

Bakersfield College 2018-2019

Program Review – Annual Update - Non Instructional

Program Name: Athletics

Program Type (Administrative, Student Affairs, Academic Affairs, Other): Student Affairs

Bakersfield College Mission: Bakersfield College provides opportunities for students from diverse economic, cultural, and educational backgrounds to attain Associate and Baccalaureate degrees and certificates, workplace skills, and preparation for transfer. Our rigorous and supportive learning environment fosters students' abilities to think critically, communicate effectively, and demonstrate competencies and skills in order to engage productively in their communities and the world

Describe how the program supports the Bakersfield College Mission:

Athletic Mission: To compete for championships; provide a first-class student-athlete experience; cultivate students who complete academic goals or transfer to four-year institutions; and serve as a source of pride for the College and Community.

Bakersfield College Intercollegiate Athletics provides student-athletes with the opportunity to participate in 20 post-secondary programs. Participation in any of the 20 intercollegiate programs provides a unique and diverse experience. Individual skill development includes physical skills, as well as building communication skills, critical thinking and analysis skills necessary for team success. Intercollegiate Athletics provides support for our student-athletes with the opportunity to participate in weekly study hall sessions and Academic Educational advising specific to athletics eligibility standards as required by the California Community College Athletics Association.

Program Goals

A. List the program's current goals. For each goal (minimum of 2 goals), discuss progress and changes. If the program is addressing more than two (2) goals, please duplicate this section. Please provide an action plan for each goal that gives the steps to completing the goal and the timeline.

1. Program Goal: Support Academic and Athletic Excellence

Renegade Athletics commits to provide a clear path to success and completion for student athletes in a championship-focused environment

List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?

1. Student Learning, 2. Student Progression and Completion, and 4. Leadership and Engagement
 - Renegade Athletics will ensure that 50% of all student-athletes will complete their academic goals or transfer to four-year institutions
 - Renegade Athletics will ensure first-to-second year retention rates increase to 70%.
 - Renegade Athletics will ensure that student success rates (C's or better) increase to 75% for fall and spring semesters.

Progress on goal achievement:

- Departmental implementation team being created to review steps to take to reach bench marks identified in the Athletic Strategic Plan.

Status Update – Action Plan and any link to Resource Requests:

- A. Renegade Athletics will require all first-year student-athletes to attend a minimum 2 hours per week of college academic support, examples athletics study hall, college tutoring, supplemental instruction.
- B. Renegade Athletics will require any student-athlete whose GPA is below 2.5 to attend mandatory academic support sessions, examples: athletics study hall, college tutoring, supplemental instruction.

2. Program Goal: Enhance the Quality of the Renegade Student-Athlete Experience

Renegade Athletics is committed to promote a comprehensive, positive experience for student-athletes.

List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?

1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement
 - Renegade Athletics will ensure that student-athletes adhere to CCCAA Decorum Policy and the College Student Code of Conduct.
 - Renegade Athletics will conduct an annual survey of student-athletes.
 - Renegade Athletics will clarify the College process for student-athletes to communicate academic/athletic concerns or issues.
 - Renegade Athletics will institute an annual event to honor all student-athletes.

Progress on goal achievement:

- Renegade Athletics with the assistance of the Student Athlete Advisory Council held an end of the year BBQ for student athletes. SAAC created and selected awards winners for 5 different awards.
- Renegade Athletics meets with each team annual and reviews the CCCAA Decorum Policy and Athletic Code of Conduct that is in addition to the general student body code of conduct as determined in KCCD Board Policy.

Status Update – Action Plan and link to Resource Requests

- Departmental implementation team being created to review steps to take to reach bench marks identified in the Athletic Strategic Plan.

3. Program Goal: Develop a Culture of Organizational Excellence and Community

Renegade Athletics is committed to promote a civil and collegial environment that values diversity and inclusion, respect for others, and accountability.

List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?

1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement
 - The Athletics Director will establish an Implementation Team to ensure the successful implementation and follow-up of the Renegade Athletics Strategic Plan.
 - i. The Implementation Team will re-enforce, track and communicate progress on Renegade Athletics Strategic Goals.
 - ii. Renegade Athletics will submit reports and make presentations to College Council.
 - Renegade Athletics will implement a Modified Organization Chart with strict, clear, chain-of-command lines.
 - b. Clearly defined employee/manager roles and responsibilities
 - i. See Attached Modified Organizational Chart
 - Renegade Athletics will create a Renegade Athletics Employee Handbook, outlining the code of conduct, responsibilities, and expectations.
 - Renegade Athletics will create a Professional Development Plan to include community/team building; HR training on Code of Ethics; Mandatory Reporting; and Title IX.
 - Renegade Athletics will strengthen communication.

