



## Program Review All Fields

### Kinesiology [1]

#### Main

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##### Overview

**Academic Year** 2022 - 2023

**Originator** Del Carmen, Darlene

**Division** Curriculum Division 40 - Kinesiology

**Department** Kinesiology

**Program** Kinesiology

**Program Type** Instructional

#### Co-Contributors

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##### Contributor

- Adams, Jaime
- Andrade, Neal
- Dequin, Nikki
- Dodd, Susan
- Falvey, Elizabeth
- Lango, John
- Maringer-Cantu, Jane
- Ploke, Irving

#### Program Mission and Accomplishments

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## Gavilan College Mission Statement

**Gavilan College actively engages, empowers and enriches students of all backgrounds and abilities to build their full academic, social, and economic potential.**

**Provide a brief overview of how the program contributes to accomplishing the mission of Gavilan College. In addition to a basic overview of your program's structure and services, be specific in connecting your program's services to elements of the mission statement (300 words or less).**

The Department continues to serve a broad range of students, not only from our major but from all disciplines across campus. Our student population within the department is diverse, representing the larger population overall and many of our BIPOC population. Although our activity courses focus on the physical dimension of the students' health, there is a direct correlation to the mission to achieve their academic progress, social development, and overall wellbeing. The programs within the discipline prepare our students to reach their full

economic potential by equipping them with knowledge, experience, and exposure to professional opportunities. Our continued relationship building with local fitness industry partners continues to provide opportunities for our personal training certificate students. Because of this ongoing relationship, Kinesiology students are sought after for employment opportunities in these businesses upon completion of the certificate. To expand the economic potential for our students, we are adapting to the athletic training requirements, and we are creating a certificate to develop skills and provide practical application for those who wish to continue with higher education in this area or go into the workforce as aides upon completion. Our department's athletics component directly fulfills our mission from the onset of recruitment. Some student-athletes attend because they want to participate and fulfill their desire to play, and in doing so, must be enrolled in a minimum of 12 units and be on track to graduate or transfer based on CCCAA/NCAA guidelines. Study hall, academic advising, mentoring, life skills and healthy relationships all factor into a student-athlete reaching their academic, social and eventually their economic potential, whereas had they not been a part of athletics, some of these students would not be attending Gavilan College or enrolled at any college.

**On the PIPR website, locate and review your previous program plan and subsequent annual updates. After studying, please list:**

Response and follow-up to previous program reviews

- 1.
2. **Increase success/ persistence rate: Department met goal and will continue to work to increase success rate this term with a 3% increase in success/persistence**  
  
**-Increase communication with Kin major:missing data and a collection point for this information**  
  
**Increase success rate in transfer level English: created a pilot PASS program with the English program to accomplish this goal**
- 3.
- 4.

**Have the services of your program changed over the past three years? Please explain (300 words or less).**

Our discipline has changed significantly over the past three years.

- Dual Enrollment Increase KIN2/KIN3/KIN4AB
- Added back M Soccer, Women's Soccer,Baseball
- Captain's Council/Yogi Ballers/Active Minds
- Addition of Director of Sport Operations Positions
  
- Change in Athletic Director, Lost Dean position
- Change in Administration
- Lost Sports Information Director
- Lost full-time Division Assistant
- Lost full-time faculty position
- Lost Softball Program

- Lost recruiting stipends
- Lost maintenance stipends
- Facilitation of food voucher distribution
- Turnover of coaches
- Athletic Training staff/teaching

## Student and Program Outcomes

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### College Goal for Student Achievement

The following questions refer to data regarding student achievement.

**Find your discipline's course success information. Consider your department success rate trends over the last three years. Compare your overall success to the college average.**

**Are these rates what you expected after comparing with the college average? Are there any large gaps? Is there anything surprising about the data? What trends are suggested by the data?**

After comparing to the overall college's success rate, our department's rates are much higher. Success rates during COVID had dropped a bit, but overall enrollment decreased during this time. For Athletics, this data is not surprising considering our student-athletes enroll in courses in order to compete and expect to make significant progress in coursework in order to stay eligible for intercollegiate competition. Academic support has proved significant in maintaining high success rates. Progress reports, study hall, PASS program and educational planning has increased our overall success.

