

<b>Basic Program Information</b>
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**Department Name:** Athletics

**Division Name:** Kinesiology and Athletics

**Program Mission(s):**

The goal of the Athletic Department to serve and direct student-athletes along a path that combines their educational pursuits along with athletic participation. The function of the Athletic Department is to work closely with the Foothill campus community, alumni, friends of the College, and the greater surrounding community to achieve our mission. A healthy working relationship with the CCCAA and the Coast Conference is also part of the responsibility intercollegiate athletics must effectively and continuously pursue.

Our mission is to provide a sound, competitive intercollegiate athletics program that represents the College in an impeccable manner, and provides student-athletes the opportunity to develop physically, mentally, ethically, and socially. In doing so the athletics program will provide (1) coaching of the finest quality, (2) facilities that provide excellent venues for safe and high-caliber competition, (3) academic assistance to enhance academic success. Our main objective is to assist young men and women in their educational pursuits to the fullest through support, guidance, and motivated programs. This assistance is intended to provide maximum opportunity for student athletes to reach their full potential. The College is committed to a philosophy of excellence and our Athletics Department mirrors this sentiment. Foothill College is a member of the Coast Conference and is affiliated with the CCCAA

Please list all Program Review team members who participated in this Program Review:

Name	Department	Position
Collin Pregliasco	Kinesiology and Athletics	PT Head Softball Coach
Katy Ripp	Kinesiology and Athletics	FT Head Women's Volleyball Coach/Sand Volleyball Coach
Matt Stanley	Kinesiology and Athletics	PT Head Basketball Men's Coach
Jody Craig	Kinesiology and Athletics	FT Head Women's Basketball Coach
Jeff Bissell	Kinesiology and Athletics	FT Head Swimming/Women's Water Polo Coach
Tom Liner	Kinesiology and Athletics	FT Men's Soccer Coach
Warren Voyce	Kinesiology and Athletics	Head Athletic Trainer
Owen Flannery	Kineiology and Athletics	FT Women's Soccer Coach
Mike Teijeiro	Kinesiology and Athletics	Interim Athletic Director
Kelly Edwards	Kinesiology and Athletics	FT Football Coach
Lauren Hickey	Kinesiology and Athletics	PT Women's Tennis Coach

Please include the following information about your program:

Total number of Full Time Faculty:	9
Total number of Part Time Faculty:	5
Total number of Classified Professionals:	3

<b>Please list all existing Classified positions:</b>
1 Administrative Assistant 2 Equipment Manager 1 Athletic Trainer

List all Programs\* covered by this review & check the appropriate column for program type:

Program Name	Certificate of Achievement Program	Associate Degree Program/Transfer to 4 year	Pathway Program
<i>Men's/Women's Soccer</i>		15	
Men's/Women's Swimming/Women's Water Polo		10	
Men's /Women's Tennis		6	
Men's /Women's Basketball		8	
Women's Volleyball		6	
Softball		2	
Football		11	

\*If you have a supporting program or pathway in your area for which you will be making resource requests, please analyze it within this program review (i.e. Integrated Reading and Writing, Math My Way, etc.) You will only need to address those data elements that apply.

### Section 1: Data and Trend Analysis

Please complete the appropriate data elements.

#### A) Instructional Program Data:

Data will be posted on <http://foothill.edu/staff/irs/programplans/programreviewdata.php>

You must manually copy data in the boxes below for every degree or certificate of achievement covered by this program review.

Certificate and Degree Programs	2011-2012	2012-2013	2013-2014	% Change

	2011-2012	2012-2013	2013-2014	% Change
<b>Enrollment</b>	5826	5245	856	-89 (see below)
<b>Productivity (College Goal 2014-15: 535)</b>	491	491	355	-22 (see below)

Using the data entered for your program above, briefly comment (1-3 paragraphs) on changes in students or staff served, enrollment and/or productivity for your program in the last year.

What changes have been made or are planned as a result of your analysis of the data? (for example, new curriculum, new pre-requisites, a focus on student retention, changes in teaching approaches informed by SLO Assessments, changes in when classes are scheduled, better use of technology, etc.)

ATHL data changes drastically in the 3 year period shown above. The reason for this discrepancy is the state wide Title 5 changes, that went into effect in 2013. Before Title 5 our athletes' were scattered about in PHED classes with general student populations. Now that our intercollegiate classes are top coded ATHL we will be able to better track athletes enrollment and productivity.

