

Athletics Department

AUP for Academic Year 2020-2021

October 2019

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.

Student Equity: Gaps to be Addressed

Ethnicity: African American

Gap Identified:

The equity gap for African American student-athletes generally exists within our department as first generation student populations. The gap that we have challenges closing is due to their lack of knowledge, understanding or family support of how to navigate college. This population is usually away from home for the first time and often come to Cerro Coso with average academic skill or little previous guidance. This combined with financial instability make attending college challenging and opportunities to succeed need to be highly supported.

Ethnicity: Hispanic

Gap Identified:

The equity gap for Hispanic student-athletes generally exists within our department as first generation student populations. The gap that we have challenges closing is due to their lack of knowledge, understanding or family support of how to navigate college. This population is usually away from home for the first time and often come to Cerro Coso with average academic skill or little previous guidance. This combined with financial instability make attending college challenging and opportunities to succeed need to be highly supported.

Socioeconomic Status: Economically Disadvantaged

Gap Identified:

The equity gap for economically disadvantaged student-athletes exists because this is a limiting factor for the student to be provided with basic needs for college survival; rent/housing, food, tuition, and books. Through high levels of support many of the problems to these needs have solutions but these factors provide challenges to running a successful athletic program. The lack of available student housing options have an annual negative impact to the recruitment of potential students and the high cost of some books or codes to online classes often result in student's being dropped from such classes.

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 on 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: Spring 2019
Recent Results: 80% (4/5) teams met the target

AUO 2: Each athletic team will reach desired roster count at first official practice dateTarget: 80% of the possible roster spots will be filledAssessment Method: Roster data will be entered into the CCCAA Form 3Assessment Date: Spring 2019Recent 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 populationTarget: 100% of the average (yes/no)Assessment Method: Cal-PASS Plus, Student Athlete DashboardAssessment Date: Spring 2019 (reflects spring 2017 as most current data) Non-Athlete=2.75, Athlete = 2.37Recent 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 femaleathletes as an underrepresented population.

Type of Gap:

Need to improve operational processes.

Analysis and Plan for Improvement:

Changes to the head coaching role in two of the female sports has made progress in this area difficult. The instability does not allow for the women's program to get into a strong recruiting cycle.

The plan for improvement includes a continued attempt to stabilize the head coach into consecutive seasons with 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, beginning with expanding the volleyball program into a club beach program in the spring followed by cross country in the fall.

Anticipated Semester for Implementing Planned Improvements:

Fall 2020

Anticipated Semester of Next Assessment:

Fall 2021

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**

The athletic director along with support from the director of outreach have coordinated opportunities for the student athlete to engage with the campus community as well as the community of Ridgecrest. Some examples of engagement are as follows:

- 1. Active participation in Cerro Coso Rocks/Orientation**
- 2. Coyotes in the Classroom**
- 3. Student-Athlete Meet and Greet/ BBQ Bash**
- 4. Parade of 1000 Flags**
- 5. Baseball team's support of IWV fall camps**
- 6. Meet the Coyotes (basketball season opener)**
- 7. Active attendance from local youth programs at specific home games**
- 8. Fellowship of Christian Athletes**

Strategies Still to be Addressed:

Athletics

Year of Last Program Review:

2017-2018

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:

The athletic department has not yet made progress to move forward on closing the gap towards meeting Test 1 of Title IX compliance. The two direct ways of making progress are to continue maximizing roster capacity or adding female sport offerings. It has also just come to the athletic director's attention that with the emergence of women's beach volleyball in the CCCAA offerings, Cerro Coso could duplicate the head count of female athletes by adding beach volleyball. This would allow the current court volleyball student athletes to compete in the spring and allow Cerro Coso to duplicate the head count as recorded by the EADA and R4 Title IX reporting process.

Athletics

Year of Last Program Review:

2017-2018

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

The athletic department with the support of counseling services and the VP of Student Services have been working together to improve the efficiency of onboarding recruits into the college. The end result will be a protocol to follow the process beginning with the coach making contact with a recruit to connecting them with a counseling technician (this position is the liaison for the recruit) and ultimately to the athletic counselor. This effort will enhance the athletic teams' ability to support a recruit registering for the fall semester, and increasing our chance to retain the recruit becoming a student-athlete.

Strategies Still to be Addressed:

Athletics

Year of Last Program Review:

2017-2018

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

The athletic director has been working directly with various campus departments to maintain work flow that allows the athletic department to operate effectively. The athletic director has also been directly involved at the executive level of the implementation of the Inland Empire Athletic Conference in the role of Vice President to ensure that Cerro Coso Athletics is represented at the conference level as well as the state level.

Strategies Still to be Addressed:

The Athletic Department Assistant III position has been vacant since spring 2019. This has caused a delay to the department's ability to improve organizational effectiveness. It is anticipated that the position will be filled by fall 2019.

Annual Planning: Actions Taken

Increase and retain number of student athletes

The number of roster size of men's sports, baseball and basketball have maintained a sustainable number over the past years. In the past fall semesters, baseball started with 28 in 2018 and 32 in 2019. In the past fall semesters, basketball started with 18 in 2018 and 16 in 2019.

