**Bakersfield College**

**Program Review – Annual Update 2015**

**I. Program Information:**

Program Name: Athletics

Program Type: 蜉 Instructional 蜉 Student Affairs 蜉 Administrative Service

***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:

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 Mission Statement:

Vision Statement:

Bakersfield College Athletics is recognized as a comprehensive and preeminent community college environment where student success is valued. Established in 1922, Renegade Athletics continues to enrich the lives or our students, community and alumni providing a common source of pride & tradition.

Mission Statement:

The mission of the Athletic Department is to facilitate student success through sport, to provide equitable opportunities for student-athletes and staff regardless of gender, ethnic background or sexual orientation. To accomplish this mission, we will:

* Prepare students with the skills to succeed in the classroom and on the playing fields. ( Strategic Direction #1)
* Anticipate and prepare students to meet the challenges of progression and completion in academia. (Strategic Direction #2)
* Establish relationships with higher educational institutions to promote and facilitate transfer of student athletes to continue their Academic/Athletic career. (Strategic Direction #2)
* Committed to providing Athletic Facilities with up to date amenities. (Strategic Direction #3)
* Committed to accountability of compliance of all rules and regulations as required by the California Community College Athletic Association. (Strategic Direction #4)
* Provide leadership skills to enable students to become successful leaders in the community. (Strategic Direction #5)

**II. Progress on Program Goals:**

1. 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.

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| **Program Goal** | **Which institutional goals from the Bakersfield College Strategic Plan will be advanced upon completion of this goal? (select all that apply)** | **Progress on goal achievement**  **(choose one)** | **Comments** |
| 1. Addition of Intercollegiate Women’s Sand Volleyball | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | 蜉 Completed: \_\_\_\_\_\_\_\_\_\_ (Date)  蜉 Revised: \_\_\_\_\_\_\_\_\_\_ (Date)  **蜉** Ongoing: Spring 2016\_ (Date) |  |
| 2. Modernization of the weight room (Gym 17 & 12 switch) | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | 蜉 Completed: August 2015 (Date)  蜉 Revised: \_\_\_\_\_\_\_\_\_\_ (Date)  **蜉** Ongoing: \_\_\_\_\_\_\_\_\_\_ (Date) |  |
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| 3. Practice field safety concerns. i.e. level surface, lights | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | 蜉 Completed: July 2015\_\_ (Date)  蜉 Revised: \_\_\_\_\_\_\_\_\_\_ (Date)  **蜉** Ongoing: Lights Spring 2016 (Date) |  |
| 4. Memorial Stadium Field Soccer accessible & track field events | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | 蜉 Completed: \_\_\_\_\_\_\_\_\_\_ (Date)  蜉 Revised: \_\_\_\_\_\_\_\_\_\_ (Date)  蜉 Ongoing: July/ Dec. 2015(Date) |  |
| 5. Baseball Infield Safety project | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | 蜉 Completed: \_\_\_\_\_\_\_\_\_\_ (Date)  蜉 Revised: \_\_\_\_\_\_\_\_\_\_ (Date)  蜉 Ongoing: Sept. 2015\_ (Date) |  |
| 6. Track resurfacing project | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | 蜉 Completed: \_\_\_\_\_\_\_\_\_\_ (Date)  蜉 Revised: \_\_\_\_\_\_\_\_\_\_ (Date)  **蜉** Ongoing: Spring 2016 (Date) |  |
| 7. Addition of Intercollegiate Men’s Soccer | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | 蜉 Completed: \_\_\_\_\_\_\_\_\_\_ (Date)  蜉 Revised: \_\_\_\_\_\_\_\_\_\_ (Date)  **蜉** Ongoing: Fall 2016 (Date) |  |

