Dept_Plan - Athletics

Mission:
In support of the College vision and mission statements, the department of Athletics will provide a comprehensive program that encourages the development of knowledge, skills and attitudes that promote healthy competition, academic preparation and transfer readiness. The department will work with student-athletes and coaches to promote an understanding and respect for the diversity of human cultures and heritages while recognizing that cooperation and teamwork contribute to success. Paramount to the department will be student-athlete academic success and athletic excellence.

Description:
Athletics is organized into related areas under the School of Student Affairs, Kinesiology and Athletics. The Athletic department consists of 18 teams, under the leadership of the Dean of Student Affairs, Kinesiology and Athletics and the Athletic Director. Classified support staff for the department consists of 9 full-time employees. These positions include Athletic Coordinator, sports information specialist, two athletic equipment technicians, two locker room attendants, two certified athletic trainers, and an athletic business specialist.

The athletic teams compete in the South Coast Conference, the Southern California Football Association (Football) and the Western States Conference (Men's volleyball). There are 9 men's teams and 9 women's teams. Six programs are head coached by (3) full-time faculty members, the remaining twelve programs are head coached by part-time faculty members.

The athletics department has been honored twice as the best community college program in the nation and has a tradition of excellence as evidenced by 16 national titles, 89 state titles, and 16 bowl appearances. For detailed information regarding the athletic program, access the Long Beach City College athletic web-site at: http://lbccvikings.com

The California Community College Athletic Association is the governing body for community college inter-collegiate athletics in California. One requirement of the commission is that member colleges conduct self-study program reviews based on ten (10) state-wide standards developed by the CCCAA to assure compliance. The program review also includes a site-visit by a program review committee after they have received and read the documentation. In addition to the LBCC program review process, the athletic department also submits a separate program review to the California Community College Athletic Association through the South Coast Conference.

Summary of Access (see Help for details):
Enrollment access for 12-13 was increased due to student-athlete priority registration.

Summary of Efficiency (see Help for details):
Intercollegiate Athletic classes have accepted lower class size limits (7-40). Due to the variance on KINIA (Intercollegiate Athletics) course enrollment, some of the smaller athletic teams affect the overall load.

Summary of Effectiveness (see Help for details):
Student-athletes are out performing the general LBCC student population in all areas of academic achievement: G.P.A., retention and success rates, and transfer. See student-athlete study in documents section.

Additional Analyses (Optional):
Implementation of Student-Athlete priority registration has had an enormous impact on enrollment. Students were not denied access due to early enrollment. In-season, out of season, and summer curriculum has been developed to improve enrollment patterns and address concerns with repeatability.

Internal Conditions (see Help for list):
(1) budget reductions, (2) staffing reductions, (3) Loss of full-time faculty/coach positions and inability to obtain full-time faculty/coaching positions, (4) intensive use of facilities, (5) loss of capital outlay funding (6) high demand for equipment resources.

External Conditions (see Help for list):
The following external conditions have influenced the goal setting process: (1) Title 5 (section 55041-repeatable course), (2) Equity in Athletics Disclosure Act, (3) Legislative changes enacted by the CCCAA as well as conferences (ie: SEP requirements) (4) CCCAA and NCAA rules and regulations.

External Condition- Industry & Labor Market Trends:
NCAA Student-Athlete transfer requirement changes: (1) 2.5 G.P.A. transfer requirement (2) Successful completion of 6 credit hours of transfer level English. (3) Successful completion of 3 credit hours of transfer level math. (4) Successful completion of 3 credit hours of transfer level science.

Faculty & Staff:
Under the Dean of Student Affairs, Kinesiology and Athletics, the administrative responsibility for athletics rests with a full time Athletic Director. Under the leadership of the Athletic Director, the Athletic department consists of 18 teams, 7 teams are head coached by (4) full-time faculty members,
the remaining 11 teams are head coached by part-time faculty members. There are approximately 35 assistant coaches (professional experts) supporting the 18 teams and head coaches. Classified support staff for the areas consists of 9 full-time employees. These positions include an Athletic Coordinator, sports information specialist, two athletic equipment technicians, two locker room attendants, two certified athletic trainers, and an athletic specialist.

