Intercollegiate Athletics Joe Cascio September 1, 2022

**Porterville College Mission Statement**:

With students as our focus, Porterville College provides our local and diverse communities quality education that promotes intellectual curiosity, personal growth, and lifelong learning, while preparing students for career and academic success.

In support of our values and philosophy, Porterville College will:

1. Provide quality academic programs to all students who are capable of benefiting from community college instruction.
2. Provide comprehensive support services to help students achieve their personal, career and academic potential.
3. Prepare students for transfer and success at four-year institutions.
4. Provide courses and training to prepare students for employment or to enhance skills within their current careers.
5. Provide developmental education to students who need to enhance their knowledge and understanding of basic skills.
6. Recognize student achievement through awarding degrees, certificates, grants, and scholarships.

**Guided Pathways Framework**:

1. Clarify the Path: Create clear curricular pathways to employment and further education.
2. Enter the Path: Help students choose and enter their pathway.
3. Stay on the Path: Help students stay on their path.
4. Ensure Learning: Ensure that learning is happening with clear outcomes.

**Program Mission Statement**:

**Mission Statement:**

The Mission of Porterville College Athletics is to provide the opportunity for student-athletes to achieve personal excellence in both academics and athletics.  The Department is committed to a competitive program that serves the interest of the student body and encompasses the ethical values and educational philosophy of the institution.  The Department will demonstrate responsibility by complying with standards set by the California Community College Athletic Association (CCCAA), the Central Valley Conference (CVC) and other governing associations.  Additionally, the actions of the Athletic Department will support the expressed Mission, Values, and overall objectives of Porterville College.

**Vision:**

Through programs that are competitive at the conference, regional, and state levels, the Department will aspire to exemplify PC's commitment to excellence and bring positive recognition to both the institution and the community.

**Statement of Philosophy:**

Athletics at Porterville College is a form of education through intense physical training, activities, and competition which are with full regard to values of fair play, teamwork, human growth and physical development.  Since Athletics is a facet of the total educational programs offered at PC, Athletics strives for the same goals that give purpose to all the other learning experiences of the college and the development of students as responsible and contributing members of our global society.

Coaches have the responsibility to represent the educational values and standards of the college in all activities.  In the development and refinement of the specific skills relevant to their sports, they will select and organize learning activities and opportunities that are consistent with the policies and practices of PC.  The responsibility for implementing and operating these programs lies with the leadership and direction of the athletic director, chair of Kinesiology and senior management.

The Athletic Department will reflect the philosophy, objectives and practices of the college.  Athletics is an integral part of the overall college educational program, welcoming and encouraging the opportunity for full participation.

**Service Area Outcomes (SAOs)**:

These are the previous SAOs for Intercollegiate Athletics.

|  |  |  |
| --- | --- | --- |
| SAO Statement | Describe assessment results and discussion of this SAO | Describe how the results impact your goals and needs going forward |
| 1.  Student athletes and staff will demonstrate a thorough understanding of campus, conference (CVC) and statewide (CCCAA) intercollegiate athletic values and decorum standards. | Outcome is continually assessed through observation of student-athletes during competition. Each athlete receives specific training regarding the CCCAA Decorum Policy and the Porterville College Student Code of Conduct. | The ability to fully assess this outcome is impacted by the lack of staff in the Athletics department. The department currently has one administrator responsible for over 100 student-athletes. |
| 2.  Student athletes and staff will implement and demonstrate a comprehensive understanding of statewide academic eligibility standards. | Athletic eligibility is checked several times throughout the year, including a weekly in-season verification that all active athletes are enrolled in 12 units. Student-athletes receive specific training in the rules regarding in-season and continuing eligibility. Retention of eligibility throughout the season and from year 1 to year 2 is the only means of valid assessment. | Continuous assessment of academic success and progress highlights the need for support services that are dedicated to the student-athlete cohort. |
| 3.  After meeting with an academic counselor to develop a educational plan, student athletes who adhere to the educational plan will be on track to earn a certificate, graduate and/or transfer to four-year institutions within a predetermined time frame. | Outcome is measured through a comprehensive academic review of the transcript of each student-athlete at specific times during their playing career (end of 1st season of eligibility, end of 2nd season of eligibility, end of each academic year). | Continuous assessment of academic success and progress highlights the need for support services that are dedicated to the student-athlete cohort. |