1. List new or revised goals (if applicable)

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| --- | --- | --- |
| **New/Replacement Program Goal** | **Which institutional goals will be advanced upon completion of this goal? (select all that apply)** | **Anticipated Results** |
| 1. **New pass through lockers for women’s locker room** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **This will provide a secure locker system for female student athletes for uniform distribution & collection.** |
| 1. **Replace outdated lockers in the field House** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **To modernize current lockers with updated & secure lockers.** |
| 1. **Tennis Courts resurfacing and repair** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **To provide corrective maintenance by removing the tree roots that are raising the surface and resurfaces the courts.** |
| 1. **Modernization of Athletic Training Room** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **To enhance the ability to provide Athletic training for student athletes. Provide heating & AC to this room, possible expansion of needed space.** |
| 1. **Reconfigure Athletic Office complex, PE Equipment room (women’s locker room) and back room of Gym 17.** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **Update the current space to better utilize wasted space for faculty and staff.** |
| 1. **Replace commercial washer in Women’s Equipment room.** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **Reduce the amount of water used per load of laundry by 66%. Current washer uses 95 gallons of water per load and the new washer would use 30 gallons per load.** |
| 1. **Replace doors to the gym floor & office doors.** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **The doors do not work properly and need to be replaced to be able to secure the facility.** |
| 1. **Add the electric component to the bleachers on the lower gym floor.** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **Provide a more efficient way to set up and break down the gym for events and classes.** |
| 1. **Replace the lockers in Gym 10** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **Complete the restoration of Gym 10 that started in fall of 2012.** |
| 1. **Provide Air Condition to Gym 9** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **This office space does not have AC. It is currently occupied by the Academic Education Advisor.** |
| 1. **Install Security Camera in entrances to various rooms in the gym.** | 蜉 1: Student Learning  蜉 2: Student Progression and Completion  蜉 3: Facilities  蜉 4: Oversight and Accountability  蜉 5: Leadership and Engagement | **To provide a safe and secure environment. This area has a lot of traffic throughout the day, nights & weekends. There is an ongoing issue of securing the different rooms i.e locker rooms, fitness center, weight rooms & offices.** |
| 1. **Provide adequate Women’s locker rooms. i.e. field house & clubhouse** |  |  |

**III. Trend Data Analysis:**

Highlight ***any significant changes*** in the following metrics and discuss what such changes mean to your program.

1. Changes in student demographics (gender, age and ethnicity).

Athletics is directly affected by the percentage of Male and Females attending. Title IX as it pertains to Athletics has three test components. Test 1 – Proportionality - which identifies opportunities by gender. Renegade Scorecard identifies the general student population as 54.3% Female students and 45.2% Male students, student athlete participation is Female 33.42% and Males 66.58%. 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.

1. Changes in enrollment (headcount, sections, course enrollment and productivity).

Headcount is significant to Athletics as it relates to productivity. In 2014-2015, Athletics processed for participation and eligibility more than 500 student athletes compared to approximately 400 student athletes the previous year. Although not all students participate in competition each student must be processed.

1. Success and retention for face-to-face, as well as online/distance courses.

Achieving the Dream Data:

* Student Athlete successful course completion rate at 77.6% compared to non-athlete rate of 59.1%.
* Student Athletes persist at a rate of 76.4% compared to non-athlete rate of 53.6%.
* Student Athletes attain and award/or transfer within 3 years at a rate of 46.3% compared to non-athlete rate of 14.4%.

1. Changes in the achievement gap and disproportionate impact (Equity).

With the addition of men’s soccer, fall 2016, a large percentage of Hispanic males will join the Athlete Cohort and will be able to close the gap in proven Achieving the Dream Data for athletes.

1. Other program-specific data that reflects significant changes *(please specify or attach).* All Student Affairs and Administrative Services should respond.

Athletics launched the digital component to marketing and promotions in 2014-2015. Below are the analytics from that first year as provided by our digital partner The Bakersfield Californian.

**LIVE – STREAMING & RENEGADE REPORT ANALYTICS**

* 10,000 + fans followed Live-streaming online
* 7,448 unique views, 87% male viewers and 40% in the age range of 18-34
* 470 average viewership of Renegade Report with 74% on Windows platform which indicate a workforce audience
* Expanded outreach through social media and You tube with live blogs & updates

**IV. Program Assessment (focus on most recent year):**

1. How did your outcomes assessment results inform your program planning? Use bullet points to organize your response.

* Utilized results of student interest survey to determine interest and abilities of incoming students
* Created and utilize online shared document to track student athlete eligibility status
* Launched Renegade Athletic Study Hall
* Launched Renegade Report webcast and Live-streaming of athletic events
* Increased Marketing and Promotions revenue to exceed $130,000

1. How did your outcomes assessment results inform your resource requests? The results should support and justify resource requests.