Names & Titles of Dept Planning Participants:
Connie Sears - Dean of Student Affairs, Kinesiology and Athletics
Joe Cascio - Director of Athletics
Mary Hegarty - Athletic Coordinator
Roarke O'Leary - Athletic Counselor
Chris Ruiz - Sports Information Specialist

2011-2012 Accomplishments:
Student Athlete Transfers: (see documents)
Team Accomplishments: (see documents)

2012-2013 Accomplishments:
See attached

2013-2014 Accomplishments:
See attached

Projects/ Strategies and Resources Needed

Project/ Strategy: Athletic Excellence
Athletic excellence established within the department and the community by competition. The Athletic department needs top rate facilities, equipment, procedures, personnel and support systems so athletic excellence can exist. Post-season competition results will be measured annually by the CCCAA with the NATYCAA Cup rankings.

EMP GOAL supported (hold CTRL to select multiple)*:
COMMUNITY - A. Internal Community of Students, Faculty and Staff
COMMUNITY - B. Partnerships with Business and Industry
EQUITY - A. Student Success
RESOURCES - C. Facilities and Technology Plans
STUDENT SUCCESS - A. Student Preparedness
STUDENT SUCCESS - B. Student Goal Attainment
STUDENT SUCCESS - C. Quality of Academic Programs and Services

Project/ Strategy Status:
In Progress

Start Date (use 8/1/year - see help text): 08/01/2014
End Date (use 7/31/year - see help text): 07/31/2016

Rationale:
When athletic excellence exists, recruiting will be easier and student-athletes will more likely persist, succeed, graduate, and transfer.

Responsible Parties:
Dean, Athletic Director, Athletic Coordinator, all department staff/faculty

Campus supported by this goal/project/strategy:
Both

Specify if project/strategy is for dept or program:
Department

Name of program or area of concentration:
Athletics

Other Area impacted by this goal/project/strategy:
Other

If Other select above, please specify:
Kinesiology
1. Related Resources Needed

Resources Needed name: Full Time Head Coaches
Resources Needed Description: 12 out of our 18 athletic teams are currently coached by part-time head coaches. A serious need for full-time coaches exists. It has been shown that student-athletes are more successful academically when the have regular contact with their coach on campus. Our programs need coaches to be full-time and evaluated on coaching performance.
Resource Requested Category: New Positions (Faculty, Classified, Management)
Estimated Cost: 250000
Program TOP Code(s): 083500.50
Additional Comments: Cost is per year for increase from part-time to full-time salary plus benefits.
School/ VP Decision re Resource Needed: NEW

2. Related Resources Needed

Resources Needed name: Student-Athlete weightroom equipment
Resources Needed Description: New equipment needed to update the student-athlete weight room: multifunctional racks, Olympic weights, dumbbells, benches, Olympic bars, Olympic platforms etc.
Resource Requested Category: Upgrade and/or replacement of equipment
Estimated Cost: 70000
Additional Comments: Combined funding sources to complete the project. Will help with training safety and functionality. Will create pride in the school as well as serve to benefit recruiting.
School/ VP Decision re Resource Needed: NEW

3. Related Resources Needed

Resources Needed name: Improved Athletic Facilities
Resources Needed Description: Banners at athletic venues (fields, gyms, stadium, pool), scoreboards (Baseball/softball/soccer), training room equipment, track and field upgrades, bleacher upgrade in the small gym.
Resource Requested Category: Upgrade and/or replacement of equipment
Estimated Cost: 100000
School/ VP Decision re Resource Needed: NEW

4. Related Resources Needed

Resources Needed name: Updated equipment for Track and Field
Resources Needed Description: Steeple Chase, jumps pit, high jump, pole vault, throws area etc.
Upgrade and/or replacement of equipment

Resource Requested Category: Upgrade and/or replacement of equipment
Estimated Cost: 80000
Program TOP Code(s): 083500.50

Additional Comments: Currently LBCC is used for the Moore League track meet finals. We are in jeopardy of losing our site to host due to the needed improvements to our track and field. Additionally, in order to host any CCCAA meets, the improvements will be needed to be considered.