**Now find your division persistence information. Consider your retention rate trends over the last three years. Compare your overall retention to the college average.**

**Are these rates what you expected after comparing with the college average? Are there any large gaps? Is there anything surprising about the data? What trends are suggested by the data.**

### **Path: Tableau - Program Review/ Equity - D2. One Year Persistence Rate**

For our Athletics and Kinesiology departments, our average retention rates (90+ %) are significantly higher than the college average. We are not surprised about the data. The services that we provide within our department creates an environment that encourages our students to succeed. We will continue to strive for even higher retention rates from 90% to 93% and overall student success from 73% to 76% success rate by expanding our services throughout the department.

Success

**The following questions refer to data regarding student achievement.**

**What are your set goals for course success? Do your individual course and department rates meet this goal?**

**Helpful Question: If your rates for success are lower than your goals, what are your plans to improve them (200 words or less)?**

**Path: Tableau - Program Review/ Equity - D3. Course Rates by Unit**

Kinesiology individual course rates, although higher than the college average, need improvement. We need to explore professional development for different teaching modalities. Our plans would include mentoring new faculty and humanizing our online courses, making them accessible and exploring open educational resources.

**How many students did your area serve (if you don't have an exact count, please provide an estimate)? How did they perform in comparison to those that did not use your services, if applicable? Given this information, how has your service or area supported student success and retention over the past three years (200 words or less)?**

**See Success and Retention dashboard in Tableau's Program Review section.**

We served 148 Kinesiology students and 80 in Athletics in 2021-22 and 80 in Athletics. In 2019-20, 234 in Kinesiology and 265 in Athletics. Although our numbers decreased significantly throughout the Covid years, the success and retention rates have not changed and remain higher than the college average. The department would like to focus on increasing enrollment while maintaining success and retention.

## Equity

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### Equity

**Gavilan College has identified the following populations as experiencing disproportionate outcomes: Males, African American, Native American, Students with Disabilities and Foster Youth.**

**For EOPS/ CalWORKs, MESA, TRiO, Puente, and VRC: LOCATE Success and Retention dashboard in Tableau's Program Review section. Examine your equity results over the last three years. If there are differences in success rates and/ or retention across groups, comment on any differences in success rates across groups. Helpful Questions: What current factors or potential causes can be connected to these areas of disproportional impact? How might your program or department address student equity gaps (200 words or less)?**

**For all other areas, how can your area help increase disproportionate student success? Contact your support team for any needed assistance in interpreting these data (200 words or less).**

**Please find Equity information in Tableau's Success and Retention dashboard.**

**Contact your support team for any needed assistance in using Tableau.**

Comparing the data for our male, Black, Hispanic populations to the college average, our department has extremely high success and retention rates. While the college average for success for Male students is 68.8%, our department rate is 81.7% success and 91.6 % retention. The college average retention for Hispanic students is 67.3%, our department average is 76.7%. For our black students at Gavilan College, the retention rate is 69.4% and our department rate is 87.2%.

## **Our Equal Employment Opportunity (EEO) Plan States**

**"Ensuring equal employment opportunity involves creating an environment that fosters cooperation, acceptance, democracy, free expression of ideas and is welcoming to persons of all gender expressions, persons with different abilities, and individuals from all ethnic and other groups protected from discrimination."**

**What is your area doing to support district efforts in creating an inclusive college environment? With what departments are you partnering? Did you identify barriers and institute change? How is you creating/ ensuring diversity in your department or in the classroom?**

**Some examples might be sponsoring cultural events and diverse speakers on issues dealing with diversity, exploring how to infuse diversity into the classroom and curriculum, integrating diversity into the evaluation of employees, promoting learning opportunities and personal growth in the area of diversity, or evaluating how the physical environment can be responsive to diverse employee and student populations.**