After meeting with Melissa Long, chair of the Outcomes Committee, we have developed a more appropriate SAO for this area.

|  |  |  |
| --- | --- | --- |
| SAO Statement | Describe assessment results and discussion of this SAO | Describe how the results impact your goals and needs going forward |
| 1. After completing our program, students will be able to apply lessons learned through participation to utilize athletics as a vehicle to achieve their personal, professional, and/or educational goals. | This outcome will be assessed through two primary metrics – graduation rate and transfer rate. Discussion of this SAO will focus on strategies to increase those metrics. | Assessment of this SAO will inform decisions in the areas of staffing, resource allocation, and strategic development of academic success programs within the athletic department. |

**Program Analysis and Trends**:

Intercollegiate athletics has historically been a strong academic cohort at Porterville College. We continue to provide educational opportunities to a diverse demographic who wish to use athletic competition as a means of accessing higher education. Student-athletes are held to academic standards that are mandatory for participation in intercollegiate contests.

Full-Time Population Comparison

|  |  |  |  |
| --- | --- | --- | --- |
| Academic Year | # of students completing 12 or more units | Full Time Student-Athletes | % of campus FT population |
| 2015-2016 | 1639 | 77 | 4.7% |
| 2016-2017 | 1664 | 80 | 4.8% |
| 2017-2018 | 1607 | 78 | 4.8% |
| 2018-2019 | 1750 | 88 | 5.0% |
| 2019-2020 | 1677 | 94 | 5.6% |

FTE Percentage Comparison

|  |  |  |  |
| --- | --- | --- | --- |
| Semester | Total Porterville College FTES | Student-Athlete FTES | Percentage of Student-Athletes |
| Fall 2018 | 1563.5 | 80.3 | 5.1% |
| Spring 2019 | 1446.6 | 71.6 | 4.9% |
| **2018-2019 Total** | **3010.1** | **151.9** | **5.0%** |
| Fall 2019 | 1603.8 | 85.6 | 5.3% |
| Spring 2020 | 1483.2 | 72.0 | 4.9% |
| **2019-2020 Total** | **3087.0** | **157.6** | **5.1%** |
| Fall 2021 | 1177.2 | 79.7 | 6.8% |
| Spring 2022 | 1053.4 | 69.3 | 6.6% |
| **2021-2022 Total** | **2230.6** | **149.0** | **6.7%** |

Despite enrollment challenges statewide, Athletics at Porterville College has remained relatively stable. Moderate growth is expected with the addition of three new intercollegiate sports. In addition, participation in girls’ sports at the high school level is returning to pre-Covid levels, which will improve our ability to recruit for our women’s sports. The chart below shows estimated growth based on these factors.

\*Please note – there is no data for academic year 2020-2021. Athletics was shut down completely during the pandemic.

By 2024-2025, intercollegiate athletics will represent 10% or more of the FTES at Porterville College. \*Projection based on expected number of student-athletes compared to a return to 2018-2019 overall enrollment levels.

Additionally, student-athletes at Porterville College are ambassadors for the college to the community and the state. They consistently represent our college in a positive light while competing on other community college campuses throughout the state. They are also active participants in many of our on-campus events, including Senior Day, College/Transfer Day and Job Fair, just to name a few. Most departments on campus employee at least one student-athlete in their area. Our student-athletes are extremely recognizable in the community. By default, they represent our college in a positive light every time they go to the grocery store, gas station or movie theater.

Since the last Athletics program review in 2018, Porterville College as added six new intercollegiate sports – Women’s Tennis, Women’s Cross Country, and Men’s Cross Country were added in 2018-2019 and Women’s Soccer, Women’s Track & Field, and Men’s Track and Field were added for 2022-2023. The departmental staff has changed only slightly in the past 4 years.

\*Please note – there is no data for academic year 2020-2021. Athletics was shut down completely during the pandemic.

