

Athletics Department
AUP for Academic Year 2022-2023
October 2021

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 Last Year

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 handoff" 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.

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 2020-2021, 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: Loop-Back Improvements Made

Actions taken in the prior academic year

AUO 1: Each sports team's athlete will average a minimum of four hours of study hall per week.

- Collaboration between the athletic academic specialist and the LRC has been established to improve tracking and student understanding of LAC support.

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

- Expectations of recruiting by head coaches has been addressed
- Support by the counseling department to improve onboarding process has been established

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.

- Supports continue to be refined in this area. Target for achieving this outcome:
 1. Recruit college ready athletes (coaches)
 2. Create appropriate 1st semester schedule (counseling)
 3. Support academic success during the semester (academic support specialist)

Outcomes Assessment: Results of Last Year's Assessments

AUO 1:

- **Target:** 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 2021, Incomplete

Target Met?

Did Not Assess

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 2021- Recent Results: 33% of all athletic roster spots are filled

Target Met?

No

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)**

Target Met?

No

Outcomes Assessment: Missed Targets

AUO 1- 4 hour minimum study hall

Type:

AUO

Target Missed/Gap Detected:

Incomplete Data

Type of Gap:

Need to improve customer service. Need to improve operational processes.

Analysis and Plan for Improvement:

AUO 1 was marked as incomplete because the expectation to monitor 4 hours of study hall per week was impacted by inconsistency of student-athlete attendance on campus and availability of space to monitor.

Anticipated Semester for Implementing Planned Improvements:

Fall 2021

Anticipated Semester of Next Assessment:

Spring 2022

AUO 2- All teams will retain 100% roster capacity

Type:

AUO

Target Missed/Gap Detected:

Target 100%, Result 33%

Type of Gap:

Other (explain in Analysis).

Analysis and Plan for Improvement:

COVID-19 produced a negative impact on the college's ability to maintain teams through the 20-21 school year. Out of 5 teams in the department, only 3 were able to compete. Of the 3 that competed, only 1 maintained full roster capacity.

Anticipated Semester for Implementing Planned Improvements:

Fall 2021

Anticipated Semester of Next Assessment:

Spring 2022

AUO 3: St. Athletes will maintain higher GPA and Unit count compared to general student population

Type:

AUO

Target Missed/Gap Detected:

100% target, 50% result

Type of Gap:

Need to improve operational processes.

Analysis and Plan for Improvement:

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)

Anticipated Semester for Implementing Planned Improvements:

Fall 2021

Anticipated Semester of Next Assessment:

Spring 2022

Outcomes Assessment: Schedule of This Year's Assessments

AUO 1: 4 hours of study hall reached per week per student (SPRING 2022)

AUO 2: Each athletic team will reach targeted roster count at first official practice date. (SPRING 2022)

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. (SPRING 2022)

Program Review

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:

Last Year's Initiatives

Improve Onboarding

The measure is marked as "in progress" because the details of this operation continue to be refined. However, the framework is in place and the onboarding process is much improved.

- Recruit spreadsheet use has increased and has improved communication between the athletic and counseling department.
- Counseling program tech has supported recruits by providing appropriate information and scheduling of appointments.
- The amount of student athletes completing class registration at the last minute has decreased.

Program Expansion

The status of program expansion is labeled "not attempted" as an indication that it has not move beyond concept at the time of this report. There is an anticipation to continue conversation in an effort to determine if athletic expansion is a direction that fits the vision of the college. An outline of process to move forward will be included in program review.

Reminder of Initiatives for the Current Year

Reminder of Initiatives for the Current Year

Program Expansion

Achieve "competitiveness" for all sports in intercollegiate competition

Plan Initiatives for Next Year

Initiatives for Next Academic Year

eSports

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

Early Observational Data, or "Lead" Measure(s):

Does the department request help developing these instruments?

Institutional Performance Data, or "Lag" Measure(s):

Person Responsible:

Unit gap or institutional goals addressed:

Beach Volleyball

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

Early Observational Data, or "Lead" Measure(s):

Does the department request help developing these instruments?

Institutional Performance Data, or "Lag" Measure(s):

Person Responsible:

Unit gap or institutional goals addressed:

Cross Country

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

Early Observational Data, or "Lead" Measure(s):

Does the department request help developing these instruments?

Institutional Performance Data, or "Lag" Measure(s):

Person Responsible:

Unit gap or institutional goals addressed:

Evaluate Resource Needs

Facilities

2022-2023 athletic facility needs have been addressed through Measure J planning.

On Campus Transportation- A cart to be used by AD/Staff on campus, including use during recruiting tours.

Information Technology

IT support/need:

- WiFi capability at softball/soccer field
- 3 video camera capability for game streaming
- 3 Laptops to support events
 - Stat keeping
 - Event audio
 - Streaming software

Marketing

Professional Development

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)

Other Needs

Staffing Requests

1000 Category - Certificated Positions

2000 Category - Classified Staff

Department Assistant II

Location:

Ridgecrest/IWV

Salary Grade:

Number of Months:

9-12

Number of Hours per Week:

19.5

Salary Amount:

Justification:

The request is for a part time department assistant to support in the areas of event management, revenue coordination, and sports information duties.

1. The position would cover duties to support the Athletic Director. We currently do not have staff to cover the assignments.
2. The impact results in a reduction of efficiency, production, and inability for the department to self sustain event management.
3. Position is currently vacant.

4. The work assigned is presently covered by Athletic Director when possible. Otherwise the work largely goes undone or postponed.