Within our department, we work with the most diverse population and our faculty represent that. We need to continue to explore professional development on culturally responsive pedagogy and expanding our reach in diverse applicants for hiring. Our department is involved in the Cluster Hire to meet the ECA requirements. We work with our Non Credit department, as well as the Library and Learning Center to provide wrap-around services for our students. We help to create an inclusive environment by mandating attendance at mental health and community events on campus. Our students are actively involved in leadership positions, including the Active Minds Club, Captain's Council and ASGC. Furthermore, the department has coordinated learning opportunities with organizations like Community Solutions and Art with Impact to promote awareness and infuse diversity and inclusion.

**Find your Distance Education success information. If distance education is offered, consider any gaps in success rates between distance education and face-to-face courses. Do you notice any trends? Do these rates differ?**

**Path: Tableau Program Review/ Equity D9. Course Success Rates Locate your department. Filter by Delivery Methods**

**Helpful question: If disparity exists, how do you plan on closing the achievement gaps between distance education and face-to-face courses (300 words or less)?**

Our success rate is 72.2% In 21-22 we offered 78% DE and 22% F2F. Our success rate does not correlate with our delivery method as our online courses have maintained a high success rate. (see attached)

## **Learning and Area Outcome**

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**Have you reviewed all of your Service Area Outcomes (SAOs) to ensure that they remain relevant for evaluating the performance of your area?**

**Are your SAOs mapped in curiQunet?**

No

**Are your SAOs up to date in curriQunet?**

Yes

**Have your SAOs been assessed in the last five years?**

Yes

**Have you reviewed all of your SAOs to ensure that they remain relevant for evaluating the performance of your area?**

Yes

**If you answered no to any of the above questions, what is your plan to bring your assessments into compliance (200 words or less)?**

The department needs to share the workload and map our Student Learning Outcomes to our Program Learning Outcomes. We will set dates to meet as a department and assign specific class outcomes to each department member.

## Outcome Assessments

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### Services Area Outcomes (SAO)

**Review your SAOs data located in curriQunet. What is your department's acceptable achievement score goal for each outcome?**

The department has chosen an 80% success rate as its target for our outcomes and our courses. Due to the pandemic, all of our courses went completely online. We have brought back some courses in person and need to compare success rates to online learning. We will measure with pass rates and retention. As with previous professional developments, we want to encourage faculty to take these opportunities to increase our success rates and meet our achievement goals.

### Institutional Learning Outcomes (ILO)

**How do your SAO support the college ILOs? Be specific (200 words or less).**

Our Student Learning Outcomes should feed up to our Program Learning Outcomes, which ultimately support our Institutional Learning Outcomes. The department is still working on aligning these.

**Are you meeting your SAO success goals? What patterns stand out in your results? If your SAO results are lower than your goals, what are your plans to improve them (200 words or less)?**

Yes, we are meeting our goal of at least 80% success and retention which reflects upon successful SLO goals. What we are doing within our classrooms and athletic participation is currently working. We plan to continue to build upon these foundations of success.

## Curriculum and Course Offerings Analysis

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**Are there plans for new courses or educational awards (degrees/certificates) in this program? If so, please describe the new course(s) or award(s) you intend to propose (200 words or less).**

The department is working on a certificate for athletic training which at this time does not add new courses but could in the future. We are also working on moving KIN 15 (sport and society) to area D. We are exploring the option of a yoga teaching certificate, a coaching certificate, as well as a wellness specialist certificate.

**Provide your plans to either inactivate or teach each course not taught in the last three years (200 words or less).**

Some of our activity courses were put on hold due to Covid, so we will introduce those back into a rotation in the schedule. We created pickleball and plan to offer in Spring 24, potentially in Hollister. The department is evaluating the courses to put on a rotation for the schedule.