These results can already be seen in our 2013-2014 ATHL enrollment and productivity were 856 and 355 respectively. Furthermore, the data from 2011-12 and 2012-2013 is PHED classes. (Before Title 5 Changes)

Based on the data above we are in full agreement to expand our athletic endeavors with new curriculum for emerging sports such as Women's Sand Volleyball, Women's Cross Country and Women's Badminton. This will boost our students served, enrollment, provide opportunities for our campus to reach out to more potential athletes, and stay in compliance for title IX.

## Section 2: Student Equity

The college is committed to student equity, defined by the Student Equity Workgroup as fostering similar outcomes for all students. One targeted area for improvement in this year's Student Equity plan is to increase the course completion rates for African American, Latino, and Pacific Islander students over the next three years by 3 percentage points.

Please describe how you see members of your program contributing to this goal.

Being the leader in student equity on the Foothill Campus we have many systems in place to contribute to a 3% increase in the targeted populations. These include but are not limited, to counselors, education plans, progress reports, and the mentorship offered by each coach. To ensure this goal is exceeded, we need more financial resources and manpower to accomplish the mission of the college, as well as the mission as a department.

Please review the equity data available to you on the students served in your program and their outcomes by ethnicity (including, for instructional programs, course success rates by ethnicity). If differences exist, what efforts have members of your program undertaken or discussed to address them? If your program has undertaken any initiatives or interventions as a result of these efforts or discussions, please share what you have learned as a result of these initiatives.

Our data once again has a discrepancy because in 2011-2013, and 2012-2013 we have to use a PHED data as there was no way to track athletes who were taking these classes. There are no discernable differences between the targeted groups, (African American, Latino, and Pacific islander) they all have success rates around 80%.

In 2013-2014 success rates for ATHL classes jump up to about a 95% average again will no real differences between ethnicities. The reason for the jump is because we can accurately track these students now.

### Section 3: Outcomes Assessment Summary

- A) Attach 2013-2014 Course-Level** (for Instructional Programs Only) – Four Column Report for CL-SLO Assessment from TracDat, please contact the Office of Instruction to assist you with this step if needed.
- B) Attach 2013-2014 Program Level** – (for all programs) Four Column Report for PL-SLO Assessment from TracDat, please contact the Office of Instruction to assist you with this step if needed.

### Section 4: Assessment and Reflection

Based on your assessment data and reflections, please respond to the following prompts.

- A) For instructional programs only, what curricular, pedagogical or other changes have you made as a result of your course level student learning outcomes (CL-SLO) assessments?**

- B) For instructional programs only, how has assessment of program-level student learning outcomes led to certificate/degree program improvements? Have you made any changes to your program based on the findings?**

For all programs: Instructional, Students Services, Administrative

**C) How do the objectives and outcomes in your area relate to the program-level student learning outcomes and to the college mission?**

.Mission Statement: Foothill College offers educational excellence to diverse students seeking transfer, career preparation and enhancement, and basic skills mastery. We are committed to innovation, ongoing improvement, accessibility and serving our community.

**D) What do members of your program do to ensure that meaningful dialogue takes place in both shaping and evaluating/assessing your program's student learning outcomes?**

Coaches provide intensive monitoring and support for student-athlete academic success and work with faculty and staff at 4-year schools to assist student-athletes in successfully transferring.

<b>Section 5: Program Goals</b>
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**Please comment on progress you have made on program goals from prior program reviews.**  
Check the appropriate status box & provide explanation in the comment box.

<b>Goal/Outcome (This is NOT a resource request)</b>	<b>Related to prior resource request (Y/N)</b>	<b>Status: Completed, In progress or Revised</b>	<b>Comment on Status</b>
<b>1. Provide funding to maintain safety and competitiveness of all teams</b>	Y	In Progress	Many of our facilities continue to be unsafe including the soccer field, football field, and softball batting cages. Many of the current vans are a liability and unreliable.
<b>2. All Head Coaches are Full Time Staff</b>	Y	In Progress	Softball and Women's Tennis Coaches are Part Time. Men's Basketball has lost a Full Time Coach/Instructor. We continue to be out of Title IX compliance.
<b>3. Work with marketing on web page development</b>	Y	In Progress	We are planning on updating our webpages and look forward to working with Director of Marketing Andrea Hanstein.
<b>4. Additional Assistant Coaches</b>	Y	In Progress	We still need additional assistant coaches for numerous sports. Additional assistant coaches increases safety, recruiting, retention, and student success
<b>5. CCCAA Rules and Compliance</b>	Y	In Progress	Currently offering rules training and monitoring.
<b>6. Staff for Learning Center/(ie Tutors and monitors)</b>	Y	In Progress	We continue to lack the needed resources to help our students achieve their fullest academic success whereby hurting transfer and degree completion. There is a need for a staffed Learning Center that is accessible for our student athletes to receive the support they need to stay on track.