The ability to host full-scale track meets presents a possible revenue stream, increased visibility for the school and community, and increased recruiting opportunities for our programs.

School/ VP Decision re Resource Needed: NEW

5. Related Resources Needed

Resources Needed name: Recruiting Seminar
Resources Needed Description: Recruiting of high school student-athletes is the lifeblood of any athletic department. Steps need to be taken to ensure that our department is utilizing the latest concepts, techniques and technology to be one step ahead of the competition.

Resource Requested Category: Department-wide Training or Professional Development beyond what is normally available
Estimated Cost: 3000
Program TOP Code(s): 083500.50
Additional Comments: This training would include possible guest speakers, software solutions, and technology/social media instruction and development.

School/ VP Decision re Resource Needed: NEW

6. Related Resources Needed

Resources Needed name: Equipment for functional training
Resources Needed Description: mini-hurdles, agility ladders, battle ropes, cones, resistance bands, resistance harnesses, parachutes, power sleds, plyometric boxes, agility poles, stability balls, balance boards, kettle bells, and other equipment related to speed, agility, quickness, strength and functional training for student-athletes.

Resource Requested Category: New equipment
Estimated Cost: 15000
Program TOP Code(s): 083500.50
Additional Comments: Equipment will be available for use in all KINIA courses.

School/ VP Decision re Resource Needed: NEW

7. Related Resources Needed

Resources Needed name: Full Classified Staff working 12 months
Resources Needed Description: The athletic department consists of 10 employees in 6 different classified positions, and currently only one has a 12 month schedule. The other 9 employees in those 5 positions are either 10-month, 11-month or 45%. The athletic department and associated programs run year-round requiring the support of the entire staff.
Increased Percentage for an Existing Position

Resource Requested Category: Increased Percentage for an Existing Position
Estimated Cost: 75000
Program TOP Code(s): 083500.50
Additional Comments: The positions are:
Athletic Coordinator (12-month)
Athletic Specialist (11-month)
Athletic Trainers (one 11-month, one 10-month, one 45%)
Locker Room Attendant (two 11-month)
Equipment Technician (two 11-month)
Sports Information Specialist (one 11-month)

School/ VP Decision re Resource Needed: NEW

Project/ Strategy: Student-Athlete Academic Success
The Athletic department will promote, encourage, and monitor academic success. This will be achieved through a series of required contacts with the head coach, athlete academic services, and athletic administration, all beginning with a mandatory freshman orientation during the student's first semester at LBCC.

Student-Athletes will be required to complete three visits with the Athletic Counselor while in-season, and two additional visits during their off-season. Student-athletes will complete mandatory grade-checks, scheduled based on their current academic standing. Student-athletes will meet minimum required visits to Student-Athlete Success Center.

EMP GOAL supported (hold CTRL to select multiple)*:
EQUITY - A. Student Success
EQUITY - B. Equitable Student Access
RESOURCES - C. Facilities and Technology Plans
STUDENT SUCCESS - A. Student Preparedness
STUDENT SUCCESS - B. Student Goal Attainment
STUDENT SUCCESS - C. Quality of Academic Programs and Services

Project/ Strategy Status: In Progress
Start Date (use 8/1/year - see help text): 08/01/2014
End Date (use 7/31/year - see help text): 07/31/2016

Rationale:
To ensure every student-athlete has:
1. Complete and accurate information regarding student support services and eligibility/transfer requirements.
2. Resources and tools to succeed at the highest academic levels possible
3. Access to tutoring and counseling

Responsible Parties: Athletic Director, Athletic Coordinator, Athletic Counselor and coaches

Campus supported by this goal/project/strategy: Both
Specify if project/strategy is for dept or program: Department
Name of program or area of concentration: Athletics
Other Area impacted by this goal/project/strategy: Other
If Other select above, please specify: Student Services

1. Related Resources Needed
Resources Needed name: Full-time faculty coach hires.

Resources Needed Description: Of the 18 teams currently in the Athletic Department, 6 teams are coached by 3 full-time faculty members. In addition, we have 2 full-time assistant coaches. We have a total of 5 full-time faculty serving and supporting a cohort of nearly 500 full-time student-athletes.

