

**COMPTON COLLEGE**  
**STUDENT SERVICES**  
**ATHLETICS**

**PROGRAM REVIEW**  
**SPRING 2018**

**Program Description** – Assume the reader of the program review does not know about the program.

1. Describe the program. How does the program link to the College’s mission statement, statement of values, or strategic initiatives?

The Compton College Tartar Athletics program is comprised of 12 California Community College Athletic Association (CCCAA) intercollegiate athletics programs that compete in the South Coast Conference (SCC) and Southern California Football Association (SCFA), American Metro League. The programs include: women’s badminton, baseball, men’s and women’s basketball, men’s and women’s cross country, football, men’s and women’s soccer, softball, and men’s and women’s track and field.

**Compton College Tartar Athletics Mission Statement**

The mission of Tartar Athletics is to provide an equitable opportunity for all students to participate in intercollegiate athletics while succeeding in obtaining their academic or vocational goals. We believe that athletic participation helps promote leadership development, time management skills, sportsmanship, positive role modeling, peer group interaction, determination, risk-taking and perseverance. The athletic department strongly endorses a comprehensive program that encourages the development of each student-athlete’s values and character, and sees its activities as an integral part of campus life, and as a positive aspect of the overall educational experience for its participants.

It is the philosophy of Compton College is to strive to maintain the optimum level of teaching and coaching, as well as support from the community, the Board of Trustees, the District, and the College administration, faculty, and students. We will also strive to coordinate and control intercollegiate athletic competition so that the result will be compatible with the CCCAA and South Coast Conference Constitution and Bylaws and the highest standards of conduct. Compton College aims to provide the experiences of all participants to reflect dignity and exemplify competition at its finest.

In conjunction with the Compton College’s vision of being a “leading institution of student learning and success in higher education” and being “a welcoming environment where the diversity of our students is supported to pursue and attain academic and professional excellence ... and provides clear pathways for transfer, completion and lifelong learning,” Tartar Athletics incorporates all of these aspects of the vision in its own mission and experience that is provided to their student-athletes.

As a way to be successful both athletically and academically, the athletics department focuses on the Strategic Initiatives of improving recruitment, enrollment, retention, and completion rates of students; supporting the success of all students to meet their education and career goals; supporting the success of students through the use of technology; and establishing partnerships in the community and with local K-12 schools.

Compton Athletics has similarities and parallels with Compton College’s Vision, Values, and Strategic Initiatives, showing that there is commitment by the department to be aligned and move

forward with assisting the department and college in the pursuit of the institution becoming a leader of student learning and success in higher education.

- Describe the student population served by the program using data. Please note the source of the data. If necessary, please contact the Office of Institutional Research & Planning to obtain data.

The student population trends over the period of 2013-2014 through the 2016-2017 academic years are as follows:

Compton College  
Student-Athlete and Student Population Trends

2016-17

Metric	Student-Athletes		Non-Student-Athletes	
	n	%	n	%
Total:	204	1.43%	14,297	100.00%
Gender:				
Female	58	28.43%	9229	64.55%
Male	146	71.57%	5068	35.45%
Ethnicity:				
African-American			3880	27.14%
American Indian/Alaskan			17	0.12%
Asian			779	5.45%
Latino			8986	62.85%
Pacific Islander			85	0.59%
White			419	2.93%
Two or more races			456	3.19%
Unknown or Declined			36	0.25%
Sport:				
Badminton	7	3.43%	7	0.05%
Baseball	41	20.10%	41	0.29%
Men's Basketball	17	8.33%	17	0.12%
Women's Basketball	13	6.37%	13	0.09%
Men's Cross Country	N/A	N/A	0	0.00%
Women's Cross Country	N/A	N/A	0	0.00%
Football	60	29.41%	60	0.42%
Men's Soccer	28	13.73%	28	0.20%
Women's Soccer	19	9.31%	19	0.13%

Softball	19	9.31%	19	0.13%
Men's Track and Field	N/A	N/A	0	0.00%
Women's Track and Field	N/A	N/A	0	0.00%

2015-16

Metric	Student-Athletes		Non-Student-Athletes	
	n	%	n	%
Total:	212	1.49%	14,182	100.00%

Gender:	Student-Athletes		Non-Student-Athletes	
	n	%	n	%
Female	59	27.83%	8,967	63.23%
Male	153	72.17%	5,215	36.77%

Ethnicity:	Student-Athletes		Non-Student-Athletes	
	n	%	n	%
African-American	90	24.13%	4,212	29.70%
American Indian/Alaskan	0	0.00%	24	0.17%
Asian	0	0.00%	675	4.76%
Latino	261	69.97%	8,307	58.57%
Pacific Islander	5	1.34%	80	0.56%
White	8	2.14%	426	3.00%
Two or more races	5	1.34%	407	2.87%
Unknown or Declined	1	0.27%	52	0.37%

Sport:	Student-Athletes		Non-Student-Athletes	
	n	%	n	%
Badminton	9	4.25%	9	0.06%
Baseball	38	17.92%	38	0.27%
Men's Basketball	19	8.96%	19	0.13%
Women's Basketball	11	5.19%	11	0.08%
Men's Cross Country	N/A	N/A	0	0.00%
Women's Cross Country	N/A	N/A	0	0.00%
Football	67	31.60%	67	0.47%
Men's Soccer	29	13.68%	29	0.20%
Women's Soccer	25	11.79%	25	0.18%
Softball	14	6.60%	14	0.10%
Men's Track and Field	N/A	N/A	0	0.00%
Women's Track and Field	N/A	N/A	0	0.00%

2014-15

Metric	Student-Athletes		Non-Student-Athletes	
	n	%	n	%
Total:	209	1.43%	14,643	100.00%

Gender:				
Female	68	32.54%	9330	63.72%
Male	141	67.46%	5313	36.28%

Ethnicity:				
African-American	86	33.86%	5270	35.99%
American Indian/Alaskan	0	0.00%	25	0.17%
Asian	2	0.79%	582	3.97%
Latino	154	60.63%	7775	53.10%
Pacific Islander	2	0.79%	105	0.72%
White	4	1.57%	470	3.21%
Two or more races	4	1.57%	431	2.94%
Unknown or Declined	2	0.79%	73	0.50%

Sport:				
Badminton	8	3.83%	8	0.05%
Baseball	37	17.70%	37	0.25%
Men's Basketball	14	6.70%	14	0.10%
Women's Basketball	10	4.78%	10	0.07%
Men's Cross Country	2	0.96%	2	0.01%
Women's Cross Country	7	3.35%	7	0.05%
Football	52	24.88%	52	0.36%
Men's Soccer	26	12.44%	26	0.18%
Women's Soccer	21	10.05%	21	0.14%
Softball	16	7.66%	16	0.11%
Men's Track and Field	10	4.78%	10	0.07%
Women's Track and Field	6	2.87%	6	0.04%

2013-14

Metric	Student-Athletes		Non-Student-Athletes	
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	n	%	n	%
Total:	224	1.50%	14,970	100.00%
Gender:				
Female	59	26.34%	9581	64.00%
Male	165	73.66%	5389	36.00%
Ethnicity:				
African-American	122	35.26%	5747	38.39%
American Indian/Alaskan	0	0.00%	56	0.37%
Asian	0	0.00%	646	4.32%
Latino	198	57.23%	8199	54.77%
Pacific Islander	0	0.00%	99	0.66%
White	4	1.16%	476	3.18%
Two or more races	21	6.07%	465	3.11%
Unknown or Declined	1	0.29%	68	0.45%
Sport:				
Badminton	8	3.57%	8	0.05%
Baseball	33	14.73%	33	0.22%
Men's Basketball	20	8.93%	20	0.13%
Women's Basketball	11	4.91%	11	0.07%
Men's Cross Country	7	3.13%	7	0.05%
Women's Cross Country	2	0.89%	2	0.01%
Football	64	28.57%	64	0.43%
Men's Soccer	25	11.16%	25	0.17%
Women's Soccer	19	8.48%	19	0.13%
Softball	17	7.59%	17	0.11%
Men's Track and Field	16	7.14%	16	0.11%
Women's Track and Field	2	0.89%	2	0.01%

3. Describe how interaction with the program helps students succeed or meet their educational goals.

The overall goal of the athletics program is to provide a meaningful experience in competition but also preparing them for completion at the college, either earning their Associate's Degree or transferring to a four-year institution.

