assumptions about equity gaps college wide.

**1. 25 - 34 year-old students.** ESCC's demographics with respect to age has shifted dramatically from 2002-03 to 2016-17 with 38% of the student body 40 and older and 39% under 25 in 2002-03. In 2016-16, 15% was over 40 and 62% under 25. This shows a positive trend in that ESCC is increasingly serving the traditional aged college student - under 25 and not focused as much on individuals 40 and older. Yet, students 25-39 remained stable during that time at 23%. Recent environmental scan shows that in both Bishop and Mammoth service areas, 25-44 year olds are a significant portion of the service area population at 20% and 33%, respectively, and that there is a significant portion of individuals in that age range who have not complete a college degree. Further, in Mammoth that population group is expected to grow in the next five years. By focusing on this age group, ESCC will be attracting a new source of FTES. **It is important that ESCC develop and implement strategies to increase access for students who are 25-34 years old. See initiative #1.**

**2. Male students.** ESCC has fewer male students than female students. One possible reason is that our CTE programming is more focused on programs that are in traditionally female fields such as health careers and human services. **It is important to**

**develop programming that will attract more male students. See initiative #1, 3, & 4.**

**3. Retention, Success, and Completion of Latina/o students.** ESCC has experienced a significant number of Mammoth Lakes Scholarship students, primarily Latina/o, who are first semester students that are not successful their first semester. Many do not return in the spring semester or are not eligible for the scholarship because of a low GPA. **It is important to develop strategies to better support ESCC Latina/o students. See initiative #2.**

### **Impact of Performance, Operational, and Equity Gaps on Student Learning Outcomes (SLOs)**

Throughout the planning and review cycle, ESCC focuses on gaps that influence SLOs. The performance and operational gaps above, if not addressed will lead to a negative influence on SLOs. Without funding to increase LAC staffing, students will not have access to learning support. The LAC faculty directly assist in improving SLOs for all courses. LAC adjunct rely on the SLOs for each course and design instructional support to achieve SLOs. Adding faculty in kinesiology will help achieve SLOs in the kinesiology degree program. Adding a cross country coach will help bring in a new group of student athletes who must meet GPA requirements and thus will be more focused on achieving SLOs. This will help to increase the culture across campus. Working toward closing equity gaps also means that ESCC is focused on bringing in new groups of students and supporting their success, which requires achieving SLOs.

## **Annual Planning: Actions Taken**

### **Develop Plan for Financing ESCC Facilities Improvements and Modernizations**

ESCC has been working with the facilities master plan consultants to identify and prioritize facility needs for ESCC. The facility master plan is in the process of being finalized by the consultants. Once the plan is finalized, scope and cost of each facility improvement/modernization project will be developed and then the various financing options will be identified. This action plan is in the beginning stages and will continue to be pursued once the facility master plan is complete.

### **Develop Transfer Pathways and ways to Measure Transfer**

ESCC has focused on UNR as the primary transfer school because it is closest in proximity, is part of the Inyo and Mono Promise plan supported by the Inyo and Mono County Offices of Education, and we already have a cohort of alumni attending UNR. We will continue to explore other transfer schools to develop a "partnership" with, but have not done so to date. ESCC has worked with local partners to establish four transfer scholarships for ESCC students, up from just one in 2015-16. ESCC is currently working with IR to develop a way to track transfer, but it is not in place yet. Other initiatives that have been implemented include enhancing Transfer Week events by adding presentations about TAG and TAP, inviting representatives from UCLA, UC Davis, and UNR to meet with students on campus, providing information on AA/S-Ts, and a trip to UNR.

## **Initiatives for Next Academic Year**

### **Initiative #1: Increase outreach to 25-34 year olds in order to increase FTEs at ESCC (See Equity Gaps)**

**Is this part of a multiyear initiative?**

Yes

#### **Specific Action Steps to be Taken:**

1. Partner with key employers and organizations who employ or serve this age group in order to provide outreach. Examples of such partners include: Mammoth Mountain Ski Area, US Forest Service, Mammoth Hospital, Northern Inyo Hospital, County and City Governments, American Alpine Club, Mountain Rambler, Access Fund, Black Sheep Coffee Shop, Stellar Brew, Eastside Sports, Mammoth Mountaineering, Eastern Sierra Avalanche Center.
2. Promote and develop programs and services that appeal to this demographic. Examples of programs to promote and develop include: increase awareness of transfer curriculum, health career pathways, computer science/business pathways; develop and sustain the kinesiology transfer degree; develop an athletics program, such as cross country.
3. Attend and host information tables at events that are attended by this demographic. Examples of events include: the Banff Film Festival, Mammoth Motocross, Mammoth Gran Fondo, Lone Pine Marathon, and Bishop Highball.

