

Athletics Department
AUP for Academic Year 2021-2022
October 2020

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 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 goals of the Athletic Department are rooted in creating athletic opportunity, engaging the community and supporting the academic progress of the student-athlete. When combined with a strong academic emphasis, collegiate athletics can provide students the opportunity to earn financial and/or academic support that will further their education through the pursuit of an advanced degree by matriculating to a four year institution. As a department we strive to provide an engaging academic and athletic environment, and support goals and aspirations of continuing opportunities to play at the NCAA/NAIA collegiate or professional level, while pursuing a four year degree.

Report on Improvements Made and Gaps Identified in the Prior Year

Student Equity: Actions Taken

- Collaborations with student services (counseling and financial aid) to improve interactions with student athletes
 - Communication flow has been established between counseling/athletics to identify recruits and create a "warm hand-off" from the coach to counseling
 - Development of athletic counseling through education plans and advising are considered to support progress for the student athlete, given the nature of athletic eligibility
- Addressing Title IX to come into compliance. Hiring of two qualified head coaches, softball/soccer with objectives of increasing roster sizes to the point of compliance

Student Equity: Gaps to be Addressed

Gender: Female

Gap Identified:

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.

Socioeconomic Status: Economically Disadvantaged

Gap Identified:

For this report, the gap of economically disadvantaged and first generation student is synonymous. This gap is reported reflecting

anecdotal data. During the academic year 2019-2020, progress has been made through collaboration with the counseling department to improve onboarding processes of student athletes, increased timeliness and communication of financial aid, and access to federal work study positions. However, there is still work to be done to refine these systems and provide an efficient alignment for this disadvantaged population.

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 Academic Support Specialist monitors and tracks student athlete study hall, providing reports to coaches and the athletic director, and provides follow up to students in academic need.

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 collaborated with the counseling department in order to increase commitment levels of athletic recruits. An increase in the flow of communication from first contact through fall semester onboarding has been a focus.

AUO 3 is a measure of the academic performance of student-athletes. The goal of this outcome is to improve and sustain the academic performance of the student-athlete. This emphasizes the CCCAA academic eligibility requirements and promotes academic progress in the area of degree completion or transfer to a four-year institution. The Academic Support Specialist monitors student athlete study hall, reviews grade checks, and supports identified at risk students with tutoring and additional study support towards academic progress.

Assessments completed in the prior academic year

AUO 1:

- Target: (*Tracking was impacted by earthquake repair in Fall 19, and COVID in Spring 20*) Each sports team's athlete will average a minimum of four hours of study hall per week.
- Assessment Method: Student-athletes will log into and out of study hall computer in the LRC, or sign in sheet, when accessing study hall, workshops.
- Assessment Date: Spring 2020 Recent Results: 80% (4/5) teams met the target

AUO 2: Each athletic team will reach targeted 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 2020- 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 general student population. Student Athletes will complete a higher average of total units.

- Target: 100% of the average, outperform in GPA (yes/no)
- Target: 100% of the average, complete more units (yes/no)
- Assessment Method: Cal-PASS Plus, Student Athlete Dashboard
- Assessment Date:
 - GPA- Spring 2020 (reflects AY 18-19) Non-Athlete=2.79, Athlete = 2.4, Results: 0% (no)
 - Units Completed- Spring 2020 (reflects AY 18-19) Non-Athlete=8.09, Athlete= 20.89, Results: 100% (yes)

Outcomes Assessment: Gaps to be Addressed

Small female roster size

Type:

AUO

Target Missed/Gap Detected:

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

Type of Gap:

Need to improve customer service. 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 and retention 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 an additional club beach program in the spring followed by cross country in the fall.

Anticipated Semester for Implementing Planned Improvements:

Spring 2021

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

Moving Student Athletes on to Four Year School Transfer

Due to COVID-19, this initiative is incomplete.