According to Cal-PASS Plus student success data from the time period of 2012-16, various trends show that the interactions of the student-athletes with the program assists them with becoming successful in the classroom and meeting their educational goals. As background, per CCCAA

eligibility requirements for participation in athletics competition, a student-athlete must remain academically eligible to compete. The requirements, are as follows:

- a. Be actively enrolled in 12 semester units during their competitive season
  - i. Nine (9) units must count towards their degree or remediation
- b. Have a comprehensive educational plan on hand
- c. To continue competition in their second season of sport:
  - i. Completed 24 units
    - 1. 18 units must count towards their degree or remediation
  - ii. GPA above 2.0 during their athletic eligibility period
  - iii. Completed a minimum of six (6) units in their last full-time term

Due to these various requirements, student-athletes continue to outperform non-student-athletes in various categories. These trends can be seen statewide as well. The data is as follows for Compton’s student-athlete population:

Compton College  
Cal-PASS Plus  
Student-Athletes Success Data

2015-16

Metric	Compton S/A	Compton Non S/A	State S/A	State Non S/A
	187	11,487	22,518	2,017,640

GPA	2.69	2.62	2.73	2.63
Units Attempted	25.89	10.51	29.84	12.18
Successful Units Completed	18.25	8.94	22.64	10.32
Avg. Course Success Rate	70.5	66.18	77.37	67.21
Transferred to four-year institution	11%	22%	23%	17%
Received Associate Degree		2%	9%	4%

Remediation				
% Having Passed Transfer English	49%	65%	73%	71%
Completed Transfer English in two Years	32%	48%	52%	51%
% Having Passed Transfer Math	24%	29%	48%	43%
Completed Transfer Math in two Years	14%	13%	23%	19%

2014-15

Metric	Compton S/A	Compton Non S/A	State S/A	State Non S/A
	174	11,921	22,532	1,984,314

GPA	2.71	2.51	2.68	2.6
Units Attempted	26.19	10.66	29.64	12.28
Successful Units Completed	16.56	8.93	22.14	10.36
Avg. Course Success Rate	66.07	63.07	76.64	66.46
Transferred to a four-year institution	29%	25%	41%	21%
Received Associate Degree	11%	4%	21%	8%

#### Remediation

% Having Passed Transfer English	57%	69%	80%	75%
Completed Transfer English in two Years	37%	53%	64%	57%
% Having Passed Transfer Math	25%	33%	57%	47%
Completed Transfer Math in two Years	17%	15%	33%	22%

#### 2013-14

Metric	Compton S/A	Compton Non S/A	State S/A	State Non S/A
	175	12,475	22,703	1,974,847

GPA	2.55	2.55	2.65	2.58
Units Attempted	26	10.35	29.02	12.21
Successful Units Completed	18.08	8.68	21.7	10.35
Avg. Course Success Rate	70.21	64.43	76.29	66.39
Transferred to a four-year institution	36%	32%	49%	24%
Received Associate Degree	14%	6%	27%	12%

#### Remediation

% Having Passed Transfer English	73%	70%	82%	76%
Completed Transfer English in two Years	57%	53%	67%	59%
% Having Passed Transfer Math	39%	34%	59%	49%
Completed Transfer Math in two Years	27%	14%	35%	23%

#### 2012-13

Metric	Compton	Compton	State S/A	State Non S/A
	S/A	Non S/A		
	166	13,703	22,438	1,941,556

GPA	2.55	2.61	2.71	2.59
Units Attempted	27.96	9.56	29.37	12
Successful Units Completed	19.51	8.04	22.19	10.14
Avg. Course Success Rate	71.39	65.87	78.08	67
Transferred to a four-year institution	33%	32%	53%	26%
Received Associate Degree	20%	6%	29%	14%

#### Remediation

% Having Passed Transfer English	73%	70%	82%	77%
Completed Transfer English in two Years	59%	51%	67%	59%
% Having Passed Transfer Math	36%	34%	59%	50%
Completed Transfer Math in two Years	19%	13%	34%	23%

The overall data trends show that the student-athlete GPA, units attempted, units completed, average course success rate, and transfers rates are higher in comparison to the general student population at the institution. These trends reinforce the positive interactions that are made with those that the department services.

Additionally, these trends show that there is more work that needs to be done to increase the numbers to mimic the statewide student-athlete trends. To accomplish this goal the department would need to increase the services and resources provided to student-athletes such as a full-time athletic academic counselor and student-athlete success center for them to utilize.

#### 4. How does the program interact with other on-campus programs or with off-campus entities?

As an entity of the Student Services Division, the program works directly with all areas on campus through the support services that are provided to it along with academic areas and instruction.

Head and assistant coaches from all of the programs interact with various off-campus entities. This ranges from members and staff affiliated with the CCCAA and member institutions, various NCAA and NAIA institutions, and high school student-athletes, coaches, and administrators. These interactions include working with opposing coaches to develop competition schedules, travel arrangements, and general seasonal information such as all-conference and/or all-state teams. Some of the coaches are also involved within the CCCAA and South Coast Conference as a sport representative.

A major portion of the program's off-campus interactions assist with the recruitment of student-athletes, as this is an integral aspect of each sport program. By bringing in student-athletes onto the campus to enroll and compete, the college's full-time equivalent students (FTES) is assisted as all student-athletes are required to take full loads during the competition season; assisting FTES numbers during the academic years



Additionally, our programs are invested in getting student-athletes to continue competition and/or finish their education at a four-year institution. This is accomplished by the positive interactions that each of the coaches and student-athletes have with those coaches and programs at those institutions. The more success that is made by the department's staff to facilitate this upward movement assists in the recruitment of future student-athletes and increasing our participation, success, and FTES numbers as a whole.

The rest of the athletics department staff also have similar interactions off campus as members of various organizations throughout the CCCAA and others. These interactions allow for all to learn and collaborate with various colleagues in the pursuit of providing the best experience possible to the student-athletes serviced at the institution.

5. List notable achievements that have occurred since the last Program Review.

Renovation of Tay Brown Stadium's playing surfaces (Football, Men's and Women's Soccer, Men's and Women's Track)

Hiring of first tenure track faculty/head sport coach (Baseball)

Creation/Hiring of the Athletic Coordinator position

Stabilization of game management and sports information

Athletics website – [www.comptontartars.com](http://www.comptontartars.com)

Creation/Hiring of the Athletic Specialist position

Stabilization of eligibility process

Begin student-athlete academic success plan/program

Reallocating funds to bring in additional athletic training support

Gym roof repair

6. What prior Program Review recommendations were not implemented, if any, and why? What was the impact on the program and the students?

Hire a second full-time Certified Athletic Trainer for Fall 2016

Lack of funding for new staff positions

With an increase in student-athlete activities and contacts, it is necessary to provide the appropriate medical coverage for their health and safety needs. The staffing model at the time required a limited number of assistance from part-time athletic trainers on a limited budget amount. During Fall 2017, athletic training services were expanded to meet the needs of the student-athletes, but the budget has not been increased to fill the overall need. This strain on the budget will continue along with medical care gaps due to the limited availability of part-time help.

Hire a full-time PE Instructor/Head Football Coach for Spring 2017

Lack of funding for new faculty positions

Overall not having full-time coaches, especially football, has a tremendous effect on the programs that they serve. Outside of wins and losses on the field or in competition, it is evident that being present on a limited basis has affected the preparation of the team along with the recruitment and retention of student-athletes. These aspects are necessary in developing a solid successful program.

Hire a part-time Sports Information Associate

Lack of funding for new staff positions

This position would serve various roles in terms of sports information such as, but not limited to, the promotion of Compton Athletics, providing and keeping statistics, and assisting in the engagement of the department with the community. With various sports, the demands are high for such a position and the amount of publicity given to our student-athletes and programs is limited which has a direct effect on our efforts for recruitment, retention, and moving our students on. Pending legislation by the CCCAA would impart a requirement by all institutions to comply with minimal statistic requirements at all sport competitions as well as other required sports information publicity efforts. Additionally, athletics lacks a social media presence, which would be beneficial for connecting to recruiting and community relations efforts.

Currently, these duties are tied into the Athletic Coordinator position to service the various needs of the department.

Hire Athletic and Physical Education Attendant

Lack of funding for new staff positions

With the various demands throughout the department and area, there are areas that are left unmanaged and unsupervised. This lack of oversight leads to facilities/areas not being kept up and the possibilities of larger issues, such as theft, property damage and injury.

Purchase of new equipment for track/stadium

Lack of funding

The programs that practice and compete in the stadium have had to utilize the equipment that they currently have, which may be outdated and not beneficial to training. With the various trends in athletics that are rapidly changing and evolving, remaining current is necessary for the success of our programs.

**Program Environment** – Information in this section should help build a case for additional resources for the program.

1. Describe the program environment. Where is the program located? Does the program have the adequate resources to provide the required programs and services to staff and students? If not, why?

The program is within the Student Services Division and encompasses various physical areas on campus: Tartar Gymnasium and adjacent spaces, Tay Brown Stadium, athletics offices, men's locker

room, and women's locker room, along with the Major League Baseball Youth Academy. Additionally, athletics uses various classrooms and facilities on campus to conduct meetings and workshops.

The program's resources can be categorized in the following: physical space, equipment, soft goods, and staffing. These resources are used to serve the current 12 intercollegiate athletics programs during their in-season competitive seasons along with their non-traditional and off-season activities, as well as non-athletics physical education courses.

