

Athletics Department
AUP for Academic Year 2024-2025
November 2023

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 and access to services in support of the college's Mission Statement and Title IX. Cerro Coso engages in intercollegiate athletics to enhance the education of those who participate, and to provide a platform from which students have an opportunity to compete at 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 or transferring 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

In an effort to improve female participation numbers, the department:

- Hired a volleyball coach
- Hired a cross country coach
- Hired a softball coach (retained for assignment in 23-24)

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.

- Housing inequity for student athletes is a barrier to enrollment
- Need to increase numbers of female athletic participation
 - Consider adding women's basketball for 24-25
 - Solidify commitment to Beach Volleyball for 24-25, facility improvement needed

Outcomes Assessment: Loop-Back Improvements Made

Actions taken in the prior academic year

Improvements and adjustments made within the athletic department are largely focused on sustaining the operations in the current 23-24 year as well as focusing on the building towards the future.

A Department Assistant II was hired to promote the work flow of department needs and event management. The long term goals of this position are to improve efficiency of department operation, support gameday operation, and improve outreach across our service area.

An Academic Support Specialist has been placed in the LRC and is coordinating with LAC supports and academic needs to student athletes through regular meetings, tutor support, and study hall monitoring. This position reports out to the student athlete academic support team regularly.

Outcomes Assessment: Results of Last Year's Assessments

Fulfill roster capacity/enrollment goals for each individual sport and department as a whole.

Target Met?

No

Individual Team Win/Loss Record (at or above .500)

Target Met?

No

Demonstrate a commitment to the college education mission of academic success as measure by student-athlete unit completion (persistence and graduation/transfer)

Target Met?

Did Not Assess

Participation in opportunities for community service, civic engagement, and interaction with the surrounding campus/community.

Target Met?

Yes

Outcomes Assessment: Missed Targets

AUO 1

Type:

AUO

Target Missed/Gap Detected:

79%

Type of Gap:

Limited capacity/infrastructure.

Analysis and Plan for Improvement:

The AUO target was missed as a result of not offering all sports during the year. The teams of volleyball and soccer did not compete.

Anticipated Semester for Implementing Planned Improvements:

Fall 2023

Anticipated Semester of Next Assessment:

Spring 2024

AUO 2

Type:

AUO

Target Missed/Gap Detected:

67%

Type of Gap:

Need to improve operational processes.

Analysis and Plan for Improvement:

Missed- Softball: 3 wins - 26 losses

Basketball: 17 wins - 12 losses

Baseball: 23 wins - 18 losses

Anticipated Semester for Implementing Planned Improvements:

Fall 2023

Anticipated Semester of Next Assessment:

Spring 2024

Outcomes Assessment: Schedule of This Year's Assessments

AUO 1: Fulfill roster capacity/enrollment goals for each individual sport and department as a whole

- AUO 2: Individual Team Win/Loss Record (at or above .500)
- AUO 3: Demonstrate a commitment to the college education mission of academic success as measure by student-athlete unit completion (persistence and graduation/transfer)

- AUO 4: Participation in opportunities for community service, civic engagement, and interaction with the surrounding campus/community

Program Review

Athletics

Year of Last Program Review:

Spring 2022

Actions Taken in the Prior Year to Address Strategies:

5 Year Strategy 1:

- Currently working to implement Beach Volleyball
- Men's/Women's Cross Country is in place and working to build into AY24-25
- Women's Basketball and Men's Soccer are currently requested for approval in this AUP

Strategies Still to be Addressed:

Recruitment and retention of head coaches.

- Softball coach has been retained and entering year 2
- 2 volleyball coaches have assumed the position from spring 2022 through fall 2023
- 2 cross country coaches have assumed the position from fall 2022 through fall 2023.
- Basketball coach has been retained and hired full time beginning fall 2023. He has been with the program since fall 2018.

Last Year's Initiatives

eSports

Remains in progress, but has not received approval to move forward.

Beach Volleyball

The beach volleyball team is not competing in CCCAA sanctioned events this year. It is predicted that they will compete in club and non sanctioned events this spring in an effort to continue building the program.

A budget to improve the facility is included in this year's AUP.

