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Page 1: Full-Time Faculty Position Form

Q1 Please enter the following:

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| Department | Athletics |
| Position Title | Head Coach – Women’s Intercollegiate Sport #1 |

Q2 How will the position support or advance one or more of the goals your department/discipline identified in this year’s program review? (200 words or less) (Rubric Criterion 3)

To understand the need for tenured full-time coaches and their impact, you must see the diversity of the groups being served. The Athletic Department, or rather the student-athletes, are not a homogeneous group. The student-athletes can be subdivided by the sports in which they participate, each cohort has unique physical and psychological demands. Each sport head coach takes on a challenge to guide their unique cohort of students.

To illustrate this concept, examine the academic endeavor of Science. Science is not one department, but rather many departments requiring unique specialization (Chemistry, Astronomy, Biology, etc.). In a very similar way, Athletics is not one homogeneous department (Male, Female, Basketball, Soccer, Golf, Track and Field, etc.). So when a Full-time Tenure-track Coach is hired, they do not get spread around the entirety of the Athletic Department.

This new head coach will improve the “high touch” environment that encourages continuation down the Athletic Pathway (Goal #2) and provide a greater awareness of the difficulties of his/her student -athletes that would necessitate seeking out college support services (Goal #3). Also, the head coach would perform outreach to the community through recruiting and awareness of their specific sport (Goal #4).

Q3 How will this position specifically support or advance one or more of the College's four strategic priorities? Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (200 words or less) (Rubric Criterion 4)

This position would specifically address Student Validation and Engagement. In the same way that each department needs a dedicated leader, so does each athletic team. This faculty member will be the touch-stone for each of their student-athletes. Adjunct head coaches with other employment responsibilities are only on campus for practice. This limited time reduces their ability to provide the student validation and engagement necessary to promote student success.

This requested full-time head coach will be available throughout the day to meet with their individual team members during office hours, in class, or between classes. These informal meeting are often crucial to having students disclose issues that are impacting their ability to move down a Guided Pathways. In these extra moments, a head coach has the time to walk a student to Tutoring, Heath Services, the Veterans Center, or DSP&S.

A full-time Head coach also promotes the Organizational Health of the college as a dedicated caretaker of each team. These athletic teams are representatives of the college and their academic and athletic success are promoted within the community.

Q4 Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (200 words or less) (Rubric Criterion 3)

During the 2019/2020, only 3 of 12 teams in the Athletic Department had full-time head coaches. It had been determined through research on our campus in 2012 that student-athletes competing on a team with a full-time head coach had greater academic success when compared to adjunct head coaches.

In terms of direct impact on Organizational Health, relying on adjunct head coaches has proven disastrous for our intercollegiate teams and the perception of the college as a whole. Teams with adjunct coaches experience higher turnover, inconsistent recruiting, and limited community engagement. This inconsistency in coaching often causes high school athletes and coaches to prefer attendance at other community colleges for students interested in athletics.

Two of our women's teams (previously lead by adjust coaches) are currently on hiatus due to inconsistent coaching due to high turnover. These sports need to be reinstated due to Federal Requirements to provide adequate opportunities for our female student population.

Q5 How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (150 words or less) (Rubric Criterion 3)

- I. College will be found in violation of Federal Law - Title IV resulting in a campus-wide Office of Civil Rights Investigation (3rd year out of compliance). Two men's teams and only one women's team have full-time head coaches.
- II. If this position is not hired, student success on sport teams with adjunct head coaches will be underserved.
- III. High turnover in head coaches will continue to demonstrate a lack of commitment to the high school sport community.
- IV. Some female sport teams will continue to flounder or be kept, or placed, on hiatus.

Q6 Has there been or is there any evidence to demonstrate that there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (150 words or less) (Rubric Criterion 2)

Success:

In 2012 research performed by our then Division Dean, a study of student-athletes found that student-athletes in a sport with a tenured instructor as their head coach were significantly more successful in their academic endeavors than were student-athletes in a sport coach by an adjunct head coach.

Diversity:

Increasing quality athletic opportunities with full-time coaches will further address the preferences for a future, more ethnically diverse student body. Students identifying as Black non-Hispanic and Hispanic/Latinx fill out the athletic teams in greater number than do students that only attend classes at Cuyamaca College.

Guided Pathways

In the 2018-2019 academic year:

1. This more highly diverse student-athlete group academically out-performed their non-athletic peers in the categories of Course Retention, Course Success, Persistence, Units Attempted, and Units Completed.
2. In comparison to the general student population, student-athletes reported a higher percentage of Degree/Transfer as their goal and completed 12+ units per semester more than twice as often.

Q7 Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (100 words or less) (Rubric Criterion 3)

This position is a replacement for the retired Pam Farmer.

Q8 Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to help inform the prioritization process.

Yes, I have discussed this position request with the Division Dean