The physical space for athletics for competition is adequate and playing surfaces are standard for regular season competitions. Limitations include facilities that are outdated, in need of various upgrades, and increased upkeep. Both soccer programs cannot host postseason competition due to field size restrictions.

Office space is limited. The Director of Student Development and Athletics, Athletic Coordinator, and Athletic Specialist currently share an office space. The space currently only has two work stations in it, with the Director using a shared table as work station when he conducts business out of the office. This set up also limits the privacy of conversations in the office if multiple individuals are being assisted. If private conversations are needed, the office door must be shut, limiting student-athlete and staff access to the services provided by the three individuals. Also, if a full, private one-on-one conversation is needed by any member of the staff, the others would need to vacate the office. The part-time athletics counselor, head men's soccer coach, head women's soccer coach, head softball coach, head baseball coach, and head track & field and cross country coach all have individual office spaces within the main athletics offices suite. There is small space in the building used as a waiting area and lounge by student-athletes as they wait for appointments and/or spend time between classes and practices. The space is not designed to house more than a few student-athletes at a time, but it constantly has a high volume of use, which is disruptive to other student-athletes who are utilizing services as well as staff conducting business in the area. The head men's basketball coach has an office space in the gymnasium and is shared with the head women's basketball coach, but is not utilized due to uncleanliness and health concerns. The head football coach has an office suite in the gymnasium complex.

The athletic facilities and equipment technician has a dedicated work area in the men's locker room complex that includes a work station and area for storage. Storage space is utilized in various areas within the department, but additional spacing and reorganization is needed to house all necessary items for athletics, including, but not limited to: uniforms, warm ups, balls, bats, helmets, shoulder pads, and various practice and game equipment. Also stored in these spaces are old uniforms and equipment, which need to be inventoried. Items that are no longer serviceable for the department need to be sent to surplus. The laundry facility needs to be upgraded with an additional washer and dryer to increase productivity and service to student-athletes, especially during busy seasons with tight competition turnaround times. A limitation to having the main work area for the technician in the men's locker room is immediate access by female student-athletes and coaches. This can pose issues for both the men and women that may enter the facility to gain access to the technician. A few upgrades to the facility can assist with privacy within the space to ensure that there is little to no comingling with men and women in the shared spaces.

The athletic training facility is housed within the men's locker room complex in the athletics building. While no more than three athletic trainers will be on shift together at one time, this space contains only one dedicated work station for the one full-time and four part-time athletic trainers. The current space has adequate space to do injury evaluations, stationary treatments, pre-practice preparation (i.e. taping, treatments, etc.) and light rehabilitative exercises. Movement based exercises can be conducting within the space if traffic within is low, so additional space is used outside of the facility within the hallway to conduct some movement types of exercises. The space also limits how many patients can be cared for at one time. As the space fills up to a manageable number, patients would need to wait in the hallway until space clears for them to enter and be assisted. During high volume times, especially prior to a sport competition, student-athletes are waiting an extended period of time. Due to the limited space and funding, the types of therapeutic exercise equipment and modalities are limited. There is a need to add additional equipment for differing therapeutic exercises and upgrade and addition of various therapeutic modalities to be similar to other athletic training facilities. Another work station or computer station is needed in the facility to allow for a second athletic trainer to input their contacts with patients in a real time basis; this second computer will also allow the staff to track their patients as they come in for assistance. However, space is also limited to create another workstation within the facility. Additionally, with the facility being housed in the men's locker room, entrance by all is granted through the hallway that has immediate outdoor access. There is direct access to and from the main men's locker room area but is prohibited for female student-athletes to enter or exit through that access point, but still allows the potential for comingling.

Both the men's and women's locker rooms, shared space for the general population and student-athlete use, need to be serviced both for cleanliness and aesthetics. Outside of general cleanliness of the facilities, a deep clean of the spaces are needed, including but not limited to: the inside and outside of each locker, shower areas, and restrooms. In some of the restrooms there are nonfunctioning fixtures such as toilets, sinks, soap dispensers, and paper towel dispensers. In the various shower areas, the fixtures need to be inspected and repaired for general use. Each locker and locking mechanism needs to be inspected and repaired so that they are functional and have enough to service all student-athletes. Currently, there are only athletics only locker room in the men's locker room which is mainly utilized by football and one in the women's locker room that is utilized for women's soccer and softball. Within both the men's and women's locker room areas there is limited to no direct supervision of the spaces; this can be taken care of with an addition to staffing with various possibilities such as locker room attendants and/or an increased student-worker staff.

In both the gymnasium and stadium there needs to be an update to the restroom areas. Similar to the locker rooms, these are dated and have nonfunctioning fixtures such as toilets, sinks, soap dispensers, and paper towel dispensers. These areas serve various populations such as students in educational courses, current and visiting student-athletes, coaches, and personnel, and spectators.

Track and field's hammer and discus ring is non-operational due to the addition of swing space, Tartar Village, to accommodate for the construction occurring on campus, which is located in the throwing sector. A new area needs to be delineated to move the throws area into it. Also, with the addition of a synthetic field, javelin will also need to move. The current javelin sector is orientated to throw the implement onto the synthetic field which will damage the field and javelin.

The weight room serves as a classroom and teaching laboratory for both the general student population and student-athletes as part of their education and physical enhancements. The facility is large in space and has the capability to conduct various types of courses and workouts, and it is broken up in three distinct sections - cardio, equipment, and a free weight area. Having these sections allows instructors and users to develop workout plans that best fit their needs and ability levels. The day-to-day operation is overseen by each individual instructor with the athletics facilities and equipment technician assisting in the oversight of the maintenance of the area, which adds another limitation. This facility needs oversight by a qualified individual to ensure safe and appropriate use.

Additionally, a limitation for the programs is having only one indoor facility (gymnasium) and one outdoor facility (stadium) to conduct practices and competitions. The indoor facility currently hosts men's basketball, women's basketball, women's badminton, and soon to be women's volleyball. This facility also houses other classes such as dance, boxing, and other activity courses. The outdoor facility hosts football, men's soccer, women's soccer, and men's and women's cross country/track and field. By only having one surface, indoor or outdoor, for classes, practices, and competitions, scheduling of the facilities become at times difficult because classes/practices need to be moved, physically and/or start times, to accommodate for competitions. Baseball and softball utilizes the Major League Baseball Youth Academy as their main site along with MLBYA activities and high school and other college games. The current set up is to have the classes run sequentially after each other so that the time use is maximized. An issue that arises from this is that for academic course scheduling of the student-athletes, athletics class times may overlap with their academic course times, making it difficult to take particular courses based on availability and need. Additionally, having only one space extends the day of essential support staff when practices are moved for competitions. By creating more space for the programs to use will assist with these concerns.

There needs to be an increased amount of emphasis made upon keeping the facilities clean and managed. As the primary areas for physical education courses and athletics participation, all of the facilities should be overseen and managed with more oversight and be maintained for cleanliness with more detail by all staff utilizing them, not just athletics personnel.

The program continues to evaluate and upgrade the equipment that it uses to conduct classes, practices, and competitions with tight budgetary restraints. The department makes it an effort to purchase equipment that is needed to provide a great student-athlete experience. As previously stated, various equipment concerns need to be addressed, including, but not limited to: computer equipment/work stations, treatment and rehabilitative modalities, and a washer and dryer system. Along with these items, the department needs to look to upgrade and add items that assist each sport program. One such area is in track and field. Currently we do not have any vertical jump pits available to be used for practice and competition, and the horizontal jump pits need to be serviced to become available for use. Football is an equipment intensive sport, which creates a need to continue to upgrade and replace helmets and shoulder pads. We constantly take into consideration risk management and student-athlete physical health and safety. Also various other items can be investigated to assist with the football coaches to teach proper hitting and tackling techniques through professional development.

Another area that needs improvement is in the area of making sure all programs have the necessary equipment to conduct their classes and practices such as balls, bats, safety equipment, cones, hurdles,

etc. It has been stated by programs that they do not have enough equipment to conduct their programs to maximize the benefits for students. Various solutions are being investigated on how to ensure that the proper equipment is available to all of them.

The program needs to provide various soft goods to be able to have practices and competitions. These items include, but not limited to: uniforms for competition, practice attire, warm up gear, bags to carry their items, and athletic training supplies (i.e. tape, wound care supplies, hydration supplies, etc.). With rising costs and increase in roster sizes it is evident that increased funding is going to be needed in these areas.

The staffing is outlined in detail in the next section. Overall, there are augmentation needs to the staffing to increase the productivity and success of the entire athletics program. An evaluation of staffing needs to be made to meet the goals of the department and institution.