Our current staff is:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| POSITION | POSITION TYPE | FT/PT | 2017-2018 Staffing | 2022-2023 Staffing |
| Athletic Director | Educational Administrator | Full-Time | 1 | 1 |
| Certified Athletic Trainers | Classified | Full-Time (10 month) | 1 | 2 |
| FT Head Coach | Faculty | Full-Time | 1 | 1 |
| PT Head Coaches | Adjunct Faculty | Part-Time | 4 | 7 |
| Assistant Coaches | Adjunct Faculty/Professional Experts/Volunteers | Part-Time | 6 | 12 |

***Data Review***

***Academic Success:*** In the academic year 2019-2020, student-athletes achieved a combined grade point average of 3.03. In the prior academic year, the overall GPA was 2.80. The Porterville College Scholar of the Year in 2018-2019 was a member of the Women’s Tennis team, Viviana Meza. She maintained a stellar GPA while earning Honorable Mention for the Big 8 Conference in tennis. The academic success of Porterville College student-athletes is supported by the existence of our Student-Athlete Success Center.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **TOTAL** | **Total # of Athletes** | **Total Units** | **Total GP** | **Total GPA** | **Avg Units per Athlete** |
| 2015-2016 | 77 | 1852.5 | 5009 | 2.70 | 24.1 |
| 2016-2017 | 80 | 2046.5 | 5653 | 2.76 | 25.6 |
| 2017-2018 | 78 | 2020 | 4770.5 | 2.36 | 25.9 |
| PACE Academic program for Athletics was implemented in Fall 2018. | | | | | |
| 2018-2019 | 88 | 2045.5 | 5736.5 | 2.80 | 23.2 |
| 2019-2020 | 94 | 2116 | 6410 | 3.03 | 22.5 |
| 2021-2022 | 92 | 2234 | 6613 | 2.96 | 26.5 |

***Transfer Rates:*** In the academic year 2017-2018, the department had 21 sophomores (student-athletes that completed a 2nd year of athletic competition). Of those 21, 13 transferred to four-year universities (61.9%), and of the 13, 10 transferred specifically to continue in their sport (76.9%).

In 2018-2019, the department had 29 sophomores. Of those 29, 20 transferred to four-year universities (68.9%), and of the 20, 15 transferred specifically to continue in their sport (75%). In addition, the department had 2 student-athletes transfer to four-year institutions after completing one year of eligibility.

In 2019-2020, the department had 33 sophomores. Of those 33, 19 transferred to four-year universities (57.6%). Of the 19, 10 transferred specifically to continue in their sport (52.6%). In addition, the department had 3 student-athletes transfer to four-year institutions after completing one year of eligibility.

In 2021-2022, the department had 13 sophomores. Of those 13, 12 graduated and/or transferred to four-year universities (92.3%). Of the 12, 8 transferred specifically to continue in their sport (66.7%). In addition, the department had 8 student-athletes transfer to four-year institutions after completing one year of eligibility. 4 of those 8 transferred specifically to continue in their sport (50%).

***Semester Unit Load:*** Student-athletes are required to maintain full-time status while competing in intercollegiate athletics. The per-student average below is for full terms only; intersession units are not included for the purposes of this count.

* 2017-2018 – 12.9 units per athlete per semester
* 2018-2019 – 13.6 units per athlete per semester
* 2019-2020 – 13.2 units per athlete per semester
* 2021-2022 – 13.5 units per athlete per semester

Eligibility rules are clearly delineated in the CCCAA Constitution and Bylaws. Bylaws 1.3 and 1.6 clearly outline the academic requirements for participation in intercollegiate athletics. Each student-athlete must be actively enrolled and attending a minimum of 12 units per semester, nine of which must count toward remediation, career education, certificate, degree, transfer, and/or graduation to be eligible for competition. To remain eligible, a student-athlete must maintain a minimum 2.0 GPA at all times and must successfully complete at least 6 units in every full-time semester in which he or she is enrolled.

To be eligible for a second season, each student-athlete must pass a total of 24 units, 18 of which must count toward remediation, career education, certificate, degree, transfer, and/or graduation. This unit count begins with and includes units taken in the first semester of competition.

\*Please note – there is no data for academic year 2020-2021. Athletics was shut down completely during the pandemic.