**Lead Measure of Success:**

1. Partnerships with additional organizations in Mammoth and Bishop have been established by December 2019.
2. An action plan for outreach to 25-34 year olds has been developed with each additional partner by December 2019.
3. The action plan has been implemented by December 2020.

**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:**

1. The percentage of 25-34 year olds attending ESCC has increased from Fall 2018 to Fall 2021.
2. The number of 25-34 year olds attending ESCC has increased from Fall 2018 to Fall 2021.

**Person Responsible:**

Site Director, ESCC

**It addresses a gap in student equity**

**Which strategic goal does this initiative address?**

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

**Initiative #2: Increase learning support at ESCC to increase completion and close achievement gaps.**

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

1. Increase ESCC Learning Assistance Center (LAC) adjunct faculty staffed hours from 26/week to 52/week.

**Lead Measure of Success:**

1. ESCC LAC adjunct faculty staffed hours have increased from 26/week Fall 2018 to Fall 2019.

**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:**

1. ESCC LAC student contact hours have increased from Fall 2018 to Fall 2021.
2. ESCC success and retention by ethnicity gaps have narrowed Fall 2018 to Fall 2021.
3. ESCC completion rates have increased from Spring 2018 to Spring 2021.

**Person Responsible:**

Site Director, ESCC

**It addresses a gap in student equity**

**Which strategic goal does this initiative address?**

Goal 1: Maximize Student Success, Goal 2: Advance Student Equity Measures, Goal 5: Strengthen Organizational Effectiveness

**Initiative #3: Sustain ESCC Kinesiology Transfer Degree and Implement Cross Country Team**

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

1. Research and develop a plan and budget for establishing a CCCC track team with training in Mammoth.
2. Work with community partners to develop resources for and interest in a cross country athletic team. For example, work with Mammoth Track Team and Olympic Medalists in Bishop and Mammoth to determine what support, funding, and activities could be funded by the Mammoth Track Team; work with Inyo and Mono county high schools to gauge interest in students joining a track team.
3. Hire or assign a full-time kinesiology faculty and part-time cross country coach for ESCC.
4. Promote and recruit for the kinesiology program and cross country team.

**Lead Measure of Success:**

1. A plan and budget to develop a cross country team have been researched and developed by December 2019.
2. Local resources to support the kinesiology program and cross country team have been identified and committed by December 2019.
3. A full-time kinesiology faculty and part-time cross country coach has been hired for or assigned to ESCC by August 2019.
4. Promotion of and recruiting for the kinesiology program and cross country team has been initiated by August 2019.

**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:**

1. ESCC kinesiology transfer degree majors have increased from Fall 2018 to Fall 2021.
2. ESCC enrollment has increased due to new students who have joined the cross country team from Fall 2018 to Fall 2021.

**Person Responsible:**

Site Director, ESCC

**Other**

This initiative addresses access by enhancing enrollments, community connections by reflecting the communities we serve, and institutional effectiveness by increasing revenues.

**Which strategic goal does this initiative address?**

Goal 3: Ensure Student Access, Goal 4: Enhance Community Connections, Goal 5: Strengthen Organizational Effectiveness

**Initiative #4: Expand CTE Programs at ESCC**

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

1. Introduce welding certificate at ESCC
2. Introduce security guard certificate at ESCC

**Lead Measure of Success:**

1. Welding sites and partners are established and welding equipment purchased by Fall 2019.
2. Security guard faculty have been recruited by Fall 2019.

**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:**

1. Welding courses are offered by Fall 2020.
2. Security guard courses are offered by Fall 2020.

**Person Responsible:**

Site Director, ESCC

It addresses a gap in student equity

Which strategic goal does this initiative address?