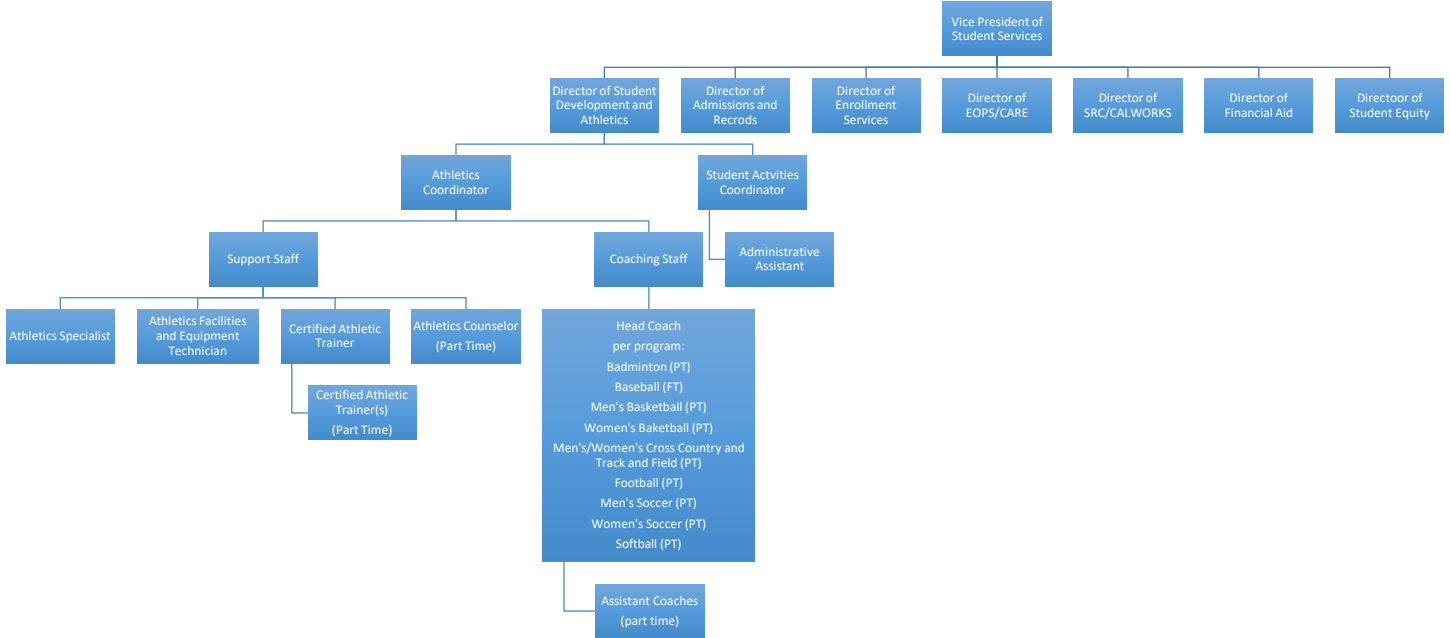
The department makes an effort to provide the student-athletes that it serves the best experience possible. By making various augmentations in various areas, staffing and resources, the experience provided shall have a positive increase, in turn, would help with recruiting and FTES numbers.

2. Describe the number and type of personnel assigned to the program. Please include a current organizational chart.

The program is overseen by the Director of Student Development and Athletics who directly reports to the Vice President of Student Services. Within this department there is a collective of full time classified (4), part time classified (26-30), full time faculty (1), part time faculty (9), volunteer (10-15) and student-worker (5-7) staffing that provides service to the student-athletes.

Along with the Director, the Athletics Coordinator is a full time classified member that has supervisory responsibilities over the department staff. This is a new position that was developed and filled in July 2017. Support staffing for the department include full-time classified positions of: an Athletic Specialist, Athletics Facilities and Equipment Technician, and Certified Athletic Trainer; along with part-time positions of: Athletics Counselor (faculty) and Certified Athletic Trainer(s). Additionally, there are student-workers and volunteer staffing that assist in the day-to-day operations of the department.

Each of the sports programs has a head coach and their respective number of stipend-paid and volunteer assistant coaches. Each head coach is a faculty member with baseball serving as full-time faculty with all others being part-time adjunct faculty, with a combined position for men's/women's cross country and track and field.



3. Describe the personnel needs for the next four years.

There are several needs within the department in regards to personnel. With an increase in the need to recruit, retain, and assist student-athletes in attending and graduating from Compton College, various additions to the staff are needed. The augmentations are as follows in order of need/preference:

**Full-Time Athletics Counselor/Academics Coordinator**

As the college is working towards a guided pathways model for each student’s educational goals, it is evident that the current workload and time available by the part-time athletics counselor is not enough to sustain the needs of the current student-athlete population. By having the addition of a full-time position, it will allow the counseling team to provide more time to evaluate and assist student-athletes with their specific scheduling needs from the start to finish, which will help keep them eligible and on track to transfer to the next level.

Estimated Cost: Range: \$100,000.00 (benefits included)

Increase Stipend Pool for Part-Time Staffing (Assistant Coaches, Athletic Trainers, Academic Counselors, Game Management Staffing)

Currently there is a large reliance on the stipend pool to pay for part-time staffing to assist the student-athletes in their recruitment, retention, and assistance.

In various comparisons throughout the CCCAA, there is a distinct discrepancy within current part-time assistant coach stipends (see below). Currently each program is given a lump sum of monies for its in-season coaching stipend, and each head coach is able to split the amount among his/her coaching staff. By increasing the amount that is available for assistant coaches several areas will improve: more available time for student-athlete contact on campus by the assistant coach, continuity of coaching staffs based on not searching for higher paying assistant positions, and ability to recruit and retain higher-level coaches.

California Community College Coaching Stipend Pool Information Comparison

Sport	FT Assistants	PT Assistants	Assistant Stipend Pool Amount
<b>Compton College</b>			
Football	0	11	\$ 15,000.00
Men's Soccer	0	3	\$ 4,000.00
Women's Soccer	0	1	\$ 4,000.00
Men's/Women's Cross Country	0	1	\$ 4,000.00
Women's Volleyball	0	1	\$ 4,000.00
Men's Basketball	0	3	\$ 4,000.00
Women's Basketball	0	2	\$ 4,000.00
Baseball	0	8	\$ 7,200.00
Softball	0	3	\$ 4,000.00
Men's/Women's Track and Field	0	1	\$ 4,000.00
Badminton	0	0	\$ -
<b>Totals</b>	<b>0</b>	<b>34</b>	<b>\$ 54,200.00</b>

<b>LA Harbor College</b>			
Football	0	6	\$ 49,296.00
Men's Soccer	0	1	\$ 7,512.00
Women's Soccer	0	1	\$ 7,512.00
Men's Cross Country	0		
Women's Cross Country	0	1	\$ 7,277.00
Women's Volleyball	0	1	\$ 9,037.00
Men's Basketball	0	1	\$ 11,032.00
Women's Basketball	0	1	\$ 11,032.00
Baseball	0	2	\$ 9,624.00
Softball	0	1	\$ 9,037.00
Men's Track and Field	0		
Women's Track and Field	0		
Badminton	0		
<b>Totals</b>	<b>0</b>	<b>15</b>	<b>\$ 121,359.00</b>

<b>Long Beach City College</b>			
Football	1	10	\$ 37,141.00



Men's Soccer	0	2	\$	7,500.00
Women's Soccer	0	2	\$	7,500.00
Men's Cross Country	0	0	\$	-
Women's Cross Country	0	0	\$	-
Women's Volleyball	0	2	\$	7,500.00
Men's Basketball	0	1	\$	7,500.00
Women's Basketball	0	3	\$	7,500.00
Baseball	0	2	\$	7,500.00
Softball	0	2	\$	7,500.00
Men's Track and Field	0	1	\$	7,500.00
Women's Track and Field	0	1	\$	7,500.00
Badminton	NA	NA		NA
<b>Totals</b>	<b>1</b>	<b>26</b>	<b>\$</b>	<b>104,641.00</b>

<b>Pasadena City College</b>				
Football	1	8	\$	30,000.00
Men's Soccer		4	\$	6,000.00
Women's Soccer	1 asst has a class	3	\$	4,500.00
Men's Cross Country		1	\$	1,500.00
Women's Cross Country				
Women's Volleyball		1	\$	4,000.00
Men's Basketball	2 asst have a class	4	\$	6,000.00
Women's Basketball		4	\$	6,000.00
Baseball		3	\$	7,000.00
Softball		3	\$	6,500.00
Men's Track and Field		3	\$	8,000.00
Women's Track and Field	2 asst have a class			
Badminton		1	\$	1,000.00
<b>Totals</b>	<b>6</b>	<b>35</b>	<b>\$</b>	<b>80,500.00</b>

<b>Rio Hondo College</b>				
Football				
Men's Soccer	0	varies	\$	5,000.00
Women's Soccer	0	varies	\$	5,000.00
Men's Cross Country				
Women's Cross Country				
Women's Volleyball	0	varies	\$	4,000.00
Men's Basketball	0	varies	\$	5,000.00
Women's Basketball	0	varies	\$	5,000.00
Baseball	0	varies	\$	5,000.00
Softball	0	varies	\$	5,000.00
Men's Track and Field				
Women's Track and Field				
Badminton				
<b>Totals</b>	<b>0</b>		<b>\$</b>	<b>34,000.00</b>