***Changes in Program over Last Three Years***

As mentioned, Intercollegiate Athletics has added six new programs in the last four years (last program review was in 2018). In addition, the Kinesiology department, with which the Athletics department is permanently tethered, has added a transfer degree and is finalizing a Certificate of Achievement. There have been minor personnel changes associated with this growth.

|  |  |  |
| --- | --- | --- |
| **Position** | **2018-2019** | **2022-2023** |
| Full-Time Faculty | 3 (1 head coach) | 3 (1 head coach) |
| Adjunct Faculty | 8 (4 head coaches, 2 asst coaches, 2 instructor) | 11 (7 head coaches, 1 asst coaches, 3 instructors) |
| Professional Expert Coaches | 6 | 9 |
| Volunteer Coaches | 0 | 2 |
| Administrators | 1 | 1 |
| Classified Staff | 1 | 2 |
| **Total** | **19** | **28** |

The department currently does not have employees assigned exclusively to athletics in the following positions:

* Counselor
* Educational Advisor
* Department Assistant

***Report on Previous Goals***

(In this section, report on goals established in your previous program review. Please include progress to date, including whether the goal is complete, revised, and how any circumstances might have impacted your completion of the goal. If you had more than three goals, please add rows.)

|  |  |
| --- | --- |
| Goal | Status/Progress |
| 1. Hire Full Time coaches for all sports | Deemed “not a goal” |
| 2. Expand Technology in Student-Athlete Success Center | Purchased laptop cart w/10 laptops, expanded wi-fi in room, installed network printer |
| 3. Convert Athletic Trainer to 11-months | Deemed “not a goal” |
| 4. Complete safety-related improvements to athletic facilities | Softball dugouts improved with temporary cover; locker rooms have not changed. Jamison Stadium is being renovated; softball warning track added. |

***Program Strengths***

(Based on a review of your outcomes assessments, data, recent changes, and anything else you would like to highlight, please review your current areas of strength.)

* **Academic Success**
  + Transfer rate
  + Graduation rate
  + Semester unit load
  + % of campus FTES
* **External relations**
  + Our department continues to represent the campus in a positive light, participating in events at local K-12 schools and in the community.
  + Our department utilizes our website and social media to publicize the positive achievements of our student-athletes, both on the field and in the classroom.
* **Diversity, Equity, and Inclusion**
  + The Athletic Department continues to be a safe space for students of all backgrounds and groups. We take great pride in being welcoming and inclusive to all that wish to be involved.

***Areas for Improvement***

(Based on a review of your outcomes assessments, data, recent changes, and anything else you would like to highlight, please review your current areas for improvement. Note that the areas of strength and improvement identified here should inform the goals, budget, and other resource requests later in the document.)

* **Academic success** is a constant area for improvement. Student-athletes are a great resource for the campus in terms of full-time equivalent students (FTES), as well as the Student-Centered Funding Formula. As such, our goals for improvement are based entirely on those criteria.
* **Lack of support staff** - In addition, our Athletic Department received a “recommendation” in our Central Valley Conference Observation Report (formerly known as Program Review) in 2016 encouraging us to hire a dedicated counselor for Athletics. We received the same recommendation in the two previous conference Observation Reports (2006 & 2011).
* **Adjunct head coaches** – our coaching staff is one of the best groups of individuals in California. Unfortunately, each year we risk losing several of them to full-time employment elsewhere. Our campus and District must find creative ways to keep our coaches, as they are the foundation on which our success is built.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Goal(s) | Timeline for completion | Needed resources | Person(s) Responsible | Obstacles to completion (if any) | Mission Statement | Guided Pathways Pillars |
| 1. Increase athletic participation by 3% per year over the next 5 years as measured by FTES. | Ongoing | Athletic Counselor, DA III | Athletic Director Joe Cascio | Lack of support staff | 1,2 | 1,2 |
| 2. Increase cumulative GPA for department to 3.25. | Ongoing | Athletic Counselor, DA III | Athletic Director Joe Cascio | Lack of support staff | 2,3,6 | 2,3 |
| 3. 100% graduation/transfer rate for all student-athletes that compete for two seasons. | Ongoing | Athletic Counselor, DA III | Athletic Director Joe Cascio | Lack of support staff | 2,3,6 | 3,4 |
| 4. 100% of student-athletes complete transferable English and math in year 1. | Ongoing | Athletic Counselor, DA III | Athletic Director Joe Cascio | Lack of support staff | 2,3,5 | 2,3 |

**Staffing:**

***Current Staffing Levels***

Please use the table below to describe current staffing levels, by employee type. Raw numbers are sufficient, not FTE.

|  |  |  |  |
| --- | --- | --- | --- |
| Full-time | | Part-time | |
| Faculty | 1 | Faculty | 8 |
| Temporary | ~~0~~ | Temporary | 10 (professional experts) |
| Classified | 2 | Classified | 0 |
| Management | 1 | Management | 0 |