Goal 2: Advance Student Equity Measures, Goal 3: Ensure Student Access, Goal 4: Enhance Community Connections, Goal 5: Strengthen Organizational Effectiveness

## Resource Needs

### Facilities

Item	Site	Cost	Priority
Parking Replacement/Striping	Bishop	\$300,000	High
Carpet Replacement	Bishop	\$200,000	High
Work Truck	Bishop	\$50,000	High
Glass Wall b/w LRC/Community Room	Bishop	\$10,000	High
Garage/Shed	Bishop	\$10,000	High
M&O Shelving (2), Work Table, Hooks	Bishop	\$3,500	High
No Parking Fire Lane Signs	Bishop	\$1,000	High
Install Kitchen Exhaust Fan	Bishop	\$1,000	High
Flags	Bishop	\$500	High
Bulletin Boards A&R/Kiosk Area	Bishop	\$500	High
Larger/3 Basin Utility Sinks for Art Room	Bishop	\$500	High
Cart w/hard wheels	Bishop	\$300	High
Paint Interior	Bishop		High
Lift	Bishop		High
Replace Horizontal Blinds	Bishop		High
Remove wall b/w clean up spaces in ART	Bishop		High
Art Room storage shelving	Bishop	\$875 ea	High
Exterior Ash Trays	Bishop		High
Roman Shades in Community Room	Bishop	\$5,000	Medium
Community Room Stage Lighting	Bishop	\$3,000	Medium
Furniture for Student Lounge/Art Gallery	Bishop	\$2,500	Medium
Bulletin Boards outside each classroom	Bishop	\$2,500	Medium
External Hose Bibs North South Entrance	Bishop	\$2,000	Medium
Back Curtains for Community Room Stage	Bishop	\$2,000	Medium
Animal Resistance Waste/Recycling Receptacle (2)	Bishop	\$1,404	Medium
Flag Pole Lighting Repair	Bishop	\$1,000	Medium

Remove Drinking Fountains/Install Utility Sinks (ART)	Bishop	\$500	Medium
Pallet Jack	Bishop	\$500	Medium
Replacement Plants for Landscape	Bishop	\$500	Medium
Shelving in Art room 'bathrooms'	Bishop	\$500	Medium
Install a glass wall/door between 162 & 163	Bishop		Medium
Add lighting and wall mounting system in student lounge	Bishop		Medium
Holder/Drawers for Nuts/Bolts	Mammoth	\$300	High
M&O Supplies/Paint/Tiles/Screws etc.	Mammoth	\$1,000	Medium

## Information Technology

4 x Shelving Units for Bishop IT Office; currently all equipment is in boxes on the floor. (\$3,500)

2 x Color Printers for Bishop and Mammoth campus; ESCC does not have ability to print in color. We occasionally need to print flyers while waiting for deliveries from IWV print shop. (\$600)

Convert BESCC 162 to a smart classroom. Currently, it does not have any A/V capabilities. The room is needed for LVN, CMA, and CNA lectures. (\$10,000)

Short throw projector/screen and instructor station for BESCC 126. Currently the art room does not have a projector or instructor station. (\$3,000)

Regular IT replacement schedule.

## Marketing

**Post Card Mailings \$6,000.** ESCC would like to continue mailing matriculation postcards each semester. Reaching out to all residents in the ESCC service area is the primary way to reach our target population of 25-34 year-old individuals in the community. ESCC does not have a partner/place we can go to reach this population as we do with high school students. Cost includes printing of postcards \$2500 and mailings \$3500.

**Billboard \$4,000.** ESCC would like to rent a billboard on 395 for 6 months per year. The billboard will attract new FTES from outside of the service area. The target population of 18-35 year-old individuals who have not completed a college degree or who would like to re-train and who are attracted to the Eastern Sierra for recreation drive up to Bishop and Mammoth from Southern California regularly to snowboard, climb, fish, and mountain bike.

**ESCC requests the same level of funding from the 2018-19 academic year for 2019-20 for radio and print advertising** for our Open Houses each semester and for registration just prior to the start of the semester. These marketing methods are also very important to reach our target 25-34 year-old population.

## Professional Development

**ESCC requests \$1,500 for professional development** for two administrators and/or staff to attend the 2020 American Association of Hispanics in Higher Education. We believe that once disaggregated data for ESCC is available, we will find equity gaps in completion, success, and retention. We would like to attend the conference to start planning strategies to better support our Latina/o students.