**Consider and analyze your location, time, and delivery method trends. Are classes offered in the appropriate sequence/ available so students can earn their degree or certificate within two years? Are courses offered face-to-face as well as have distance education offerings? Are they offered on the main campus as well as the off-site areas? Different times of day? (300 words or less).**

The department is analyzing delivery methods and rotation of courses to ensure student success. We are exploring how to bring the appropriate activity courses back to a face to face format (ex: Yoga). Sp23 we offered 2 courses in person in Hollister to address a need but one course needed to be flipped to online (Yoga) due to low enrollment.

## Program and Resource Analysis

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**Please list the number of Full and Part Time faculty, staff and/ or managers/ administrator positions in this program over the past three years. Focus on your individual program.**

### Program and Resource Analysis

1. **2020**

**How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?**

900

**Full Time Faculty**

5

**Part Time Faculty**

15

**Full Time Staff**

3

**Part Time Staff**

0

**Full Time Mgr/Admin**

1.00

**Part Time Mgr/Admin**

0.00

2. **2019**

**How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?**

1200

**Full Time Faculty**

6

**Part Time Faculty**

15

**Full Time Staff**

3

**Part Time Staff**

0

**Full Time Mgr/Admin**

1.00

**Part Time Mgr/Admin**

0.00

3. **How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?**

**Full Time Faculty****Part Time Faculty****Full Time Staff****Part Time Staff****Full Time Mgr/Admin****Part Time Mgr/Admin**

4. **2018**

**How many students did your area serve in this year (if you don't have an exact count, please provide an estimate)?**

1175

**Full Time Faculty**

6

**Part Time Faculty**

15

**Full Time Staff**

3

**Part Time Staff**

0

**Full Time Mgr/Admin**

1.00

**Part Time Mgr/Admin**

0.00

**Faculty Percentages****Percentage Full to Part Time Faculty**

Year:2018

FT = 28.60%

PT = 71.40%

Year:2019

FT = 28.60%

PT = 71.40%

Year:2020

FT = 25.00%



PT = 75.00%

**How have and will those with reassigned time, grant commitments and activity, projected retirements and sabbaticals affect personnel and load within the past in the next three years? What future impacts do you foresee (200 words or less)?**

Currently, we have 4 full-time faculty: 1 head coach, 1 Counselor and 2 KIN instructors. During the season of sport the coach has 60% of their workload tied to their sport. The Counselor only teaches one course and 20% of her workload is in general counseling. 1 of the KIN instructors has a teaching load of 80% in Allied Health for the Health Education courses. That leaves 1 FT instructor for KIN courses and the large percentage of PT faculty. One of the FT faculty will be retiring within the next 3 years. We are on hold for hiring the FT faculty to replace the loss in 21/22. We are also down a FT faculty from 19/20. Both of these individuals would have 60% of their load assigned to coaching in their season of sport. If we hire the Basketball position that would be for the entire year. Having 60% of the workloads assigned to the season of sport leaves little time for Committee work.

**Additional Comments**

Lack of full-time faculty has a direct impact on the program (sport), which reflects negatively on student success, retention and the community as a whole. Examples are our women's sports, which are all coached by PT faculty. Not only is this a gender equity issue, but our volleyball program was the winningest program in history until we lost our FT faculty. The inconsistency over the last 2 seasons has led to a decrease in student enrollment as well as success and retention. Furthermore, the lack of full-time coaching faculty is detrimental to the recruitment of student athletes. Our programs serve the highest number of BIPOC students on campus and exceed the success and retention rates for the college. Our departments continue to strive for increased success and retention each year. We are also in need of a full-time division assistant to support our faculty and departments.

