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Page 1: Full-Time Faculty Position Form

Q1 Please enter the following:

Department	Athletics
Position Title	Head Coach – Women’s Intercollegiate Sport #2

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 a 2nd tenured full-time coach, you must understand the low percentage of full-time head coaches at Cuyamaca. Two men’s teams and only one women’s team have full-time head coaches. One female sport full-time hire would create an equal number of head coaches. If this second female sport full-time position was awarded, female athletic teams would be coached by a 3 to 2 ratio (60%) of the full-time hires in Athletics, a better mirror to the actual 55% female student population at the college, as actually required by law.

As previously stated in the first request: 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.

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, if we hire only one, then we are still only covering 25% of our team with a full-time position. 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. Two men's teams and only one women's team have full-time head coaches. One female sport full-time hire would create an equal number of head coaches. If this second female sport full-time position was awarded, female athletic teams would be coached by a 3 to 2 ratio (60%) of the full-time hires in Athletics, a better mirror to the actual 55% female student population at the college, that is actually required.

II. The college submits the Federal Equity in Athletics Disclosure Act every fall to state if they are meeting the required gender proportion threshold. If it falls short, there must be a stated plan to move toward compliance. For the past 15 years, Cuyamaca College has stated that future increased full-time head coach hiring for female sports as satisfying the requirement. By actually hiring a second full-time women's sport head coach, we are aligning with statements previously made.

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 is a new position.

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