<b>Victor Valley College</b>				
Football	0	8	\$	42,000.00
Men's Soccer	0	1	\$	2,833.00
Women's Soccer	0	1	\$	2,833.00
Men's Cross Country	0	0.5	\$	1,416.00
Women's Cross Country	0	0.5	\$	1,416.00
Women's Volleyball	0	1	\$	2,388.00
Men's Basketball	0	1	\$	2,388.00

Compton College

Women's Basketball	0	1	\$	2,388.00
Baseball	0	1	\$	2,388.00
Softball	0	1	\$	2,388.00
Men's Track and Field	n/a	n/a		n/a
Women's Track and Field	n/a	n/a		n/a
Badminton	n/a	n/a		n/a
<b>Totals</b>	<b>0</b>	<b>16</b>	<b>\$</b>	<b>62,438.00</b>

Additionally, an increase in this same stipend pool will increase the ability of the department to provide quality of care to the health and welfare of the student-athletes through athletic training staff, the athletic counselor and additional staffing in those area. These areas can be rectified with the addition of full time staffing, but until that is possible, it is more cost-effective and necessary to continue the practice of part-time assistance. Currently athletic trainers are paid at an hourly rate of \$28.07 and the athletic counselor receives \$48.69 per hour.

An increase of \$30,000 would be needed for the 2018-19 academic year to address the current needs of assistant coaches' stipends, athletic training, and the athletic counselor. An additional increase of \$10,000 per year after for the next five (5) years would put the college on par with like-sized schools based on 2016-17 numbers. A more aggressive increase in stipends would get the department up to par with comparable colleges, which assists in the overall student-athlete experience.

Game management staffing is currently being paid through gate sales that are not consistent and cannot be projected for a cost neutral year. Game management staffing consists of various positions including, but not limited to, statistician, clock operator(s), announcer, ticket seller(s), concession seller(s), and gate/door monitor(s). Dependent on game staffing needs, the amount required to cover all staffing expenses can run an estimated \$200 to \$1,000 per. These costs vary from year to year but could equate to approximately \$15,000 per year.

Estimated Cost: \$45,000 for 2018-19

#### Part-Time Athletics Facilities and Equipment Technician

Within the area of athletics that the full-time Athletics Facilities and Equipment Technician oversees, there is a high work load for only one individual to handle. This work load includes the inspection, cleaning, and maintenance of all of the athletics facilities and equipment; oversight and supervision coordination of all athletics facilities; inventory and cleaning of athletic uniforms, warm ups, practice gear, helmets, shoulder pads, and other soft goods; and coordination with coaches, staff, and vendors for new supplies or maintenance of existing supplies and equipment, practice and game management duties of set up, execution, and break down of those events. Additionally he oversees various tasks and events held on campus outside of athletics.

This strain on one person can lead to burnout and/or decreased job performance, efficiency, and efficacy. By providing assistance to this position through a part-time staff member, various job

duties can be split, increasing the service provided to department and to the student-athlete experience.

Currently the hourly rate for the athletics facilities and equipment technician at base pay is at \$18.09. Based on this pay rate, an amount of approximately \$20,000 would be needed. This amount can be added to the same line item as above.

Estimated Cost: \$40,000.00 (benefits included)

### Full-Time Faculty Head Coaches

The athletic and academic success of every athletic program can be attributed to the staffing that is associated with that particular program. Each head coach is tasked to recruit, retain, and matriculate their student-athletes to complete their collegiate careers. These areas are each critical to build and maintain a successful program and the time associated and dedicated to each by the head coach and his/her staff plays a significant role in how it is accomplished.

Currently the college employs its nine (9) head coaches as adjunct faculty members, with only one (1) sport head coach being full time. In a quick comparison of similar schools (see below), it is apparent that not only is there a discrepancy in the numbers of head coaches in the department, but also in the stipend amounts.

California Community College Coaching Stipend Pool Information Comparison

Sport	FT Head Coach	Stipend Amount
<b>Compton College</b>		
		<b># Head Coaching Stipend Amount Includes Out of Season Recruiting Stipend</b>
		\$
Football	No	10,500.00
		\$
Men's Soccer	No	6,250.00
		\$
Women's Soccer	No	6,250.00
		\$
Men's Cross Country	No	6,250.00
Women's Cross Country	No	
		\$
Men's Basketball	No	6,250.00
		\$
Women's Basketball	No	6,250.00
		\$
Baseball	Yes	6,250.00
		\$
Softball	No	6,250.00
		\$
Men's Track and Field	No	6,250.00
		\$
Women's Track and Field	No	6,250.00
		\$
Badminton	No	6,250.00
		\$
<b>Totals</b>	<b>1 of 9</b>	<b>73,000.00</b>
<b>LA Harbor College</b>		
		\$
Football	Yes	9,096.00

Men's Soccer	No	\$ 9,624.00
Women's Soccer	No	\$ 9,624.00
Men's Cross Country	NA	
Women's Cross Country	No	\$ 9,272.00
Women's Volleyball	No	\$ 11,502.00
Men's Basketball	No	\$ 18,191.00
Women's Basketball	No	\$ 18,191.00
Baseball	Yes	\$ 9,577.00
Softball	No	\$ 11,385.00
Men's Track and Field	NA	
Women's Track and Field	NA	
Badminton	NA	
<b>Totals</b>	<b>2 of 9</b>	<b>\$ 106,462.00</b>

<b>Long Beach City College</b>		<b>* Managerial Positions</b>
Football	Yes	*
Men's Soccer	No	\$ 15,995.00
Women's Soccer	No	\$ 15,995.00
Men's Cross Country	No	\$ 15,995.00
Women's Cross Country	Yes	\$ 2,526.00
Women's Volleyball	Yes	*
Men's Basketball	No	\$ 15,995.00
Women's Basketball	No	\$ 15,995.00
Baseball	Yes	\$ 5,641.00
Softball	No	\$ 15,995.00
Men's Track and Field	No	\$ 15,995.00
Women's Track and Field	Yes	\$ 5,043.00
Badminton	NA	NA
<b>Totals</b>	<b>5 of 12</b>	<b>\$ 125,175.00</b>

<b>Pasadena City College</b>		
Football	Yes	\$ 12,758.00
Men's Soccer	no	\$ 8,500.00
Women's Soccer	no	\$ 8,500.00
Men's Cross Country	Yes	\$ 10,278.00
Women's Cross Country	Yes	includes M/W
Women's Volleyball	Yes	\$ 7,845.00
Men's Basketball	Yes	\$ 10,241.00

Women's Basketball	Yes	\$ 8,674.00
Baseball	no	\$ 10,000.00
Softball	Yes	\$ 7,420.00
Men's Track and Field	Yes	\$ 18,965.00
Women's Track and Field	Yes	includes M/W \$
Badminton	no	\$ 8,000.00
<b>Totals</b>	<b>9 of 13</b>	<b>\$ 111,181.00</b>

<b>Rio Hondo College</b>		
Football		
Men's Soccer	No	\$ 2,600.00
Women's Soccer	Yes	\$ 2,600.00
Men's Cross Country		
Women's Cross Country		
Women's Volleyball	No	\$ 2,600.00
Men's Basketball	No	\$ 2,600.00
Women's Basketball	Yes	\$ 2,600.00
Baseball	Yes	\$ 2,600.00
Softball	Yes	\$ 2,600.00
Men's Track and Field		
Women's Track and Field		
Badminton		
<b>Totals</b>	<b>4 of 7</b>	<b>\$ 18,200.00</b>

<b>Victor Valley College</b>		
Football	yes	\$ 10,000.00
Men's Soccer	no	\$ 8,000.00
Women's Soccer	no	\$ 8,000.00
Men's Cross Country	no	\$ 3,000.00
Women's Cross Country	no	\$ 3,000.00
Women's Volleyball	yes	\$ 8,000.00
Men's Basketball	no	\$ 8,000.00
Women's Basketball	no	\$ 8,000.00
Baseball	no	\$ 8,000.00
Softball	no	\$ 8,000.00
Men's Track and Field	n/a	n/a
Women's Track and Field	n/a	n/a
Badminton	n/a	n/a
<b>Totals</b>	<b>2 of 10</b>	<b>\$ 72,000.00</b>

All of the part-time head coaches hold other positions off campus such as other teaching assignments, coaching responsibilities, and/or private sector opportunities. They all need to adjust their various schedules to accommodate their responsibilities with their respective programs. At times, this can be difficult for many of them in attending additional meetings, change in competition time, and more importantly, meeting with prospective student-athletes on campus and being able to keep track of their current student-athletes on campus, such as class visits and/or progress reports on a consistent basis.

By increasing the number of head coaches on campus to guide and maintain the athletics programs it should assist in the productivity of each program not only athletically and academically, but would assist with the recruitment of student-athletes and students alike.