## Evaluation of Resource Allocations

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**List the resource allocations from all sources (e.g., annual college budget request appropriations, Guided Pathways funds, grant funds, etc.) received in the last three years. For annual college budget request appropriations, reference your previous three-year plan and annual updates.**

**Please evaluate the effectiveness of the resources utilized for your program. How did these resources help student success and completion? For college budget request appropriations, list the result of the evaluation strategy outlined in your previous three-year plan and annual updates. For all other sources of funding, list the results of the evaluation strategy contained within the program or grant plan.**

**Did you receive additional funds?**

No

## Program Productivity

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**Program Productivity Measurements**

**Determine the number of students you assist annually. Using the data provided by the business office, calculate your average cost effectiveness per student. If you do not have student contact, please fill out Total allocated budget and Total spending.**

- **2021 - 2022**

**Total Number of student contacts**

0

**Total allocated budget**

0.000

**Total spending**

0.000

**Total cost per student (Student Contact/ Total Spending)**

0

**Year and Student count**

**Evaluate your program costs. Are your costs in alignment with your budget? If not, what improvements can be made? Please explain any trends in spending, inconsistencies and unexpected results.**

Enrollment in athletics was an issue as only 4 programs were able to compete due to low enrollment after COVID. This does skew our financial data for amount per student, as there are things we have to purchase regardless of team size. Budgets do need to increase with the pace of inflation to ensure that we can continue to operate effectively. The Kinesiology budget also needs to increase and add funds to ensure we can upgrade old/broken equipment.

**Integrated Planning and Initiatives**

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**What other areas is your program partnering with (i.e. guided pathways, grant collaboration, etc.) in new ventures to improve student success at Gavilan College? What is the focus of this collaboration? Helpful question: What are the department and your Integrated Planning/ Guided Pathways partners' plans for the next three years (200 words or less)?**

Our department is partnering with many programs to improve student success. Our plan is to collaborate with the Learning Commons and Non-Credit departments to establish a study hall, tutoring, and academic success location for our student-athletes in order to provide wrap-around services to increase success and retention. We will also collaborate with student service groups (financial aid, A&R, peer mentors, El Centro, counseling, mental health services) to identify and provide workshops, contacts, and education to make these services readily accessible for our students. We will also partner further with our English and Math Departments to increase the number of students and course sections involved in our PASS program collaboration (see attached). As we further develop our Kinesiology Major and Athletics Pathway, we will look to improve our onboarding and orientation, as well as create opportunities for our majors to collaborate with other departments on campus, further increasing cross-disciplinary studies, depending upon students' specific areas of emphasis.

**Other Opportunities and Threats**

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**Review for opportunities or threats to your program, or an analysis of important subgroups of the college population you serve. Examples may include environmental scans from the Educational Master Plan, changes in matriculation or articulation, student population, community and/ or labor market changes, EMSI data and etc. Helpful Question: What are the departmental plans for the next three years (200 words or less)?**

Threats include: Covid (loss of enrollment, no athletic competition), interim positions (Athletic Director), part-

time head coaching positions (difficulty in recruitment, lack of presence on campus, non-competitive pay), lost faculty (lack of recruitment, lack of program stability, loss of institutional government involvement), AB 928 (gender inequality, loss of course offerings, job loss), part time division assistant

Opportunities include: Highest BIPOC student population served in our area. Recruitment of students to increase enrollment but having full-time faculty is needed. Exploration of increased LEH for athletics class courses. Options for PT faculty to make greater income including collaborate with other departments, i.e. non-credit and Career Education. Analysis of coaching stipends: lack of competitive pay not only limits part time faculty but also the recruitment of full-time faculty.

**What are you discovering about instruction and/or services in this remote environment that you would want to maintain post-pandemic?**

For our Kinesiology classes, many students like the flexibility of the online format. The department is struggling with student desires and what is in the best interest of the discipline, i.e. yoga.

**What kinds of issues are exacerbated or emerging that are likely to remain, unless addressed?**

Our department is facing the challenge of keeping a balance of face-to-face classes and offering the flexibility of online courses. As a proponent of a human movement discipline, in-person interaction is important to master course content and skills of the major. However, we recognize that we need enrollment and students also need the flexibility of online learning.