Resource Requested Category: New Positions (Faculty, Classified, Management)

If requesting faculty, specify number: 2

List Faculty requests by priority & discipline: Full-Time Head Football Coach/Kinesiology Instructor
Full-Time Head Women's Basketball Coach/Kinesiology Instructor

Estimated Cost: 125000

Program TOP Code(s): 083500.50

Additional Comments:
Intercollage Athletics is the one of the largest student cohort on campus, with just under 6% of the full-time students at LBCC participating. Student-Athletes are held to strict eligibility standards, including mandatory full-time enrollment, required retention and persistence, minimum grade point average, and mandatory progress toward academic goals. To ensure that our cohort performs at the highest level possible, the faculty that serves this cohort needs to be full-time. Historically, student-athletes are at or near the top of academic achievement when compared to non-athlete full-time students. Not coincidentally, the athletic teams at LBCC in the past were coached by primarily full-time faculty members.

In addition, full-time faculty is more connected on campus, has greater ability to participate in various campus committees and can network to a greater extent in the community overall.

Lastly, athletic teams coached by full-time faculty tend to be more consistently successful in their sports.

School/ VP Decision re Resource Needed: NEW

2. Related Resources Needed

Resources Needed name: Advanced technology solution for Student-Athlete Success Center

Resources Needed Description: SASC requires a comprehensive tracking software, such as Grades First. GradesFirst is a web-based student performance monitoring system that provides automated student services and communication between faculty, academic advisers and students. This tool is utilized across the country, not just in athletics but across campuses.

Resource Requested Category: New Software (include costs for implementation, training, interface, electrical/telecommunication wiring needs, ongoing licensing, etc.)

Estimated Cost: 3500

Additional Comments: Grades First can be utilized campus-wide. http://gradesfirst.com/

School/ VP Decision re Resource Needed: NEW

3. Related Resources Needed

Resources Needed name: Academic Tutors

Resources Needed Description: The Student-Athlete Success Center requires basic-skills and advanced tutoring in the subjects of English, math and science.

Resource Requested Category: Other (please provide details in "additional comments" section)
4. Related Resources Needed

**Resources Needed name:** Assessment Preparation Software

**Resources Needed Description:** Lack of preparation or low assessment results create a barrier for transfer and student success. Many students are unaware of the importance of the assessment tests and/or that there are tools for being better prepared. Software and test preparation would improve student placement and transfer readiness.

**Resource Requested Category:** New Software (include costs for implementation, training, interface, electrical/telecommunication wiring needs, ongoing licensing, etc.)

**Estimated Cost:** 2500

**Program TOP Code(s):** 083500.50

**School/ VP Decision re Resource Needed:** NEW

5. Related Resources Needed

**Resources Needed name:** Aesthetic Upgrades to Student-Athlete Success Center

**Resources Needed Description:** Educational and motivational posters for the center. Updated furniture (tables, chairs, desks, cabinets). Upgrade of lighting.

**Resource Requested Category:** Other (please provide details in "additional comments" section)

**Estimated Cost:** 250

**Program TOP Code(s):** 083500.50

**Additional Comments:** The look and feel of the center must be improved to deliver a "serious about academics" feel. The users of the center must feel like they are in an educational environment rather than a room that was re-purposed as a makeshift study hall. The Center needs new furniture and motivational posters for the walls.

**School/ VP Decision re Resource Needed:** NEW

6. Related Resources Needed

**Resources Needed name:** Guest Speakers for Student-Athlete Success Center

**Resources Needed Description:** Center will solicit a monthly speaker from the professional ranks (sports, business, education) to speak to student-athletes about their futures, to help guide them toward their goal of transfer and 4-year degree.

**Resource Requested Category:** Other (please provide details in "additional comments" section)

**Estimated Cost:** 5000

**Program TOP Code(s):** 083500.50

**Additional Comments:** Appearance fees for these types of speakers range from free to as much as $500, depending on who the speaker is.
**Project/ Strategy: Student-Athlete Health and Safety**

The athletic department will ensure the health, safety and well-being of student-athletes by providing assessment, treatment and supervision during all practices and home contests from qualified training staff.

