



5055 Santa Teresa Blvd., Gilroy, CA 95020

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Dr. Kathleen A. Rose, Superintendent/President

GAVILAN JOINT COMMUNITY COLLEGE DISTRICT  
AD HOC COMMITTEE (ATHLETICS) TO THE BOARD OF TRUSTEES

Committee Members: Mark Dover, Walt Glines, and Laura Perry

November 27, 2017, 5:00 – 6:00 p.m.  
North Lounge, Student Center  
5055 Santa Teresa Boulevard, Gilroy, CA 95020

MINUTES

I. OPEN SESSION - CALL TO ORDER 5:00 p.m.

1. Trustee Mark Dover called the meeting to order at 5:02 p.m.
2. Roll Call  
Trustees Present: Mark Dover, Walt Glines, Laura Perry,

Dr. Kathleen Rose, Superintendent/President  
Fred Harris, Vice President of Administrative Services  
Ron Hannon, Dean of Kinesiology & Athletics  
Jeff Gopp, Director of Facilities' Services  
Nancy Bailey, Executive Assistant to the President

Darlene Del Carmen, Casey Michaelis, Michael Reyes, EJ Navarro, Steve Sowa, Michele Bresso, Kathleen Moberg, Daniel Sawyer, Ryan Shook, Rebecca Northon

3. Comments from the Public  
None
4. Approval of Minutes, April 24, 2017  
MSC (W. Glines/L. Perry) to approve

II. DISCUSSION ITEM

1. CCCAA Sanction Letter and Investigation

Kathleen Rose reviewed with the Committee that a CCCAA Self Report was completed in August 2017 in response to a complaint received by the district regarding student athlete housing. After conducting one internal and two external investigations, the college determined that CCCAA bylaw violations did occur in the football program. A CCCAA Sanction Letter was received on September 14, 2017 putting the college's athletic program on probation for three (3) years. Dr. Rose offered to discuss the investigation with the trustees and she and Ron Hannon would answer any questions they might have. She said legal counsel was consulted during the investigations. She said a subsequent plan is in place for ongoing communication and continuous improvement with the intercollegiate program in addition to process review. Kathleen Rose said open forums have taken place on campus on the topic with faculty and staff.



Board of Trustees: Jonathan Brusco  
Laura A. Perry, Esq.

Kent Child  
Lois Locci, Ed.D.

Mark Dover  
Rachel Perez

Walt Glines  
Daniel Chavez

Ron responded to a question regarding the sanction and replied that the sanction applies to all 8 athletic sports' programs. He said the 2 year "ban for post-season play" is an individual sanction to the football program. Kathleen Rose added that the college will be monitoring practices, policies, and procedures for the entire athletic program. Ron Hannon said the district did not receive any sanctions related to recruiting.

Kathleen Rose responded to a question about Dale Murray's independent investigation. She said he investigated all or any violations of policy in accordance with the CCCAA bylaws.

Ron Hannon said the district made a decision to provide transportation home to the student athletes deemed ineligible. This was an additional sanction of a third year of probation that the institution accepted as a moral obligation in supporting these students. Ron Hannon added that moral decision-making, such as Gavilan's self-report, is a topic being discussed throughout the state. He said discussion on recruitment is a hot topic. Kathleen Rose said she has an interest in serving on the CCCAA board so that she can be involved in reviewing CCCAA policies and procedures. Gavilan College is now a case study.

A question was asked whether Gavilan coaches and athletes know what is expected of them. Kathleen Rose said we need to insure we are training our assistant coaches and "onboarding" our student athletes correctly. She said modifications are being talked about and added that faculty and academic senate are involved in improving the processes. Kathleen Rose wants a Gavilan College education to be a priority for these students. She said it will be an ongoing process of improvement.

Mark Dover thanked both Kathleen Rose and Ron Hannon for listening to everyone's opinions on this subject. He said he knows the integrity that Ron Hannon brings to his position.

## 2. Update on Student Services for Student Athletes

Kathleen Rose introduced Darlene Del Carmen the full-time athletic counselor. She said the institution is doing more to provide "wrap around" student services to the student athletes and added that we can do better.

Michele Bresso provided a spreadsheet, "Student Athletes, Fall 2017, AY16-17, AY15-16". She said it indicates a consistent number of athletes per semester with average units per student representing a commitment to their education. There was a discussion about computing the number of units and related state revenue figure from that enrollment to determine the amount brought in by athletes to the college.