## Additional Questions

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**Please consider providing answers to the following questions. While these are optional, they provide crucial information about your equity efforts, training, classified professional support, and recruitment.**

**1. Does your division (or program) provide any training/mentoring for faculty and/ or classified professionals regarding professional development?**

Currently, the department chairs mentor faculty although time is limited. Professional development opportunities are shared regularly. In addition to our institution's faculty development and mentoring programs, we, as a department, have begun a Coaches' Mentoring Program which allows our tenured faculty to help support our new coaches.

**2. If there is a need for more faculty and/ or classified professional support in your area, please provide data to justify request. Indicate how it would support the college mission and college goals for success and completion.**

Our student success and retention data (attached) supports the college's goals. The need for full-time faculty and staff helps to achieve these goals and continue success. The department would like to see a full-time division assistant and at least 5 full-time faculty which we had in 2019.

**3. What, if anything, is your program doing to assist the District in attracting and retaining faculty and classified professionals who are sensitive to, and knowledgeable of, the needs of our continually changing constituencies, and reflect the make-up of our student body?**

We are encouraging the analysis of competitive salaries and exploration of additional paid opportunities on campus for part-time faculty. In collaboration with our district, we are participating in the Equal Employment Opportunity and diversity in hiring. Our coaching faculty and staff reflect the make-up of our student body.

**4. Are there program accomplishments/ milestones that have not been mentioned that you would like to highlight?**

Our success and retention rates are much higher than the college's overall average. We have created an environment for our Student-Athletes and Kinesiology majors that shows wraparound support for student success. On limited resources, we offer study hall and academic support services, mental health/well-being

presentations and workshops, and basic needs support. Through these services, we are able to provide a sense of community and belonging for our students.

**Please share any recommendations for improvements in the Program Integrated Plan and Review process, analysis, and questions. Your comments will be helpful to the PIPR Committee and will become part of the permanent review record.**

Some of the tabs do not allow for us to put in all data. For example, Program Resource and Analysis is missing years 2021 and 2022. We should also have a process for how this ties into resource allocation. It would be helpful to have data links embedded in the form. There should be more room for the executive summary - hard to be comprehensive in less than 300 words.

## Goals

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### Three-Year Program Plan Goals

1. **To increase the safety and modernization of equipment and facilities.**

**Connection of Goal to Mission Statement, Strategic Plan ([http://www.gavilan.edu/administration/master\\_plan/docs/SP\\_GoalsStrategiesDraft-final.pdf](http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf)) and SAO Results**  
Increase Achievement/Improve Equity and Efficiency.

**Proposed Activity to Achieve Goal\*\***

Inventory and evaluate current equipment and facilities with updated safety guidelines to identify issues that must be rectified in order to ensure student safety and well being.

**Responsible Party**

Athletics and Kinesiology Department, Facilities, and Administration

**Fund amount requested. If a collaboration, what % required from each partner?**

\$100,000 per year, 100% facilities

**Total Three Year Resource Allocation Request**

300000

**Timeline to Completion Month / Year**

Ongoing

**How Will You Evaluate Whether You Achieved Your Goal**

Equipment and facilities are up to industry standards.

2. **Increase our productivity and efficiency rates by 5% for our majors and student-athletes.**

**Connection of Goal to Mission Statement, Strategic Plan ([http://www.gavilan.edu/administration/master\\_plan/docs/SP\\_GoalsStrategiesDraft-final.pdf](http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf)) and SAO Results**  
Improve efficiency.

**Proposed Activity to Achieve Goal\*\***

Review data with institutional research, in conjunction with major maps and course offerings to maximize enrollment and capitalize on student need.

**Responsible Party**

Institutional Research, Department Chairs, and Director of the Department.

**Fund amount requested. If a collaboration, what % required from each partner?**

50% Institutional Research

50% Department

**Total Three Year Resource Allocation Request**

50000

**Timeline to Completion Month / Year**

December 2023

**How Will You Evaluate Whether You Achieved Your Goal**

Compare data year to year in productivity and efficiency.

**3. Increase enrollment and visibility of our Athletics and Kinesiology Programs.**

**Connection of Goal to Mission Statement, Strategic Plan ([http://www.gavilan.edu/administration/master\\_plan/docs/SP\\_GoalsStrategiesDraft-final.pdf](http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf)) and SAO Results**  
Increase Achievement, Employment and Improve Equity.