## Research and Data

ESCC needs support particularly in identifying gaps. The following data is requested:

- Unduplicated headcount at Bishop and Mammoth by gender, ethnicity, and age range.
- Success, retention, and completion at Bishop and Mammoth by gender, ethnicity, and age range.
- Matriculation report for ESCC Bishop/Mammoth students and online students in the ESCC service area (number and percent of students who have completed various matriculation components and fully matriculated)
- Transfer-ready report for ESCC Bishop/Mammoth (number and percent of unduplicated students who are transfer ready each academic year)
- Graduation (certificate and degree) for ESCC Bishop and Mammoth, numbers and percentage of unduplicated students
- High School Yields

---

## Staffing Requests Not Already Listed In Unit Plans

### 1000 Category - Certificated Positions

#### Learning Assistance Center Adjunct Faculty Additional Hours Funded

**Location:**

ESCC Bishop, ESCC Mammoth Lakes

**Justification:**

The Learning Assistance Center does not offer courses for FTE; rather, it supports students in retention, success, and completion in their FTE earning coursework.

**Department Productivity, previous year:**

Over the past year, the LAC at Bishop and Mammoth accumulated 698 contacts with students; for Fall 2018 there have been 608 contacts to date just for the semester. These visits supported student learning in 330 individual enrollments (170 unique students; for Fall 2018 there have been 159 unique students). Of these 330 enrollments, 274 resulted in success (83.03%). This was accomplished with 26 hours of staffing spread over 2 sites, Bishop and Mammoth (6.5 hours per day, 2 days at each site).

Currently, the only position in the LAC in Bishop and Mammoth is one adjunct faculty who primarily focuses on writing and social science coursework. This is currently funded at \$12,000 per year which covers approximately 12.5 hours per week. The remaining 13.5 hours have been covered by the Sunset Foundation.

ESCC is requesting LAC funding for the ESCC LAC Faculty member at approximately the same dollar amount as KRV (\$20,000), which would cover 19 hours per week (approximately 73% of the current 26 hours per week of staffing).

**Further Rationale:**

- KRV has a Learning Center Technician 30 hours/week for 11 months in the LRC.
  - The Learning Center Tech is not a tutoring/instructional support position, but rather oversees student tutors. ESCC has tried to build a tutor team, but currently only has two tutors on the Bishop campus. We cannot hire a LC Tech until we have a steady and strong student tutor team. In the meantime, ESCC has Adjunct Faculty staffed regular hours in the Learning Center to provide steady coverage and instructional support.
  - The LC Tech is a 38.0 range position which starts at \$17.92/hour and goes up to \$25.32/hour. Assuming that the KRV LRC Tech is at Grade 6 (\$20/hour), KRV receives approximately \$20,000 in funding (\$20/hour x 30 hours/week x 32 weeks + benefits) to staff the LRC at one site which has FTES of approximately 45 Fall 2018. In comparison, ESCC receives approximately \$12,000 to staff the LRC at two sites which each have approximate FTES of 68. Thus, general funds allocated for KRV LRC is about \$222/FTES (\$20,000/year divided by 2 semesters, divided by 45 FTES/semester) and for ESCC LRC is about \$44/FTES (\$12,000/2 semesters/136 FTES).
- Increasing ESCC's LRC funding from \$12,000/year to \$20,000/year would still only be \$74/FTES versus KRV's LRC funding level of \$222/FTES.

- ESCC would like to maintain a minimum coverage of 6.5 hours per day (Mondays-Thursdays) at each site for 8 months per year (Total cost w/benefits approximately \$56,000). Currently, we are staffing the LRC at only 6.5 hours/day, 2 days/week per site (which is half of the target minimum coverage) at a cost of approximately \$28,000 – the Sunset Foundation is covering the cost above the \$12,000 from general funds.
- ESCC has received funding from the Sunset Foundation to cover the cost above \$20,000 (requested from general fund to fund the minimum coverage level).

## **ESCC Cross Country Part Time Coach**

### **Location:**

ESCC Bishop, ESCC Mammoth Lakes

### **Justification:**

Hiring a part time athletic coach to support cross country team members at ESCC would not directly generate FTES, but would help to attract a new population of FTES from student athletes within and from outside the service area. In addition the new population of athletes would likely help to sustain the kinesiology transfer degree program at ESCC.