<b>7. Department Driven Fundraising</b>	Y	In Progress	Increased over previous years. We need to continue to use our community and rely on our Head Coaches and Assistant Coaches to further our fundraising efforts. We plan on developing a strong relationship with the Foothill DeAnza Foundation, as many of our graduates are very successful in Athletics in the Bay Area and could be valued contributors.
<b>9. Secure support staff for events</b>	Y	In Progress	CCCAA requires many of our sports to have a trained statistician on site. We lack the resources to maintain the needed support staff for events.

**Please list any new goals for your program you would like to undertake this year.** The goals should be linked to the college mission and be driven by data (including student and program learning outcomes reflections).

<b>Goal/Outcome (This is NOT a resource request)</b>	<b>How will this goal improve student success or respond to other key college initiatives?</b>	<b>How will progress toward this goal be measured?</b>
<b>1. Granted access to update our athletic webpages</b>	increase transfer, eligibility, team success, CCCAA compliance, marketing, fundraising, and community relations	Ensuring daily updates of our athletic webpages whereby ensuring CCCAA compliance and increasing transfer, retention, recruiting, community outreach, fundraising
<b>2. Increase community involvement</b>	Increased revenue and marketing to ensure students are given the best resources to achieve academic success and transfer.	Fundraising, athletic event attendance, media coverage, and voter support

## Section 6: Program Resources and Support

**To be completed only if making a new resource request.**

Using the tables below, summarize your program's unfunded resource requests. Refer to the Operations Planning Committee website: <http://foothill.edu/president/operations.php> for current guiding principles, rubrics and resource allocation information.

### Full Time Faculty and/or Staff Positions

Position	Related Goal from Table in section 5 and how this resource request supports this goal.	Was position previously approved in last 3 years? (y/n)
<b>Full Time Head Softball Coach (currently is part-time). (.5 coaching and .5 instructional in KIN or another Division).</b>	Works to meet our long-term goal of all Head Coaches Full Time. Helps to meet Title IX compliance.	n
<b>Full Time Head Women's Tennis Coach (currently is part-time) (.5 coaching and .5 instructional in KIN or another Division).</b>	Works to meet our long-term goal of all Head Coaches Full Time. Helps to meet Title IX compliance.	n
<b>Full Time Football Coach (currently have two part-time positions) (.5 coaching and .5 instructional in KIN or another Division).</b>	Works to meet our long-term goal of all Head Coaches Full Time.	n
<b>Staff for Learning Center/(ie Tutors and monitors)</b>	Gives needed resources to increase student success through transfer and degree. Furthermore, increases retention of current students.	n
<b>Athletic Advisor Internship</b>	Gives needed resources to increase student success through transfer and degree. Furthermore, increases retention of current students.	n
<b>Full Time Head Men's Basketball Coach (.5 coaching and .5 in KIN)</b>	Works to meet a position that was full time in the past and was not filled when vacated.	y

**Unbudgeted Reassigned Time** (calculate by % reassign time x salary/benefits of FT)

Indicate duties covered by requested reassign time:

Responsibility	Related Goal from Table in section 5 and how this resource request supports this goal.		% Time

**One Time B Budget Augmentation**

Description	\$ Amount	Related Goal from Table in section 5 and how this resource request supports this goal.
Padding for Softball Batting Cages	\$3000 (\$30 x 10)	Provides funding to maintain safety and competitiveness of all teams. Currently the facility is not safe to hit hard balls, therefore it cannot be rented. We are not maximizing our potential rental revenue.
Softball and Women's Soccer Team Room stools	\$3500 (\$87.50 x 40)	Both teams have lacked seating to change since the softball and women's soccer team room were constructed. This is a potential Title IX issue.
Upper Field Event Parking	\$500	CCCAA compliance and safety. Current parking is routinely unavailable for visiting teams, officials, game day staff, and administrator on site leading to parking tickets and delays to games.
Body work, paint, and college advertising on 7 college vans.	\$17,500 (\$2,500 x 7 vans)	Ensures safety, increases marketing, student recruitment, and college visibility. Bus advertisements are \$600/bus for 4 weeks. 7 vans for 12 months a year would give us \$54,600 of college promotion and advertisement a year.
Relocate HVAC in 2601	\$150,000	Goals 1 and 3: The relocation of HVAC would increase level of learning, decrease risk of hearing loss, and increase rental money for 2601. The current state of the system now is dangerous and during winter month's makes it extremely hard to teach.