**EMP GOAL supported (hold CTRL to select multiple):**
- COMMUNITY - A. Internal Community of Students, Faculty and Staff
- EQUITY - A. Student Success
- STUDENT SUCCESS - A. Student Preparedness
- STUDENT SUCCESS - B. Student Goal Attainment
- STUDENT SUCCESS - C. Quality of Academic Programs and Services

**Project/ Strategy Status:**
- In Progress

**Start Date (use 8/1/year - see help text):** 08/01/2013

**End Date (use 7/31/year - see help text):** 07/31/2016

**Rationale:**
When student-athletes are competing in a healthy and safe environment, they are better equipped to achieve their goals, both athletically and academically.

**Responsible Parties:**
- Athletic Director, Athletic Coordinator, Full-Time Athletic Trainers

**Campus supported by this goal/project/strategy:** Both

**Specify if project/strategy is for dept or program:** Program

**Name of program or area of concentration:** Athletics

### 1. Related Resources Needed

**Resources Needed name:** Part-Time Athletic Trainer

**Resources Needed Description:** Part-time trainer to support and supplement the coordinated efforts of two current full-time trainers. Part-time trainer will work 15-20 hours per week during the academic year, covering specific sports and practices when both full-time trainers are occupied. For example, there are instances when we have 2 home games and a practice occurring simultaneously. To ensure student-athlete safety, each event requires a Certified Athletic Trainer.

**Resource Requested Category:** New Positions (Faculty, Classified, Management)

**Estimated Cost:** 20000

**Program TOP Code(s):** 083500.50

**Additional Comments:** LBCC currently offers 18 sports. In order to provide the appropriate medical coverage for all practices and home contests, a third certified athletic trainer is necessary.

**School/ VP Decision re Resource Needed:** No funding needed

### 2. Related Resources Needed

**Resources Needed name:** Comprehensive Concussion Management Program
Resources Needed Description: Wells Fargo Insurance “Play It Safe” Concussion Care program, which includes coach and athlete education, baseline testing, injury assessment and evaluation, post-testing, and access to medical specialists in the field of traumatic brain injury.

Resource Requested Category: Other (please provide details in "additional comments" section)

Estimated Cost: 7000

Program TOP Code(s): 083500.50

Additional Comments: Resource includes access to software, personnel, concussion clinic and printed documents and materials.

School/ VP Decision re Resource Needed: Funded

3. Related Resources Needed

Resources Needed name: Increase full-time trainers to 12-months and 11-months, respectively.

Resources Needed Description: Currently, our full-time training staff is forced to close the training room during the month of July, causing a large gap in safety services our department is able to provide. The current configuration also only allows for 1 trainer during the month of January. By expanding our 11-month trainer to 12 months and our 10-month trainer to 11 months, the training room could be open in July and two trainers would be available during the busy month of January.

Resource Requested Category: Increased Percentage for an Existing Position

Estimated Cost: 25000

Program TOP Code(s): 083500.50

Additional Comments: January consists of M/W basketball competitions and practice, as well as the official start of the season for all Spring sports. July consists of all Fall sports medical clearance processes, including mandatory concussion testing and education.

School/ VP Decision re Resource Needed: NEW

Project/ Strategy: Compliance

The Athletic department will submit 100% of all compliance documents in order to abide by all federal, state, and local laws, rules, regulations and guidelines.

EMP GOAL supported (hold CTRL to select multiple)*: EQUITY - A. Student Success
EQUITY - B. Equitable Student Access
STUDENT SUCCESS - A. Student Preparedness
STUDENT SUCCESS - B. Student Goal Attainment
STUDENT SUCCESS - C. Quality of Academic Programs and Services

Project/ Strategy Status: In Progress

Start Date (use 8/1/year - see help text): 08/01/2014

End Date (use 7/31/year - see help text): 07/31/2016

Rationale:
The Athletic Department is bound by compliance regulations from the California Community College Athletic Association (CCCAA), EADA, NCAA, and university transfer centers.