Estimated Cost: \$100,000.00 per instructor (benefits included)

#### Part-Time Athletics Counselor

As previously stated in the justification for a full-time Athletics Counselor, the college is working towards a guided pathways model for each student's educational goals, it is evident that the current workload and time available by the current part-time athletics counselor is not enough to sustain the needs of the current student-athlete population. By having an addition of a part time position it will allow the counseling team to provide more time to evaluate and assist student-athletes from the start to finish, keeping them eligible and on track to transfer to the next level.

Estimated Cost: \$45,000.00 (benefits included)

#### Weight Room Attendant/Certified Strength and Conditioning Specialist

Currently the instructor on record that utilizes the weight room for his/her course supervises the facility while in use. At no point in time is the facility to be used by a student without staff supervision. The facility does not have scheduled open/general use time for the campus community. A concern with this practice is that the facility is being used unsupervised by students and staffs. Additionally, the facility is quite often found with items not put back or missing.

The addition of a weight room attendant/certified strength and conditioning specialist can ensure that the facility is supervised and utilized safely and adequately. Each coaching staff is tasked with writing and implementing their own strength and conditioning plans for their respective student-athletes. Many of these coaches are not certified to be developing or prescribing these lifting plans. Research has shown that improper programming can lead to injuries and in contrast, a well-prescribed program not only increases performance, but decreases potential injuries. A certified strength and conditioning coach is a qualified practitioner that specializes in the programming and prescription of these types of activities to benefit those that they work with. By

having this type of individual to oversee the facility and program student-athletes will increase their performance but also be available to the campus community as an added resource for them to utilize.

Estimated Cost: \$75,000.00 (benefits included)

#### Full-Time Certified Athletic Trainer

The health and safety of student-athletes has continued to be an emphasis of the athletics program. With an increase in participation, competition, a non-traditional season, and potentially a year-round model for student-athletes to follow, it is evident that additional medical support is needed for all. Currently the college employs one (1) full-time athletic trainer and several part-time athletic trainers to fill the needs of the department. One of those current needs is to ensure that the athletic training facility/clinic be consistently open and able to provide medical service to all student-athletes while they are at and/or about to practice and compete. To accomplish this task, a second athletic trainer is scheduled during these needed times so that one athletic trainer can respond to medical emergencies that may occur at a practice, follow up with coaches and student-athletes while practicing, and to provide direct medical coverage at home competitions. The second athletic trainer can then assist as needed in emergency situations, but, just as important, is able to respond to any additional medical emergencies that may arise at another practice or venue since multiple activities are running simultaneously. Also, the facility would not need to shut down because of lack of staffing.

Part-time athletic trainers are limited to the following: 120 work days per year, 25 work hours per week, and the amount allotted within the budget to fill these needs. These limitations affect the type and quality of care that is provided to the student-athletes that are served by the program.

The addition of a full time athletic trainer would alleviate the uncertainty of scheduling through the year based on the limitations of the work stipulations on the part-time athletic trainers and their other employment schedules. It also needs to be noted that part-time assistance will continue to be needed to assist in providing medical coverage when two or more events will be hosted on campus.

Estimated Cost: \$90,000.00 (benefits included)

#### Facility/Locker Room Attendant(s)

Currently the only direct oversight of all the facilities is done by the athletics facilities and equipment technician and/or sport coach. This is problematic in both the men's and women's locker rooms as they do not have constant oversight which is needed in facility with an intended high usage rate. Having an attendant in the facility will ensure safety, cleanliness, and order within all areas.

Estimated Cost: \$60,000.00 (benefits included)

4. Describe facilities' needs for the next four years.

There are various needs within the facilities of the department. They are as follows in order of need/preference:

#### Student-Athlete Success Center

The intent of a student-athlete success center is to develop a space for student-athletes to congregate for various services such as, but not limited to, academic advising, academic assistance through tutoring and study space, computers for academic use, and general space for student-athletes to spend their down time on campus.

The benefits of having such a space for student-athletes will help with the retention, persistence, and completion rates. An issue with the programs fielding rosters filled with eligible student-athletes that are returning for their second year of competition. A significant number of student-athletes are not eligible to immediately return to compete in their second season because of one or more of the following reasons: GPA below 2.0, did not complete 24 units with 18 units counting towards their degree or remediation, and/or did not pass six (6) units during their last full-time semester.

Currently, the oversight of each student-athlete is tasked on the program's head coach and assisted to a degree by the athletic counselor, athletic specialist, and athletic coordinator. The limitation of this process is that 90 percent of the head coaches are part-time and do not spend enough time on campus to provide a valued academic resource to their student-athletes. Also, unless the student-athlete takes the initiative, they must go and seek out the assistance that is needed from various areas instead of it all being available to them in a given space.

This student-athlete success center would provide the necessary resources in one space to service students carrying 12 or more units per semester and additional units during non-primary terms, accounting for the college's FTES. A space can be allocated through the renovation and repurposing of existing spaces and/or development of another space such as a modular.

Estimated Cost: \$100,000.00

#### Locker Room Renovations

Each of the locker rooms has its own set of issues that need to be addressed. Both the locker rooms need renovations to the restrooms, shower areas, and lockers. Overall the spaces are run down and need the improvements to make them usable for their full intent. Many of the lockers are damaged and unusable in the designated team rooms, which poses security concerns in that student-athlete belongings and equipment cannot be secured properly in the facility. Additional areas that need renovations are the shower areas and restroom facilities. Many of the fixtures are damaged and non-functional. The locker room areas service both student-athletes and must be accessible to the general campus community as well. For each program this is an additional area



that can be used for team meetings and activities, but currently this area is not set up or conducive for such activities.

The locker room serves as a hub for those in athletics, those participating in activities, and for general use. Having a facility that is functional and inviting is necessary for an overall positive experience in the area. Visiting teams have had previous security issues in leaving items in the locker rooms, and the aesthetics of each locker room is lacking.

Estimated Cost: \$150,000.00

### Practice Field Complex

A limitation to athletics is that there is only one outdoor facility to accommodate for football, men's soccer, women's soccer, men's and women's cross country and track and field, and various activity courses. Additionally, the facility is open for recreational use by the community from 4 to 9 a.m. This set up requires that the facility be shut down at 9 a.m. so that classes can be held within the facility. Practices are then scheduled in sequential order with some overlap with in-season and off-season intercollegiate physical education classes. There is an obvious concern with women's soccer and football in the evening as they share the field for about an hour. This is a safety concern because both have condensed space to operate and have different implements and equipment to contend with may lead to collisions or being struck by stray balls. The one field to host both competitions and practices requires that practices be extended outside of normal operating hours after competitions are completed. This is a concern to both the student-athletes and staff, as they need to rearrange their schedules for these changes. Many of our student-athletes take evening courses and/or work so they may need to make a choice between their time commitments. For the classified staff, there are financial constraints, as they will need to flex and/or be compensated for the time worked. Also with a smaller, extended staff, it may be difficult to staff appropriately and/or may lead to burnout during these time frames because of the additional hours worked.

With all of this in mind, it is recommended that a new practice facility be built in the intended space south of the current Tartar Village that will have a regulation football and soccer field with a walking track surrounding it. The facility shall be enclosed by fencing and netting to secure it and keep balls from leaving the area while being used by the sports programs or activity courses. The additional space shall allow for courses and practices to run concurrently which increases the opportunities to have multiple sections and decrease the amount of extended hours of the staff. By also having this facility, access to the main stadium can be limited which will save the life of the competition facility.

Estimated Cost: \$1,500,000.00

### Gymnasium Renovations

It is understood that there will be a new gymnasium complex within Phase 2 of the Master Construction Plan, but the current facility needs various renovations, particularly to the restrooms. Each of the restrooms needs some type of repair and/or update. With the anticipated addition of women's volleyball, the court needs to be upgraded to hold the multiple standards.

There can be some cosmetic changes throughout the facility, but many of these can be held off because of the intended new complex to be built.

Estimated Cost: \$150,000.00

#### Equipment Room Renovations

The current space that is used as the equipment room is outdated, dark, and a cramped space. The lighting makes it difficult to operate efficiently. The shelving and storage spaces are outdated and do not allow for the correct storage of supplies, equipment, and uniforms. Along with the incorrect storage, there is insufficient space to house all equipment in one area, so various spaces are used throughout the department. To maximize the efficiency of the equipment, a renovation is needed along with incorporating technology to inventory and track all equipment, uniforms, and supplies that are issued and used by the department.

Estimated Cost: \$200,000.00

#### Office Spaces

Office spaces are limited to administrative and support staff, along with each head coach except for men's/women's cross country/track and field. These offices are also used by each program's assistant coaches for meetings, recruiting activities, and work areas. Some coaches must also utilize their office space for storing equipment. There is a shared office for the Director of Student Development, Athletic Coordinator, and Athletic Specialist. There is another shared space in the athletic training facility that is used by all of the athletic trainers on staff that is not secure or private for one-on-one medical conversations. The equipment room does not have a designated office area but does have a workspace. The part-time athletic counselor has an office to operate accordingly.