Cross Country

Cross country has competed for the past 2 seasons, however the roster size remains very low.

If traction is not gained by the end of this year, an evaluation of the future of the program will be necessary.

Reminder of Initiatives for the Current Year

Reminder of Initiatives for the Current Year

eSports

Plan Initiatives for Next Year

Initiatives for Next Academic Year

Women's Basketball

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

- Hire a head coach
- Begin recruiting process
- Build roster and compete beginning fall 2024

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

- Recruit and onboard prospective student athletes, with a target of 10 rostered by fall 2024.

Does the department request help developing these instruments?

No

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

- Retain and sustain recruiting efforts with a goal of maintaining 14 rostered players.

Person Responsible:

Unit gap or institutional goals addressed:

It addresses a 2- or 5- year program review strategy, It addresses a gap in student equity, It addresses a Guided Pathways practice, It addresses a Strategic Plan goal or objective, It addresses a Student Equity and Achievement Plan goal, Other. Explain below

The initiative supports-

- Increasing full-time, on-ground enrollment
- Closing Title IX equity gaps
- Addresses an expressed athletic interest in the immediate IWV region

Women's Soccer- Head Coach Hiring

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

1. Hire head women's soccer coach by spring of 2025
2. Begin recruiting prospective student athletes to compete by fall 2025

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

1. Recruit and enroll 20+ students by summer 2025

Does the department request help developing these instruments?

No

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

1. Sustain athletic team operations into AY25-26

Person Responsible:

Athletic Director

Unit gap or institutional goals addressed:

It addresses a 2- or 5- year program review strategy, It addresses a gap in outcomes assessment, It addresses a gap in student equity, It addresses a Guided Pathways practice, It addresses a Strategic Plan goal or objective, Other. Explain below

The addition of Men's and Women's soccer would bring the function of the athletic department to capacity. The timing of bringing this program to the campus lines up with the completion of the Outdoor Sports Complex.

Men's Soccer

Is this part of a multiyear initiative?

Yes

Specific Action Steps to be Taken:

1. Hire head men's soccer coach by spring of 2025
2. Begin recruiting prospective student athletes to compete by fall 2025

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

1. Recruit and enroll 20+ students by summer 2025

Does the department request help developing these instruments?

No

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

1. Sustain athletic team operations into AY25-26

Person Responsible:

Athletic Director

Unit gap or institutional goals addressed:

It addresses a 2- or 5- year program review strategy, It addresses a gap in outcomes assessment, It addresses a gap in student equity, It addresses a Guided Pathways practice, It addresses a Strategic Plan goal or objective, It addresses a Student Equity

and Achievement Plan goal

The initiative addresses a gap in outcomes assessment, It addresses a gap in student equity, It addresses a Guided Pathways practice, It addresses a Strategic Plan goal or objective, Other. Explain below

The addition of Men's and Women's soccer would bring the function of the athletic department to capacity. The timing of bringing this program to the campus lines up with the completion of the Outdoor Sports Complex.

Evaluate Resource Needs

Facilities

-Gym lobby arrangement and furniture. Need functional design to accommodate, lounge, eating, studying, events, rec/fitness center.

-Partition/visual block to women's team room from hallway.

-Collegiate competition quality sand for sand volleyball court.

-Gym concession stand. Improve function as snack bar/merchandise/rec and fitness center. Replace large sink with a smaller one. Repair broken cabinets.

Information Technology

NA

Marketing

Need to improve ability to market athletic events locally. Most of this work is done internally within the department through Facebook and the Daily Independent and does not get accomplished effectively.

Professional Development

-Fall student athlete orientation: Mental Wellness/Team building

-Coaches and counseling/admissions, recruiting and onboarding: Honey Badger Recruiting or Busy Coach

Other Needs

NA

Staffing Requests

1000 Category - Certificated Positions

2000 Category - Classified Staff

Department Assistant II

Location:

Ridgecrest/IWV

Salary Grade:

35

Number of Months:

12

Number of Hours per Week:

40

Salary Amount:

\$35,028

Justification:

During FY24, the department was approved for 1 PT DAII, and 1 PT DAIII.

The position of the DAIII has gone unfilled.

The request is to only have 1 FT DAII to fulfill all duties as assigned.