Progress on goal achievement:

- Creation and utilization of a desktop folder as a location to post information and employee resources.

Status Update – Action Plan and link to Resource Requests

- The Athletic Director will establish a schedule for monthly, mandatory meetings for all Renegade Athletics employees and distribute post-meeting notes.
- The Athletic Director will establish a schedule for meeting with Head Coaches.

4. Program Goal: Maximize Athletic Facilities and Resources

Renegade Athletics will maintain high quality practice and playing conditions for all athletic facilities and grounds utilizing all available resources

List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?

1. Student Learning, 2. Student Progression and Completion, 3. Facilities, 4. Leadership and Engagement)

Progress on goal achievement:

- Renegade Athletics Facilities
 1. Renegade Athletics will annually determine athletic facility priorities.
 2. Renegade Athletics will have a follow-up protocol for facilities issues or requests.
 3. Renegade Athletics will establish a protocol for scheduling access for all sports to use facilities in-season and off-season.
- Renegade Athletics Resources
 1. Renegade Athletics will increase annual corporate sales, both cash and budget replacement, to \$200,000 annually with a 5% annual increase thereafter.
 2. Renegade Athletics will coordinate collaboration between coaching staff, booster clubs and the Bakersfield College Foundation to increase fundraising for athletics.

Status Update – Action Plan and link to Resource Requests

- Add a Program Director position for Athletic Facilities
- Add a grounds position with responsibility to Athletics

5. Program Goal: Strengthen Marketing and Community Engagement

Renegade Athletics is committed to maintaining a positive, high profile status in the community, and to increase attendance for all sport events.

List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?

3. Facilities, 4. Leadership and Engagement

Progress on goal achievement:

- Program Manager hired for Sports Information

Status Update – Action Plan and link to Resource Requests

- Renegade Athletics will establish an annual promotion schedule for all sports.
- Renegade Athletics will increase attendance at all sport events, such as increasing attendance at football games to an average of 5,000 per season.
- Renegade Athletics will develop community engagement events to increase student athlete and staff participation in the community.
- Renegade Athletics employees will participate in activities and events to promote athletic visibility and improve internal relationships.
- Renegade Athletics will establish relationships with Bakersfield and Kern County business leaders to identify presentation dates for service, business and sports clubs.
- Renegade Athletics will create at least two community engagement events each year.

B. List new or revised goals (if applicable)

Program Goal:

Implementation of Athletic Strategic Plan

List the institutional goals from the Bakersfield College Strategic Plan that will be advanced upon completion of this goal?

(Student Learning, Student Progression and Completion, Facilities, Leadership and Engagement)

The implementation of the Athletic Strategic Plan will show improvement in student learning, student progression and completion, improve facilities and increase leadership and engagement opportunities.

Progress on goal achievement:

- The department rolled out the strategic plan after 5 months of working with Collegiate Consulting on August 13, 2018.
- Implementation team has been created with representation from faculty, classified and management.

Status Update – Action Plan and link to Resource Requests:

- Renegade Athletics will be recognized and visibly active on campus and in the community.

Program Analysis:

Take a look at your trend data (all programs should have some form of data that is used to look at changes over time). Please report on any unexpected changes or challenges that your program encountered this cycle:

1. How does your trend data (or other data your area collects) impact your decision making process for your program?

- Title IX as it pertains to Athletics has three test components. Test 1 – Proportionality - which identifies participation opportunities by gender compared to the full time undergraduate enrollment by gender. Test 2 – Program History – which documents growth in opportunities for the underrepresented gender at BC which in our case is female students. Test 3 – Meeting student interest and abilities – An interest survey is conducted each year as a part of the application process to determine the interest and abilities of our students. The results are used to determine the need to add additional opportunities for female students. Athletics report data to the “Equity in Athletic Disclosure Act” for Federal compliance and California Community College Athletics Associate “R4” for State requirements

2. Evidence of Program Dialog of data

- If you have had time to review and discuss your program’s data with members of your department, attach documentation of your discussion. Documentation can come in the form of minutes from meetings or retreats, email dialog or any other ways that show substantive discussion.
- In athletics is a comparison of face to face participation. Evaluation and analysis of data shows the following:
 - 49% of female student athletes persisted to participation in 2017-2018 – 4% increase over 2016-2017
 - 49% of male student athletes persisted to participation in 2017-2018 – 11% increase over 2016-2017

3. Were there any changes to student demographics (age, gender, or ethnicity) for the past cycle?

The rates of Athletic participation compared to rates of full time undergraduate enrollment showed a decline in female athletic participation from 35% to 30% and an increase in male athletic participation from 55% to 70%.