* Office staffing was increased to include DA II and Executive Secretary positions to support Educational Administrator responsibilities & Athletic responsibilities.
* Hired Director of Marketing & Promotions, Roger Fessler (Temporary Employee)
* Hired Sports Information & Public Information Specialist, Francis Mayer (Temporary Employee)
* Hired Associate Athletic Director
* Hired two full time faculty members, first hires in 8 years
* Addition of Women’s Intercollegiate Sand Volleyball, spring 2016 to meet Test 3 of Title IX

1. How do course level student learning outcomes align with program learning outcomes? Instructional programs can combine questions C and D for one response (SLO/PLO/ILO).

* Based upon a Title IX Assessment Project, spring of 2013, there is an obvious need to develop team rooms/dressing rooms for our women’s sports. (Included in 2014-2015 Program Review)
* Additional resources are needed for classified staff. Increases in student athlete participation & opportunities require additional services from our support staff.
* Implementation of Student Athlete Progress Reports with follow up and opportunity to attend Renegade Study Hall

1. How does the program learning outcomes or Administrative Unit Outcomes align with Institutional Learning Outcomes? All Student Affairs and Administrative Services should respond.

Athletic Coaches and staff actively meets the ILO’s through the following:

*Think:* Staff actively participates in critically analyzing skill, video/film to develop objectives and game plans for success.

*Communicate:* Athletics is consistently communicating in oral and written form through the media, Renegade Report & Live-streaming of events.

*Demonstrate:* All persons involved with athletics shows competency in compliance through successful completion of the annual California Community College Compliance exam.

*Engage:* Athletics is engaged with the community to provide additional resources to the college and support for our students. The department is actively involved with recruiting students and facilitates students in their ability to transfer to the next level.

***Institutional Learning Outcomes***:

*Think: Think critically and evaluate sources and information for validity and usefulness.*

*Communicate: Communicate effectively in both written and oral forms.*

*Demonstrate: Demonstrate competency in a field of knowledge or with job-related skills.*

*Engage: Engage productively in all levels of society – interpersonal, community, the state and the nation, and the world.*

1. Describe *any significant changes* in your program’s strengths since last year.
   * Increased attention spent on Academic success through providing study hall.
   * Improved office systems to support staff.
   * Additional Staff to meet the daily demands of the department.
2. Describe *any significant changes* in your program’s weaknesses since last year.
   * Addition of Intercollegiate Sand Volleyball to increase opportunities for women.
3. If applicable, describe any unplanned events that affected your program. N/A

**V. Assess Your Program’s Resource Needs:** To request resources (staff, faculty, technology, equipment, budget, and facilities), please fill out the appropriate form. [https://committees.kccd.edu/bc/committee/programreview](programreview)

1. Human Resources and Professional Development:
2. If you are requesting any additional positions, explain briefly how the additional positions will contribute to increased student success. Include upcoming retirements or open positions that need to be filled.

The Classified positions requested are necessary to provide adequate support to over 500 student athletes and necessary with the addition of Intercollegiate Sand Volleyball and Men’s Soccer.

1. Professional Development:
2. Describe briefly the effectiveness of the professional development your program has been engaged in (either providing or attending) during the last year, focusing on how it contributed to student success.

Athletic Staff participates in mandatory compliance meetings annually to review rules & regulations in preparation for the California Community College compliance exam. The staff has successfully passed the exam at a rate of 90% or better.

1. What professional development opportunities and contributions can your program make to the college in the future?
2. Facilities:
3. How have facilities’ maintenance, repair or updating affected your program in the past year as it relates to student success?