***Request for New/Replacement Staff***

Use one line for each position requested. Justify each position in the space below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Title of Position | Classification  (Faculty, Classified, or Management) | Full or Part  Time | New or Replacement |
| Position 1 | Department Assistant III | Classified | Full Time | New |
| Position 2 | Dedicated Athletic Counselor | Faculty | Part Time | New |
| Position 3 |  |  |  |  |

Justification:

**Position 1:** Providing administrative help to an athletic department is a full-time job.

Representative duties specific to Athletics:

* Participate in budget preparation and administration for 11 athletic budgets
* Create and process all purchase orders, budget transfers, expenditure transfers, and Cal-Card purchases (well over 200 purchase orders per year)
* Process all student and employee travel requests
  + Assist with hotel and vehicle arrangements as necessary
* Assist with payroll functions for student workers and game managers
* Process incoming invoices
* Communicate with other athletic departments regarding schedules
* Assist in gathering data for College, District, and State reports
* Assist in locating and reserving alternate facilities for team practices (when necessary)

Currently, these duties fall to the Executive Assistant to the VP of Instruction, in addition to the duties assigned to that role. As the athletic department grows, the need for dedicated administrative help grows.

**Position 2:** Intercollegiate Athletics is an academic cohort. Athletic participation is based primarily on academic eligibility. This includes enrollment in at least 12 units every semester, maintenance of a minimum GPA, completion of a Comprehensive Educational Plan, and adherence to that plan. In addition, success is measured through the goals set forth in this document. To meet the academic needs of our student-athletes and ensure that we achieve our goals, the department needs a dedicated counselor. For the past 7 years, we have shared counselors with other areas. We have had significant turnover in that position as well. In 7 years, we have had six different counselors responsible for athletics, and none were assigned to our department for more than 5 hours per week (due to other responsibilities).

A dedicated academic counselor would also ensure that our student-athletes are receiving the appropriate recognition for their academic achievements. On most other campuses, the athletic counselor is responsible for the nomination process for Scholar-Athlete of the Year and Scholar Team of the Year at both the state and national levels.

**Resource Requests**

The following four sections are for requesting resources, such as technology, facilities, safety/security, and professional development. Please include all needs, even if you already have identified funds for them. Requests made here should be linked to needs identified in earlier sections (outcomes, areas for improvement, goals). If you have no needs in a particular area, just type NA.

TECHNOLOGY REQUEST

Use this section to list any technology needs for your program. If you have more than two technology needs, add rows below.

|  |  |
| --- | --- |
| Technology Need | Justification |
| IPads for all teams | IPads can be used for filming games/practices, taking stats, and communication needs (text/email). Most teams have outdated versions that are at least 5 years old. |

FACILITIES REQUEST

Use this section to list any facilities needs for your program. If you have more than two facilities needs, add rows below.

|  |  |
| --- | --- |
| Facilities Need | Justification |
| Paint older areas of gym building | While a remodel is being discussed, there are many areas of the gym/fitness center/locker room that can be modernized with paint. This includes the “blue wall” in the weight room, all lockers, and walls/doors throughout the facility. |

SAFETY & SECURITY REQUEST

Use this section to list any safety & security needs for your program. If you have more than two safety & security needs, add rows below.

|  |  |
| --- | --- |
| Safety & Security Need | Justification |
| Item 1 | N/A |

PROFESSIONAL DEVELOPMENT REQUEST

Use this section to list any professional development opportunities you would like to have available for your program. If you have more than two professional development needs, add rows below.

|  |  |
| --- | --- |
| Professional Development Need | Justification |
| Funding for coaching clinics | All coaches should be able to attend coaching clinics to improve their craft. |

**Budget**

(Please include all budget needs, even if your program is funded entirely by categorical funds. (Do not include staffing in this section.)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Current Budget | Amount of Change | Revised Total |
| 2000 (Student Workers Only) | 63000 | 0 | 63000 |
| 4000 | 104150 | 0 | 104150 |
| 5000 | 217800 | 0 | 217800 |
| Other |  |  |  |

Justification:

(Please justify all significant expenditures. Note that budget needs should be demonstrated in earlier sections, such as your needs for improvement or to meet specific goals)

There are no anticipated budget changes for athletics in the foreseeable future. The team budgets have been designed to completely meet the needs of our student-athletes.