Responsible Parties: Dean, Athletic Director, Athletic Coordinator, all department staff/faculty

Campus supported by this goal/project/strategy: Both
Project/ Strategy: Athletic Program Marketing/Branding

Increase attendance, interest in team success, visibility
Improve recruiting of incoming athletes/improve retention rate year 1 to year 2
Enhance recruitment of current student athletes by 4-year universities

EMP GOAL supported (hold CTRL to select multiple)*:
COMMUNITY - A. Internal Community of Students, Faculty and Staff
COMMUNITY - B. Partnerships with Business and Industry
STUDENT SUCCESS - B. Student Goal Attainment
STUDENT SUCCESS - C. Quality of Academic Programs and Services

Project/ Strategy Status:
In Progress

Start Date (use 8/1/year - see help text):
08/01/2013

End Date (use 7/31/year - see help text):
07/31/2016

Rationale:
Visibility is a key component to a successful athletic department. Students, community members, faculty, staff and 4-year institutions need to be aware of our athletic events, achievements, and participants. High visibility leads to larger attendance, better retention rate, and more successful recruitment of our student-athletes.

Responsible Parties:
Athletic Director, Athletic Coordinator, Athletic Specialist

Campus supported by this goal/project/strategy:
Both

Specify if project/strategy is for dept or program:
Department

Other Area impacted by this goal/project/strategy:
Community Relations & Marketing

1. Related Resources Needed

Resources Needed name:
On-campus advertising

Resources Needed Description:
Schedule posters, banners announcing games, flyers for campus distribution

Resource Requested Category:
Advertising (beyond normal budget)

Estimated Cost:
1000

Program TOP Code(s):
083500.50

School/ VP Decision re Resource Needed:
NEW

2. Related Resources Needed

Resources Needed name:
Online apparel store
### 3. Related Resources Needed

<table>
<thead>
<tr>
<th>Resources Needed name:</th>
<th>Assistant Statistician</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources Needed Description:</td>
<td>Assistant statistician would help our Sports Information Specialist by compiling statistics for games that cannot be covered due to scheduling conflicts. Statistical reporting is an integral part of marketing and promotion, and it is imperative that all games are covered. The addition of an assistant statistician would allow us broader coverage for away contests at schools that do not provide statistics.</td>
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<td>Resource Requested Category:</td>
<td>New Positions (Faculty, Classified, Management)</td>
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<td>Estimated Cost:</td>
<td>5000</td>
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<tr>
<td>School/ VP Decision re Resource Needed:</td>
<td>NEW</td>
</tr>
</tbody>
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#### Project/ Strategy: Mandatory Head Coach Recruiting Workshop

Workshop for head coaches to assist with a better matriculation process for incoming student-athletes. Focus will be on the admissions application, pre-assessment support, assessment exam, orientation, education planning and financial aid process for incoming student-athletes.

**EMP GOAL supported (hold CTRL to select multiple)*:**

- EQUITY - A. Student Success
- EQUITY - B. Equitable Student Access
- STUDENT SUCCESS - A. Student Preparedness
- STUDENT SUCCESS - B. Student Goal Attainment
- STUDENT SUCCESS - C. Quality of Academic Programs and Services

**Project/ Strategy Status:**

- Completed

**Start Date (use 8/1/year - see help text):**

- 04/11/2013

**End Date (use 7/31/year - see help text):**

- 06/30/2013

**Rationale:**

Improving the front door experience for incoming student-athletes. Supporting a successful college matriculation process.

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#### Project/ Strategy: Student-Athlete Success Study


**EMP GOAL supported (hold CTRL to select multiple)*:**

- EQUITY - A. Student Success
**Rationale:**
Investigate athletics contributions as a student success program at Long Beach City College and share the findings with the college community.

**Responsible Parties:**
Dean, Interim Athletic Directors, and staff

**Campus supported by this goal/project/strategy:**
LAC

**Specify if project/strategy is for dept or program:**
Program

**Name of program or area of concentration:**
Athletics

**Other Area impacted by this goal/project/strategy:**
Institutional Effectiveness

### 1. Related Resources Needed

**Resources Needed name:**
CAL-PASS Smart Tool

**Resources Needed Description:**
Collaborative work with the institutional research team to use data from CAL-PASS to demonstrate measures of academic achievement of student-athletes compared to the general student population.

**Resource Requested Category:**
Major Research Studies

**Estimated Cost:**
0