With cramped spaces, it is evident that additional office spaces are needed to accommodate the growing needs of the program. To be effective in the recruitment, retention, and assistance to move onto the next level, space is needed for all staff to operate appropriately.

Estimated Cost: \$100,000.00

#### Athletic Training Facility Renovations

The current athletic training facility has enough space to provide minimal medical care to the student-athletes that are served. Within the facility there is enough space for two treatment tables, two taping tables, an ice machine, a desk with a computer, some storage space, and a few rehabilitation items. This allows the AT staff to perform evaluations, provide treatments, and prep student-athletes for practices and competitions with a limited number of student-athletes within the facility at one time. For more intensive rehabilitations and functional exercises, the AT staff must utilize other areas outside of the facility such as in the hallway or other areas. With an increase in student-athletes participating and the addition of the non-traditional competitive seasons, the flow of patient care has increased and the anticipation for an ongoing increase is

there. Also, there has been a shift in the philosophy of the athletic training staff, which has translated in an increase in treatments and functional rehabilitations of their patients. Much of the equipment is outdated and needs to be upgraded to keep up with the various medical trends in the profession and care of the student-athletes.

A larger more functional space is needed which can be accomplished through the renovation and repurposing of existing spaces and/or development of another space such as a modular.

Estimated Cost: \$100,000.00

#### Track Repairs/Upgrades

The track surface was recently resurfaced during the stadium renovation in 2014 with a pour over on the existing track which has its own concerns of peeling on the edges and being able to see the old painted markings.

The throws sectors for hammer and discus are currently angled toward Tartar Village and the cage needs to be replaced or repaired. The addition of a synthetic turf field does not allow for javelin to be thrown onto it without special tipped implements. With this in mind, the entire throws areas should be moved to south or southwest of the current facility.

Additional repairs would be needed to the steeple barriers; to the barriers themselves and the fixed mountings that affixes them to the track surface.

Estimated Cost: \$150,000.00

#### Potential Field Renovations

With all synthetic turf fields there are specific needs such as daily, quarterly and yearly maintenance, spot repairs, and potential larger repairs as needed. Additionally, dependent on volume of use, the life of the field may be altered and replacement may need to be made prior to the original projections. It is prudent to begin forecasting for major repairs or replacement during the fifth year of its consistent use and look for action between years seven and 10. This projection would make it necessary to begin the allocation of funds.

Estimated Cost: \$1,000,000.00 overall project

#### 5. Describe the equipment (including technology) needs for the next four years.

##### Computers for SA Access

In anticipation of developing a space for student-athletes to congregate for academic success, approximately 30 computer workstations and a copier/printer/scanner are needed. These

workstations will allow the student-athletes to have access to all necessary tools for their academic success.

Estimated Cost: \$50,000.00

### Washers and Dryers

Currently the department only has one industrial sized washer and dryer that both have issues with operation. The washer must, at a minimum, handle 50 pounds of laundry at a time for it to operate correctly. Any loads less than that weight would cause a fault in the wash. The dryer does not dry at consistent temperatures that without constant supervision will lead to damage of the materials. Also, only having one of each decreases the efficiency of the staff and amount of student-athletes that can be serviced.

It is recommended that an additional industrial washer and dryer be installed to be able to accommodate for the intended service to the student-athletes. An additional option would be to incorporate a commercial washer for smaller loads of laundry that are less than 50 pounds or are delicate in nature.

By consistently doing laundry for the student-athletes, it decreases the chances of the transmission of communicable diseases. This is a constant concern within athletics whether it is made through direct or indirect contact on various surfaces. By making sure that the surfaces that they play on and hard surfaced equipment are kept clean along with laundered practice/competition gear, safety will be provided to all participating.

Estimated Cost: \$15,000.00

### Game Management Equipment

Various game management equipment is needed to operate competitions appropriately. These items include tables, chairs, team bench chairs, table cloths, and canopies. All of these items are necessary to function appropriately.

Estimated Cost: \$15,000.00

### Therapeutic Modalities

In the athletic training facility, there are various outdated modalities that are used to treat patients. Although these modalities still function and serve their purpose, they are limited in their overall benefits for the patient as they were put in use over 10 years ago. Technology and capacity of therapeutic modalities have changed over this course of time with new research showing that there are more effective modality pieces that can assist patients in recovering from their injuries more quickly and efficiently.

The two therapeutic modalities that would provide the two most significant benefits to the patients that they would serve are an Electrical Stimulation/Ultrasound Combo Unit and an Intermittent Compression Device.

Estimated Cost: \$12,500.00

#### Practice/Competition Filming Apparatus

As a part of the student-athlete experience, it is necessary to film competitions and practices. Along with complying with CCCAA and SCC rules of filming competitions for various sports, video of practice and competition can be used for the following, but not limited to, the breakdown and learning for self-improvement and team improvement, highlight videos, promotional videos, and preparation for opponents. These highlight and promotional videos serve as ways for each program to recruit potential student-athletes but also for our student-athletes to be recruited by four-year institutions. Additionally for the fan experience, the filming of competitions can lead to live streaming and for fans to watch competitions from outside of the area.

Since it is a standard that institutions film their competitions, we need to make sure that we are capable of doing the same.

Estimated Cost: \$7,500.00

#### Recruiting Software

With the increased emphasis on recruiting students to assist with FTES numbers, a need for a system to track all potential recruits is needed to increase the efficiency and accuracy of the recruiters. Additionally, various software products allow for the immediate contact with recruits through preloaded communication, form emails, letters and text messages.

Currently each program uses its own systems, typically some type of manual system with no consistency across the entire department. Having one system to track all contact with all recruits will offer transparency and consistency by the entire department. It will also allow the immediate sharing of recruit information from sport to sport if there are multi-sport recruits and/or to other departments on campus such as enrollment services and admissions and records.

Estimated Cost: \$1,500.00 per year

#### HUDL Program Departmental License

As the use of video is utilized for all aspects of each athletics program, having a departmental license for the video software, HUDL, would allow every program to review practice/competition film, share with its student-athletes to review film on their own, and share film with opponents per CCCAA and SCC rules. This product, or similar, would allow for immediate player development, allowing for the building of programs through teaching.

Estimated Cost: \$2,500.00 per year

#### Computers for Assistant Coaches Access

Athletics has moved toward being digitally based. Recruiting, scouting, and player development all have become digitized. Currently assistant coaches must use the head coach's computer and/or their own personal devices. By sharing one computer, it decreases the efficiency of the programs as only one individual can do computer-based work at a time. Also, having multiple computers allows each coach to do player development with more than one player at a time along with reaching out and recruiting more potential student-athletes.

Each program should have an additional computer for its assistant coaches to share for use. The limitation to this is the space in each current office, many of which are not large enough to equip with an additional computer. An option to alleviate this problem is creating one community office space for all assistant coaches.

Estimated Cost: \$15,000.00

6. Describe the specific hours of operation of the program. Do the scheduled hours of operation meet the needs of staff and students?

The hours of operation of the program is dependent on each area and needs based on each sport program's competition schedules. The athletics office, staffed primarily by the Athletic Coordinator and Athletic Specialist, is generally open Monday through Friday during normal sessions from 8 a.m. to 5 p.m. The locker rooms and equipment areas, generally staffed by the Athletic Facility and Equipment Technician, are open from 8 a.m. to 4:30 p.m. The athletic training facility, staffed by the full-time and part-time Certified Athletic Trainer(s), has general operational hours of 10 a.m. to 6:30 p.m. The part-time athletic counselor is limited to 20 hours per week and splits the hours up during the week dependent on general hours of 12 to 5 p.m., four days per week.

Depending on the roles of each support staff member, they may work a flexed and/or overtime schedule to fulfill their duties. Currently with limited funding for staffing and overtime, the director tries to staff areas either with part-time staff or flex full-time staff schedules when possible.

Coaches/faculty schedules are determined by the following: class times, practice schedules, competition schedules, and recruiting efforts. With the exception of one full-time faculty member, each of the head coaches has multiple time demands affecting their availability and arrival/departure times from campus. This also affects their time with student-athletes.

Overall the current hours of operation of the program are able to service the program, but with the limited staffing, the amount and quality of service is compromised.

7. Describe the external factors that directly affect the program. Take into consideration federal and state laws, changing demographics, and the characteristics of the student served by the program. How does the program address the external factors?

In athletics there are many factors that directly affect programs including, but not limited to, CCCAA rules/regulations, recruiting practices by the college and other like institutions, recruitment by four-year institutions of current student-athletes, and family and personal responsibilities/commitments.