**ESCC requests approximately \$20,000 to hire a part-time cross country athletic coach.**

## **Kinesiology Faculty - Reassignment of Full Time Faculty from IWV**

### **Location:**

ESCC Bishop, ESCC Mammoth Lakes

### **Justification:**

ESCC is requesting re-assignment of a full-time kinesiology faculty for Bishop and Mammoth Campuses to support the kinesiology transfer degree program. ESCC believes that this will increase FTES and attract new enrollment from populations that we are currently not attracting. (See Initiatives #1 and #3)

1. ESCC offers the kinesiology transfer degree program, but has not been able to offer the physical education activity courses since our long-time adjunct faculty retired. We believe that re-assigning from IWV or hiring a new full-time faculty to ESCC to offer kinesiology and health science courses would bring in new FTES to ESCC from three sources: our targeted 25-34 year old demographic, Inyo/Mono HS graduates who are athletes, and HS graduates from out of the area who are interested in pursuing cross country athletics. ESCC currently has 15 students declared as kinesiology majors, but ESCC cannot promote the program without an instructor. ESCC has been unsuccessful in sustaining the program because ESCC has not been able to hire a new adjunct faculty.

2. ESCC cannot offer the required physical education courses for the kinesiology transfer degree program with out a faculty. The program cannot be sustainable with adjunct faculty since we have had a series of adjunct faculty commit to teach and cancel last minute. We believe that we would have more kinesiology majors if the courses were offered regularly and not cancelled. We believe that we would be able to attract new FTES with a combination of a strong kinesiology program and a cross country athletic team that would require enrollment in physical education courses.

3. The kinesiology transfer degree program is core mission:

a. increase access - particularly for our targeted 25-34 year old population and high school athletes;

b. enhance community connections - these programs will target core interests in the community such as outdoor recreation and athletics;

c. increase organizational effectiveness - these programs will increase FTES for ESCC by drawing from under-served populations

within our service area and attract new populations from outside of our service area.

4. Courses are not scheduled because we do not have an instructor to teach them.

5. Courses are not scheduled because we do not have an instructor to teach them.

6. There is a need for physical therapists, coaches, and athletic directors in the Eastern Sierra at some of the major employers: Mammoth Hospital, Northern Inyo Hospital, Mammoth Mountain Ski Area and the area schools. There is not a shortage of workers, but there are opportunities locally for students in these fields.

7. We believe that this program would add FTES to ESCC. If the position was a re-assignment, there would not be additional costs.

8.

a. Size of wait lists in the discipline - no courses have been offered at ESCC in the last year. We have not had wait lists in PHED courses, but the classes have been full.

b. Department productivity, previous year - we have had about 20 students in the PHED courses at ESCC when we last offered the courses. We believe that we would have more students enrolled if we had a regular schedule of course offerings and student in cross country.

c. Number of faculty currently in the department - none at ESCC

d. Number of adjunct faculty - none at ESCC

e. Number of certificates awarded, previous year - not applicable

f. Number of degrees awarded, previous year - we had one student earn a AS-T in Kinesiology in 2015, but since then it has been difficult for students to complete the degree due to no physical education courses being offered in the spring and fall semesters.

g. Core curriculum classes - all of the other courses needed for the kinesiology transfer degree are offered at ESCC.

h. CTE classes with workforce data (wage/high demand) - not applicable

## 2000 Category - Classified Staff

### Groundskeeper Reassigned 2 Days/Month at ESCC

**Location:**

ESCC Bishop, ESCC Mammoth Lakes

**Salary Grade:**

**Number of Months:**

Reassigned IWV Groundskeeper 2 days/month at ESCC 12 months

**Number of Hours per Week:**

2 days/month at ESCC for 12 months

**Salary Amount:**

**Justification:**

ESCC does not have a groundskeeper. With the landscaping and irrigation installed on the Bishop campus, the weeds have increased significantly and grow back faster after being cut. We now need landscaping services regularly (approximately 1x/month

for a full 10 hours) throughout the year. In addition, the brush in Mammoth needs to be cut back annually to maintain access on sidewalks, pathways, and around fire hydrants. **ESCC is requesting 2 days/month assignment of a IWV groundskeeper to pull weeds and clean up grounds at both Bishop and Mammoth. No additional funding needed; reassignment of existing staff.**