**Proposed Activity to Achieve Goal\*\***

Utilize marketing techniques to increase community awareness and encourage enrollment in our Athletics and Kinesiology Programs.

**Responsible Party**

Administration, Public Information Office, Sports Information Director (SID), and Department.

**Fund amount requested. If a collaboration, what % required from each partner?**

\$33,000/year, \$100,000, 100% Administration

**Total Three Year Resource Allocation Request**

100000

**Timeline to Completion Month / Year**

December 2023

**How Will You Evaluate Whether You Achieved Your Goal**

Hiring of SID

**4. Increase student-athlete participation in the PASS Program.**

**Connection of Goal to Mission Statement, Strategic Plan ([http://www.gavilan.edu/administration/master\\_plan/docs/SP\\_GoalsStrategiesDraft-final.pdf](http://www.gavilan.edu/administration/master_plan/docs/SP_GoalsStrategiesDraft-final.pdf)) and SAO Results**  
Increase Achievement, Improve Equity, and Improve Efficiency.

**Proposed Activity to Achieve Goal\*\***

Increase the number of English sections to include all Student-Athletes in the PASS Program.

**Responsible Party**

English Department, Head Coaches, and Academic Athletic Counselor

**Fund amount requested. If a collaboration, what % required from each partner?**

Possibly incur cost of part-time instructor.

**Total Three Year Resource Allocation Request**

0

**Timeline to Completion Month / Year**

December 2024

## How Will You Evaluate Whether You Achieved Your Goal

Reviewing Scheduling data

### Executive Summary

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**Please provide a brief executive summary regarding program trends and highlights that surfaced in the writing of this report. Summarize, using narrative, your program goals for your next three years. Your audience will be your Peer Review Team, the PIPR Committee, President's Cabinet, Dean's Council, ASGC, Academic Senate, Budget Committee and Board of Trustees (300 words or less).**

We are excited about our success & retention results & the successful community we continue to build upon. Success & retention rates are 80+%, well over the overall campus average. We are also very proud of our retention rates of equity groups (our black students , 87.2% retention, Hispanic students 76.7% retention, males 81.7% success, 91.6% retention, females 80.1% success, 89.2% retention). Our goals are to continue to increase our persistence rates by 5%.

Due to Covid & the loss of coaching faculty, we have seen decreased enrollment for our classes & athletic teams. We are committed to addressing the decline with a sound recruiting plan & updating facilities and employment opportunities to increase visibility in our community.

A previous goal was to develop a basic skills academic support program for our student-athletes. In Fall of 2021, we successfully launched the PASS Program (Partnership for Achieving Student-Athlete Success) with our 1st year football student-athletes. In the next 3 year cycle, we would like to expand the PASS program by creating additional cohorts across all our sports teams, as well as incorporating a math component. (See attached).

The biggest challenge we have is staffing needs. We have lost full-time faculty and division assistant, which reduces our capacity to provide institutional committee involvement and support, lessens our ability to recruit & retain student-athletes, & compromises our enrollment numbers. We need to honestly evaluate the structure of our department (AD, Coaching & Instructional Faculty/Staff) & be open to innovative & creative ways to maximize our professional positioning to best support our students.

### Attach Files

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#### Attached File

The PASS Program Mission.docx (/Form/Module/\_DownloadFile/184/45281?fileId=268)

Headcount & Enrollment-ATH\_ModalityDE.pdf (/Form/Module/\_DownloadFile/184/45281?fileId=294)

Headcount & Enrollment-KIN-ModalityDE.pdf (/Form/Module/\_DownloadFile/184/45281?fileId=295)

Degrees and Certificates-KIN.png (/Form/Module/\_DownloadFile/184/45281?fileId=296)

Degrees and Certificates\_KIN-Trainer.png (/Form/Module/\_DownloadFile/184/45281?fileId=297)