Kathleen Moberg provided an overview of the steps in onboarding a student including the aspect of residency. She said enrollment help cards are available. When asked about identifying homeless students, Kathleen Moberg said there is no mechanism to do that and no direction from state or funding. She said the on campus Food Pantry, local services and resources are available.

Darlene Del Carmen said looking at the overall historical aspect of incoming students, 99% have received support and are informed of campus services. She described the services that are routinely provided to each student athlete. She said although the recent incident was a painful lesson, it was an anomaly. Darlene Del Carmen said overall Gavilan is doing a good job in orientating students and consistently monitoring their class schedules, attendance, and academic progress. She meets individually with each student athlete to keep them on track with their educational goals and plans and receives progress reports three times a semester for each

student. Darlene Del Carmen meets with over 200 students. Ron Hannon added that Darlene Del Carmen is a wonderful resource to the students.

When asked what is being done differently as a result of the sanction Ron Hannon said the biggest piece is communication with coaches in addition to increased communication with faculty and other college departments including student services and academic senate. The recruiting process should be based on what we can offer at Gavilan College with no promises. He said conversations are taking place on how we can make intercollegiate athletes an integral part of the institution. Kathleen Rose added that the mechanics of student services is in place and that we need to do better with recruiting and placing students.

Walt Glines felt the response to the reported incident of other faculty members signaled interest in the success of student athletes.

### 3. Update on Fields Project

Fred Harris introduced Jeff Gopp, Steve Sowa from IBI Architect, Casey Michaelis, Michael Reyes, and EJ Navarro from Gilbane. He provided a handout, "Athletic Field Project – Completion Breakdown Overview" which included a timeline. He said the completion date of the project has been amended due to PGE's work schedule. Currently, there is a verbal arrangement that PGE will start in mid-February. He said the volleyball field will be completed with a temporary fence at the end of December. He said due to regulations only practice sessions can take place on the fields with temporary fencing. It is possible permanent fences for all three fields could be installed in early January. This will impact the scheduling of home games. Fred Harris said the general contractor has offered to provide a temporary generator until PGE completes their work.

Mark Dover asked about the amount of contingency remaining as the project nears completion. He said he is interested in providing lights for the baseball field. Fred Harris responded that there is some contingency remaining but would like to get to project completion before making the funds available for another project.

Walt Glines asked about any impact on playing games on campus. Ron Hannon said scheduling changes can be made until permanent fencing is installed and a temporary power source available. Jeff Gopp mentioned there is concern for the security of equipment at night.

### 4. Open Discussion on Intercollegiate Athletics at Gavilan College

Kathleen Rose provided her perspective on the sports program at Gavilan College. She said Gavilan has the potential to be the destination for athletics and academics. Kathleen Rose asked the trustees what they would like. She reported that she approved a 20 hour a week sports media position that will work in the Public Information Office.

Darlene Del Carmen said she and Ryan Shook created an ASGC connection with the VP of Athletics with leaders from each team forming a leadership team to bridge the gap with other students. She said student athletes are leaders. Kathleen Rose said we need to support the student athlete leaders. She wants to demonstrate that the college values athletics by including coverage for the athletic trainer. Kathleen Rose suggested paying assistant coaches differently with different requirements including standardized training. She suggested that discussion and analysis take place on where to put our resources within the athletic program.

Mark Dover gave an example of customer service provided to visiting teams at Sequoia College by students working under the umbrella of the athletic trainer in a learning environment. He said

the practice of bringing the campus to sports and athletic program brings success. He also suggested looking into a different model for hiring and paying coaches.

The direction of building the program needs to be reviewed along with the allocation of resources including the support services that are needed to be successful. Ron Hannon stated that the season for a sport is a factor in resource planning.

Walt Glines asked for a review of the open forum that was held with staff on the topic of the August football incident and ineligible student athletes. Kathleen Rose said some faculty were upset about the news article that quoted two of the student athletes. Members of the athletic department, Ron Hannon, and Kathleen Rose answered questions and provided staff with accurate information and action taken by the district. Kathleen Rose said she wants to continue to have discussions about other delicate topics.

Mark Dover suggested that more information on student athletes be presented to the public to remind them of the successes our students are having.

In answering a question, Ron Hannon said he goes over the eligibility form with the student athletes and discusses every point with them. He said student understanding of the contents of the form is critical.

### III. CLOSING ITEMS

The meeting was adjourned by consensus at 7:07 p.m.