Below is the comparison of full time undergraduate enrollment to athletic participation

- BC total full time undergraduates 3001 - Females 54% and Males 46%
- Athletics participation 405 – Females 30% and Males 70%

4. Equity gaps

- Please look for large differences, or gaps, between top performing groups and others. Consider how you could identify the reasons behind these gaps, and if there changes that could be made to reduce them. For in depth review of equity issues, and on changes that are being made campus-wide, please refer to the current [Bakersfield College Student Equity Plan](#).

Equity in BC athletics does not meet Test 1 for proportionality. Test 3 – Meeting students interest and ability is met.

5. Please describe any recent achievements of members of your area who have won awards or distinctions, new projects your area has implemented, professional development work, professional conference presentations or recently published work.

6. The college has embarked on significant efforts such as **Guided Pathways, affinity groups** and **completion coaching communities** to improve the success and completion rates of our students. Please describe what your program/department/office is doing to contribute to these efforts.
 - Athletic Educational Advisor is tracking student athletes as it pertains to momentum points and success.
 - i.e. Spring 2018, 62.76% of identified student athletes took ≥ 15 units and on average earned 12.65 units with an average term GPA of 2.64
7. Explain your role if you are involved in Dual Enrollment, Inmate Education, or Rural Initiatives.

Assessment Report - Annual Update

- A. List your Administrative Unit Outcomes (AUOs)
 1. Renegade Student-Athletes will be prepared to effectively compete in the classroom and in their sport.
 2. Renegade Student-Athletes will be effective promoters of their sport and their Bakersfield College experience.
 3. Renegade Athletics operates effectively and efficiently in a collaborative environment.
 4. Renegade Athletics will ensure that all sports facilities are maintained in premium condition and will be a point of pride for students, faculty, staff, and community.
 5. Renegade Athletics will be recognized and visibly active on campus and in the community.

- B. How did your outcomes results inform your program planning?

The athletic strategic plan is a 3 year plan with bench marks set for all 5 goals. Through the development of the athletic strategic plan there were three immediate observations identified.

 1. Full time Sports information Director
 2. Facilities oversight and maintenance
 3. Assistant coaches assessment

As a result of the strategic plan a program manager was hired in summer 2018 as sport information for athletics.
 Requesting a classified manager – program director of athletic facilities.
 Annual year end reviews being established after each sport season with the head coach to assess assistant coaches.

- C. How do the Administrative Unit Outcomes align with Institutional Learning Outcomes?

Administrative Unit Outcomes are aligned unilaterally with the Institutional Learning Outcomes.
 Renegade Student – Athletes will be successful thinkers, communicators, demonstrate skill and be engaged in the community.

Analysis of Received Resources from Previous Cycle

Discuss the type of resources you received and their Impact on program effectiveness?

Facilities:

If your program received a building remodel or renovation, additional furniture or beyond routine maintenance, please explain how this request or requests impacts your program and helps contribute to student success.

- 1: Space Allocation
- 2: Renovation
- 3: Furniture

- 4: Other
- 5: Beyond Routine Maintenance

Technology:

If your program received technology (audio/visual – projectors, TV's, document cameras) and computers, how does the technology impact your program and help contribute to student success?

- 1: Replacement Technology
- 2: New Technology
- 3: Software
- 4: Other _____

Other Equipment

If your program received equipment that is not considered audio/visual or computer equipment technology, please explain how these resources impact your program and help contribute to student success.

Athletics received financial support to provide:

1. Starting blocks for aquatic program \$65,000
2. Outfield Fence for baseball field \$32,000

Instruction and safety was addressed with both items.

Conclusion:

Present any conclusions and findings about the program. This is an opportunity to provide a brief abstract or synopsis of your program's current circumstances and needs. Consider this a snapshot of your program if someone were to only read this portion of your annual program review.

Athletics worked with Collegiate Consulting to develop a 3 year Athletic Strategic Plan. Through this process the mission statement was developed, 5 goals were established and bench marks set to accomplish each goal. An implementation team has been assembled with participation from classified, faculty and management to help implementing the plan.

Athletics is in a good place to create change in the department and better serve our students, the college and the community.

In 2018, there were 5 conference championships, 1 individual state champion, and student athletes continue to outperform the general student population.

Area of concern for the department is the maintenance of our facilities to provide a safe classroom space for our students.