The updates made to Athletic facilities this past year as provided a safer environment for student athletes, as well as provided a state of the art training facility with the Performance Enhancement Center (weight room) completion. Maintenance & repair of athletic facilities is imperative to student success and safety.

1. How will your Facilities Request for next year contribute to student success?

Keeping safety and accessibility in the forefront, the facilities upgrades will provide:

* 1. Corrective maintenance to the Tennis courts
  2. Corrective maintenance to the Adaptive PE Room & replace equipment
  3. Remodel of Athletic Training room to enhance care & prevention of athletic injuries to our student athletes.
  4. Provide secure and modern locker’s for student athletes
  5. Provide staff & faculty with adequate office space.
  6. Address Title IX concern regarding like locker room facilities for female athletes.

C. Technology and Equipment:

1. Understanding that some programs teach in multiple classrooms, how has new, repurposed or existing technology or equipment affected your program in the past year as it relates to student success?

Athletics requires the most current and up to date technology & equipment available. The ability to video students performing a skill is paramount to development. Video is required to be shared by CCCAA rule for Football in game preparation weekly. All sports use video to analyze skill, evaluate performance and develop class content on a daily basis.

1. How will your new or repurposed classroom, office technology and/or equipment request contribute to student success?

Instruction and support services for student athletes is enhanced when current technology and equipment is utilized.

1. Discuss the effectiveness of technology used in your area to meet college strategic goals.

Technology is used to facilitate learning, progression and engagement with our students through data (statistics) comparisons and skill development. Athletics utilizes technology to provide engagement within the community through digital media and publications and to promote Athletic Achievement to various media outlets and resources.

1. Budget: Explain how your budget justifications will contribute to increased student success for your program.

Additional students require additional operational expenses i.e. uniforms, per Diem, & transportation as well as human resources are required to provide adequate student support. Budget shortfalls in athletics are catastrophic to student success. For example, funding post season participation isn’t optional when our students are successful and earn the right to participate in the post season, yet it is not budgeted for in advance and results in deficits in the overall budget.

**VI. Conclusions and Findings:**

Present any conclusions and findings about the program. This is an opportunity to provide a brief abstract/synopsis of your program’s current circumstances and needs.

Athletics was established at Bakersfield College in 1922 and has grown to 19 intercollegiate teams, soon to be 20, and supports over 500 student athletes. Athletics has evolved to a place where the demand is greater to provide equitable opportunities and facilities to accommodate our student interests. As well as with the expanded recruiting areas and opportunities for students to continue their athletic endeavors, state of the art facilities is imperative to draw prospective student athletes. Along with that comes the responsibility to provide safe playing environments students. These student athletes are ambassadors of the college when they represent BC all across the state in competition and worldwide through digital media. There is no prouder moment than when our students succeed on the playing fields wearing “BAKERSFIELD COLLEGE” across their uniform and showcasing our college facilities to our opponents, fans and community who often times are in awe of our athletic complexes. Maintenance, repair and upgrades to facilities are a constant in athletics. Support staff is vital to the success of our students through athletic training and athletic equipment management. Currently, support staff is stretched way to thin and put in enormous amounts of over time, weekends and holiday hours.

**VII. Forms Checklist (place a checkmark beside the forms listed below that are submitted as part of the Annual Update):**

蜉 [Best Practices Form](http://committees.kccd.edu/bc/committee/programreview) **(Required)**

蜉 Curricular Review Form **(Instructional Programs Required)**

蜉 [Certificate Form](http://committees.kccd.edu/bc/committee/programreview) **(CTE Programs** **Required)**

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蜉 [Faculty Request Form](http://committees.kccd.edu/bc/committee/programreview) 蜉 [Classified Request Form](http://committees.kccd.edu/bc/committee/programreview) 蜉 [Budget Form](http://committees.kccd.edu/bc/committee/programreview)

蜉 Professional Development Form 蜉 [ISIT Form](http://committees.kccd.edu/bc/committee/programreview) 蜉 [Facilities Form](http://committees.kccd.edu/bc/committee/programreview) (Includes Equipment)

蜉 Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_