The number of roster sizes in women's sports has been consistent with the sport of volleyball. In the past fall semesters, volleyball started with 13 players in 2018 and 14 players in 2019. However the numbers in soccer and softball have been inconsistent. It is the observation of the athletic director that turnover in the head coaching role are the primary factor for the instability of roster sizes.

Recruit and retain assistant coaches

The attraction of qualified head coaches will be an ongoing process due to the nature of the position, pay, and level of play. The department has been diligent to bring in quality support. It is worth exploring paying the assistant coach a stipend for 2 semesters of coaching for each sport, as it has become an expectation that all sports are to be engaged with their student athletes for both semesters during the year. This would make the position more attractive for an assistant coach to come to Ridgecrest to and work, as most of our candidates are from out of the area.

Enhance athletic facilities

Enhancements to the athletic facilities are currently underway. Many of these improvements are in the way of updating the equipment used and incorporating school colors and logos where possible.

A bulk of the facility upgrades are being incorporated into the Measure J funding and facility improvements.

Review of Current Year Initiatives

Reminder of Initiatives for the Current Year

Moving Student Athletes on to Four Year School Transfer

Facility Enhancement

Program Expansion

Plan Initiatives for Next Year

Initiatives for Next Academic Year

Improve Onboarding

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

1. Recruiting expectations and time line by coaches
2. Developed process of onboarding through counseling
3. Support from college to the recruited student athlete to complete registration process

Lead Measure of Success:

1. Increased numbers of prospects
2. Higher efficiency and timeliness of the onboarding process of a recruit
3. Alignment of the process

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:

1. Retention of recruit becoming a student

2. First semester schedule completed in advance of the term beginning
3. Higher numbers of student athletes per roster
4. Increased FTES at CCCC

Person Responsible:

Athletic Director

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 3: Ensure Student Access, Goal 5: Strengthen Organizational Effectiveness

Program Expansion

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

1. Meet with appropriate campus administration
2. Determine appropriate sports to expand
3. Determine appropriate timeline for growth
4. Consider budgeting and financial impacts

Lead Measure of Success:

Early observational data is supported by trends in athletics and enrollment management that predict directions of growth in a small college model. The expansion of programs also supports compliance with Title IX tests. The following programs that reflect our community with chances for success through sustainability and are matched by our current facilities are:

- Women's Cross Country followed by Men's Cross Country
- Women's Beach Volleyball
- Men's Soccer
- Women's Basketball
- eSports

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:

Women's Cross Country/Men's Cross Country

- Addition would immediately bring Cerro Coso into Title IX compliance by offering additional female opportunity of a sport
- The sport reflects the community and region
- Addition immediately increases FTES
- Addition of student athletes immediately improves the college's educational performance and success data

Women's Beach Volleyball

- Addition would immediately bring Cerro Coso into Title IX compliance by offering additional female opportunity of a sport
- The current fall court volleyball team can compete on the spring beach volleyball team and be duplicated in Title IX headcount

Men's Soccer

- Addition of this program would instantly bring CCCC FTES up by 20+ students
- Soccer is a low cost sport, and a majority of the cost is already incurred through the women's program

Women's Basketball

- Addition of this sport balance out male/female sports at CCCC
- Roster numbers are realistic to obtain and sustain for a female sport

eSports

- This is the latest trend in offerings to college competition
- Low cost sport to maintain
- FTES possibilities are great

Person Responsible:

Athletic Director

It addresses a program review strategy

Which strategic goal does this initiative address?

Goal 1: Maximize Student Success, Goal 2: Advance Student Equity Measures, Goal 3: Ensure Student Access, Goal 4: Enhance Community Connections, Goal 5: Strengthen Organizational Effectiveness

Evaluate Resource Needs

Facilities

Major renovations will be covered in the Measure J facilities plan.

Department Offices:

- Athletic Director and Department Assistant Room 413
- Baseball Coaches Room 417
- Basketball Coaches Room 413 (B)
- Volleyball and Softball Coaches Room 415
- Soccer Coaches work from open space in room 413

Outdoor Beach Volleyball Court

- Resurface the court with competition grade beach sand
- Renovate/upgrade the court in preparation for collegiate competition

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. Additional set of bleachers to complete viewing area.
- Paint/update score board

Baseball Field

- Batters Eye replaced into a permanent structure
- Replace backstop netting (2021-2022 replacement plan)
- Replace trees and bushes that were removed, specifically behind outfield fence

Gym Court

- Install Hudl Camera to be used for events in the gym
- 3 point line needs to be moved (repainted) according to CCCAA rules beginning in the 2020 season
- 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

Athletic Training Room

- Update with paint and branding

Information Technology

Support to install Hudl Camera in gymnasium.

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 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.

The athletic department is currently improving its effort to increase the social media presence. This is done with an emphasis to promote Cerro Coso athletic programs within the region and state to create an awareness around the Coyote athletic programs.

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

2000 Category - Classified Staff