**Ongoing B Budget Augmentation**

Description	\$ Amount	Related Goal from Table in section 5 and how this resource request supports this goal.
Assistant Softball Coach	\$3500	Additional assistant coaches increase safety, recruiting, retention, and student success.
Replacement Uniforms	\$20000	Ensures safety and competitiveness as well as CCCAA compliance.
Team Travel	\$7500	Ensures safety and competitiveness as well as CCCAA compliance.


### Facilities and Equipment

Facilities/Equipment Description	\$ Amount	Related Goal from Table in section 5 and how this resource request supports this goal.
Softball and Soccer chalk and baseball fines and additional weekend game day maintenance	\$1000	Ensures safe and competitive athletic venues.
Shed for women's tennis team Ball Hops for women's tennis Teaching Cart for women's tennis	\$5,000 3 @ \$30 2 @ \$200	Women's tennis is currently sharing a shed with men's tennis and physical education. Equipment needs updating.
Sand Volleyball Facility – 4 courts for use with Intercollegiate volleyball team and rental.	\$247,746	<ul style="list-style-type: none"> <li>Architect @ 5% \$12,000</li> <li>General/Project Supervisor @ 10% \$25,000</li> <li>Tree Demo/transplant \$6,6000</li> <li>Sidewalks demo/Relocation \$9800</li> <li>Garbage removal \$6000</li> <li>Court Construction \$100,000</li> <li>Court equipment \$18,000</li> <li>Fencing \$34,680</li> <li>Sidewalk ADA \$12,210</li> <li>Curbing \$9744</li> <li>Curb padding \$3712</li> <li>Netting \$8800</li> <li>Team Benches \$5,000</li> </ul> Spectator areas \$5000
<b>New Turf for Football Field</b> <ul style="list-style-type: none"> <li>Removal of existing turf</li> <li>New turf from Astro Turf(turf number 3D52) \$4.50/Sq Ft</li> <li>Inlaid Two color End zones</li> <li>Inlaid Logo for middle of field</li> </ul>	Approx. \$595,000.00 <ul style="list-style-type: none"> <li>\$30,000.00</li> <li>\$495,000.00</li> <li>\$35,000.00</li> <li>\$15,000.00</li> </ul>	Current field has exceeded the normal life span of 7-10 years, leading to increased injury risk for students, athletes and community members. Refurbishing the field will allow for continued use by Foothill College Athletics, Kinesiology classes and for numerous facility rentals that are a critical source of funding for programs across Foothill College, including Athletics.

<b>Snack Shack</b>	\$25,000.00	<ul style="list-style-type: none"> <li>The current snack shack is in a state of disrepair. Renovation of this facility is required in order to achieve a Clean Safe Certification from the county that will allow us to sell concessions at events. Sales of concessions provide \$12,000 - \$15,000 fundraising dollars for the Athletic Department that are critical in supporting our student-athletes and programs.</li> </ul>
<b>Soccer field – rentals and for safety</b>	\$259,000	<p>Removal and Replacement of Soccer field.</p> <ol style="list-style-type: none"> <li>1. Mobilization \$3,500</li> <li>2. Sod removal \$10,000</li> <li>3. Irrigation, remove and replace. \$4,000</li> <li>4. Rototilling \$8,000</li> <li>5. Laser Grading \$6,000</li> <li>6. Off haul trucking of grass and soil. \$140,000</li> <li>7. Gopher extermination \$1,000</li> <li>8. Import sand to correct upgrade. \$20,000</li> <li>9. Finish work and sod prep. \$6,000</li> <li>10. Sod \$50,000</li> <li>11. Fence slats \$8,000</li> <li>12. Filming tower \$2,500</li> </ol>

### Section 7: Program Review Summary

Address the concerns or recommendations that were made in prior program review cycles, including any feedback from Dean/VP, Program Review Committee, etc.