Facility Enhancement

Improvements made in 19-20:

- Windscreens added to baseball and softball field
- Gym court interior has been "decluttered". A new Cerro Coso Coyotes branded adhesive has been added, as well as a new CC graphic in the gym lobby
- Gym hallway has been updated with 2'x4' prints of student athletes competing
- Weight room has been branded with a 10' CC logo

Program Expansion

- Cross country has not been added
- Women's participation was suspended due to COVID-19, however at the time of this report new head coaches are in position for soccer/softball and it is anticipated that increased recruiting numbers will result
- FTES was impacted due to COVID-19 (spring 2020), unknown

Review of Current Year Initiatives

Reminder of Initiatives for the Current Year

Improve Onboarding

Program Expansion

Plan Initiatives for Next Year

Initiatives for Next Academic Year

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 Beach Volleyball
- Women's Cross Country
- Men's Cross Country
- 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 Beach Volleyball

- Addition would immediately bring CerroCoso 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

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

Men's Soccer

- Addition of this program would instantly bring CCCCFTES 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 complies with Title IX under presentation of female sports at CCCC
 - Roster numbers are realistic to obtain and sustain for a female sport

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

Achieve "competitiveness" for all sports in intercollegiate competition

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

This is specifically, an internal, organizational effectiveness initiative. 2021-2022 marks the fifth year of a full-time athletic director in the department and as such, results within competition should reflect progress in terms of intercollegiate competition.

Specific steps in the structure of the department are:

- AD in place for 4 consecutive years
- All teams will have had a head coach in place for more than one season
- All teams have established recruiting cycles
- All teams will have sustainable roster sizes
- All teams are funded at a minimum to cover essential items

Specific steps to be taken in hosted games are:

- Game management personnel are in place
 - Announcer/Music, Scoreboard, Scorebook, Shot Clock Operator, Snack Bar, Gate, Ball shagger, Security
- Facilities are equipped to host collegiate level sporting events (Measure J will fill future gaps)

Specific steps to support and sustain on a multiyear scale:

- Support across campus departments
 - Counseling/Admissions/FA must remain involved from the recruitment to completion of the student athlete
 - Marketing needs to be increased to promote engagement with the community as well as promote our brand
 - Outreach efforts must continue and develop to promote opportunities for the Cerro Coso athlete to engage with the campus and local community
- ACCESS/Equity efforts need to be sustained. Student athletes in California are made up of 76% disproportionately impacted students.

Lead Measure of Success:

Quite simply, Lead Measures are observed by:

- Increased number of wins
- Increased/sustainable roster size
- Increased home attendance

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:

Lag measures for this initiative are reflected by the increased quality of the programs. This is observed by:

- Making the post season/sustaining increased number of wins
- Increases in student progress, retention, completion, and transfer rates
- Increased number of athletes moving to 4 year schools to continue competition

This will essentially resemble the "fly wheel" principle. Once achieved, the cycles of recruiting, retention (coaches and students), academic success, and competitive performance become more sustainable.

Person Responsible:

Athletic Director

It addresses a program review strategy

Which strategic goal does this initiative address?

Goal 5: Strengthen Organizational Effectiveness

Evaluate Resource Needs

Facilities

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

Interim Department Offices:

- Athletic Director and Department Assistant Room 405
- Baseball Coaches Room 417
- Basketball Coaches Room 413B
- Softball Coaches 413B
- Volleyball Coaches Room 415
- Soccer Coaches work from open space in room 413

Competition Facilities

- 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 entrance area to become more welcoming
 - Improve spectator seating
- Baseball Field
 - Repair and Replace Batter's Eye (Included in replacement plan)
 - Replace backstop netting. This has become a safety concern for spectators
 - Landscape behind outfield fence needs attention. It has been requested
- Gym Court
 - 3 point line needs to be installed (scheduled 12/20)
 - Update paint scheme to match school colors and branding
 - Replace yellow wall padding with school color and branding

Transportation

- There is a need for additional transportation to be shared within the department for athletic trainer to work events, and regular daily hauling needs. The request is for a Club Car, or John Deere Gator, estimated cost \$12,000.

Information Technology

We will need the support of IT to have the capacity to live stream events from all athletic venues. The primary need will be the ability to connect to the Internet.

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. 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.

An area to target is to get the Cerro Coso brand into larger and higher visible areas, such as billboards and in front of the community.

Professional Development

A need for the continued development of intersection between athletic recruiting/admissions/financial aid/counseling needs to be considered to become better aligned and put Cerro Coso in a position to continue to improve our service to incoming students. An example of on campus PD can be provided by Dan Tudor, [Tudor Collegiate Strategies](#) ranging in cost from \$1000-\$3000.

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

Staffing Requests

1000 Category - Certificated Positions

2000 Category - Classified Staff