Recommendation	Comments

- a. After reviewing the data, what would you like to highlight about your program? See page below.

The past academic year, our athletic teams have been extremely successful and continue to be this year.

**Some highlights from 2013-2014:**

Both men's and women's soccer made it to the CCCAA (California Comm. College Athletic Association) Final Four. For most team sports this is called the State Finals and a very prestigious honor. They both came in 3<sup>rd</sup> in the state.

The men's soccer program finished ranked #6 in the United States with one athlete named All American and transferred to Cal State Northridge to play men's soccer. Other athletes from their team transferred to UC Irvine, Chaminade, and San Francisco State to play soccer. The team was a very diverse team made up of players from 8 different countries. They excelled both athletically and academically and 14 of the men's soccer team were honored as Foothill Scholar Athletes.

Women's Water Polo won the Coast Conference title and finished 3<sup>rd</sup> in Northern California. The team included the Coast Conference MVP and 4 First Team All Conference players. Women's Water Polo also had two members that were awarded the honor of All-American.

Women's Swimming won Coast Conference as well and had 3 First Team All Conference players. Men's swimming had 1 First Team All Conference.

Women's softball finished 3<sup>rd</sup> in the Coast Conference with 3 CCCAA All Academic players. The team was awarded 7 All Conference players

Men's Basketball had a very successful season in 2013-2014 as well. Men's basketball advanced to the 2nd round state playoffs. Nine members achieved scholar athlete status. Five student athletes from Men's Basketball transferred to 4-year universities with scholarships.

Women's Volleyball won the Coast Conference for the 9<sup>th</sup> time. They made it to the 2<sup>nd</sup> round of state playoffs and had on 4 First Team All Conference players. One athlete was awarded All State, and All American as well. Women's Volleyball transferred 6 athletes to 4- year universities and had 8 scholar athletes out of 13 players.

Women's Tennis program was 16-2 overall. They were Coast Conference champions and NorCal finalist. They were ranked #2 in NorCal and #5 in California. They had 4 players who were First Team All Coast Conference and Lauren Hickey was awarded the Coast Conference Coach of the Year. She was also awarded the Coach of the Year for California!

Athletic programs at Foothill College draw students to Foothill that would normally not attend Foothill College. Coaches recruit and highlight the school and athletic program. We strive to be successful at offering an experience at Foothill College that is both successful academically and athletically, and to be ambassadors for Foothill College. We transfer athletes to the 4 year university or college and successfully provide the support and mentoring to succeed in potentially playing in the NCAA I, II, III or NAIA.



## Section 8: Deans Feedback and Follow Up

This section is for the Dean to provide feedback.

### A) Strengths and successes of the program as evidenced by the data and analysis:

The Athletics Program at Foothill has gotten a bad rap, so to speak, because of a failure in leadership. For the most part, our teams are very successful by any measure and represent Foothill, and the district, in a very positive light. The faculty have been VERY proactive in assessing the issues they face, and we are very hopeful and determined to get back on track in the immediate future.

### B) Areas of concern, if any:

This area needs a complete overhaul, as we have discussed at the college level and the division level. Clearly, the model in place is non-functional in the current academic climate in California, and unfortunately, the division has found itself, for whatever reason, paralyzed to address the overwhelming changes needed. It is my job as Dean to provide the leadership necessary to bring this program back to its once proud status, and I am very encouraged by the receptiveness of the faculty and staff to the changes I am proposing.

### C) Recommendations for improvement:

- A. Completely rethink the entire program in a realistic manner.
- B. Work in an open and collegial manner with the college and district to repair our facilities.
- C. Recognize and accept our need to rent facilities based on the current structure for enhanced revenue.
- D. Continue to recruit students, emphasizing the academic opportunities that a Foothill education provides.
- E. Become an integral part of the college community.
- F. Revise all of our curriculum, and write new classes that can attract student populations currently unaddressed.

### D) Recommended next steps:

- ☒ Proceed as planned on program review schedule
- ☐ Comprehensive Program Review (Out of cycle) Recommended
- ☐ Remediation Plan Recommended

*Upon completion of section 8, the Program Review should be returned to department faculty and staff for review, and then submitted to the Office of Instruction and Institutional Research for public posting. See timeline on Program Review Cover Sheet.*