As changes continue to occur at the CCCAA level, Compton College staff will continue to need to stay abreast of the changes and adapt their activities to accommodate for them. A growing trend is the involvement of off-season and non-traditional season periods. This has allowed for additional contact activities with student-athletes to assist in their success in competition, but the current part-time head coaching staffs are limited in their ability to keep up with the demands based on the resources provided to them. These resource limitations include their coaching stipends and class allotments, availability of support staffing to assist needs, and costs for competing during the non-traditional season. To better provide a great experience to student-athletes, it is necessary to revisit the practices and processes in place for the program.

Recruiting student-athletes is the cornerstone of every successful program. Each sport program competes with every college in the area for similar student-athletes. Within a 15-mile radius, there are over 10 colleges to recruit against. Additionally, a larger emphasis needs to be made on increasing numbers from the local high schools. With the establishment of the Compton Promise and soon to be Paramount and Lynwood Promises, this may assist in this process. Until then, coaches will continue to compete during the recruiting process. With recruiting being a year round process, part-time coaches are limited in the time they are able to spend in the process, which limits their overall efficacy and efficiency.

The other side of the recruitment process is preparing current student-athletes to be recruited by four-year institutions. For this to occur, student-athletes need to be successful both athletically and academically. Many student-athletes enter college not being prepared to handle the academic course loads, regardless if they are academically sound because of their other demands. As programs become successful, the recruitment by four-year institutions becomes more prevalent and easier. This cycle is dependent on the success of programs which is a reflection of not only the abilities of the student-athletes but of the coaches to recruit, retain, and assist their student-athletes in their completion of athletic and academic goals.

Many student-athletes have various demands outside of the typical athletics and academics concerns. Many juggle family responsibilities and commitments such as working to support their families; while some others also have young children of their own that need their attention. These demands may limit their time devoted solely to athletics and academics.

As changes occur and various external demands are placed on student-athletes, the program will need to continue to evolve to be able to provide a good student-athlete experience.

**Service Area Outcomes (SAOs)** – Please attach SAO assessment results as an appendix to the program review.

1. List the program's SAOs.

From 2013 program review:

-Student-athletes will demonstrate and implement a thorough understanding of campus, state, and national intercollegiate athletic values and decorum standards.

-Student-athletes will demonstrate campus academic achievement through application of sound practices and guidance.

New SAOs:

-Overall athletics student-athlete GPA of 2.75 at the end of the academic year.

-80 percent of student-athletes will transfer, receive a degree and/or certificate after completing their two (2) years of athletic eligibility at Compton College.

2. How were the SAOs developed? Who was engaged in the creation of the SAOs?

The development of the SAOs was a combined effort with collaboration from the Director, Athletic Coordinator, Athletic Specialist, Athletic Trainers, Athletic Facilities and Equipment Technician, Athletic Counselor, and all Head Coaches. They were developed after having multiple discussions and evaluations of the entire program and the types of outcomes desired by the department for student-athletes.

3. How often are the SAOs assessed and who is engaged in the discussion?

Historical data cannot be found regarding the previous set of SAOs.

It is intended that analytics be ran at the end of each semester to measure the new SAOs.

4. What has been done if the SAO assessment results were not as anticipated?

The old SAOs were assessed, however there are no recommendations at this time.

5. Where are the SAOs assessment results shared with staff, students, and the public?

The results shall be shared via various mediums, verbal, written reports, and be posted on the athletics website.

6. Have the SAO assessment results indicated the need to change or modify components of the program? If so, were the changes implemented?

The SAOs have not been assessed. Once completed, the SAOs will be changed or modified as needed.

**Program Improvement** – Information should help determine where program resources should be dedicated

1. What activities has the program engaged in to improve services to students?

Student-athlete orientation

Progress reports

Academic profile tracking

Travel via bus

Compton College

Student & Community Advancement Program Review Template

2017-2018 Academic Year



2. How have program personnel used metrics to improve program services? Provide metrics from the last four years.

Although there are a multitude of available metrics to use by the program personnel, much of them have not utilized them to their full potential. With the new metrics that are provided through the Cal-PASS program, it is now easier to provide immediate feedback and guidance. Coupled with internal data of demographics and successful measures of recruitment and competition, all of this data can be used in the future to guide the efficacy and efficiency of the program.

3. If applicable, explain any patterns in student success, retention, persistence, graduation, and transfer in terms of student characteristics and program objectives and discuss planned responses or changes.

As seen in previous tables, the numbers in overall student success and the various other patterns show that student-athletes continue to out-perform non-student-athletes at the college but do lag behind the overall state numbers. A comparison can be made on the type of support that is provided to student-athletes at other institutions and/or direct comparisons that are similar to Compton College.

**Customer Service** – Administer a customer service survey to students or colleagues, if applicable. Please administer the survey the semester prior to submitting your program review.

1. How was your survey conducted? Please include a copy of the survey to the appendix.

Unfortunately there is no data for the years of 2011 through 2016 available to analyze.

At the end of the 2017 fall sport season, a survey was conducted via email to all of the student-athletes who competed in football, men's soccer, and women's soccer. The survey was developed as a Google form with various questions that pertained to the services received and overall satisfaction of their experience in the following areas: administration, counseling, athletic training, equipment, facilities, travel, coaches, and overall experience. While the number of participants was limited to 20, most voiced similar concerns or positive feedback regarding the general areas that all experienced. The one category most varied in was regarding their respective coaching staffs.

2. What were the major findings of the customer service survey?

**Administration:** The administration, which consisted of the Athletic Director, Athletic Coordinator, and Athletic Specialist received mainly average (3) to excellent (5) ratings with positive feedback that they were organized and supportive. Improvement areas that were suggested ranged from finding a way to provide more meal money for away contests, adding more academic counselors, and ensuring equipment and gear were received on time.

**Counseling:** Overall there was positive feedback for our athletic counselor, receiving mainly top ratings. The consistent feedback was more hours are needed for her and/or more counselors to break up the athletics load.

Athletic Training: Athletic training varied in responses over the categories that all three sports weight in on collectively. The main complaints were the differing athletic trainer personalities, lack of up-to-date equipment, cleanliness of the facility, and the availability of the athletic trainers. But overall, the area received general understanding by student-athletes that it is understaffed and they do well with what they have.

Equipment/Facilities: Equipment and facilities also varied widely among the participants. The majority of the complaints were facility and equipment issues that need to be replaced and have been already addressed in this review, including, but not limited to, the locker rooms, weight room, lack of adequate staffing to successfully complete all of the work, But there was understanding overall by student-athletes, again, with understaffing in the area, regardless if there was agreement.

Coaching Staffs: With the exception of football, most ratings were from average (3) to excellent (5) with the women's soccer staff receiving the highest ratings. Most of the complaints were the amount of time and organization that coaches were able to provide to the student-athletes.

3. Describe the exemplary services that should be expanded or shared with other programs.

Athletic academic counseling received the highest marks of all areas in the patience and organization that the current counselor provides, but it is evident that for the number of students that she services, another athletic academic counselor is needed to adequately fulfill the growing need.

4. What aspect of the program's service needs improvement? Explain how the program will address service improvements.

The largest concern by student-athletes regarding the above areas were facilities, communication, and organization by each employee. With a number of changes having taken place and currently are still being settled throughout the academic year in terms of staffing and process changes, the athletic department looks to continue to tighten up processes and improve the experience for all student-athletes. Additionally with all of the changes that have been taking place, more buy in by all involved has taken place to create a more cohesive unit which has been evident in places such as staff meetings and support by coaches who support other athletic programs outside of their own.

**Conclusions and Recommendations** – Include only information previously referenced in the program review.

1. Summarize the program's strengths.

Cal-PASS Plus/Student-Athlete Success Data of student-athletes when compared to non-student-athletes

Staff/Faculty/Administrators that use the available resources to make the department run

2. Summarize the program's areas that need improvement.

Staffing

Facilities

Overall Budget

3. List the program's recommendations in a prioritized manner to help better understand their importance to the program.

-Hire a Full-Time Athletics Counselor/Academics Coordinator

-Increase Stipend Pool for Part-Time Staffing (Assistant Coaches, Athletic Trainers, Academic Counselors, Game Management)

-Hire a Part-Time Athletics Facilities and Equipment Technician

-Locker Room Renovations

-Hiring Full-Time Faculty Head Coaches

-Develop a Student-Athlete Success Center

-Hire an Additional Part-Time Athletics Counselor

-Construct a Practice Field Complex

-Renovation of Gymnasium

-Update Washer and Dryer

-Weight Room - Hiring of Qualified Personnel

-Game Management Equipment

-Upgrade of Therapeutic Modalities

-Hire a second Full-Time Certified Athletic Trainer

-Purchase Practice/Competition Filming Apparatus

-Develop Additional Office Spaces

-Athletic Training Facility Renovations

-Purchase Recruiting Software

-Purchase HUDL Program Departmental License

-Track Repairs/Upgrades

-Potential Field Renovations

4. Please indicate whether the program should continue or be discontinued.

\_\_\_\_\_ Continue Program

\_\_\_\_\_ Discontinue Program

Composed: 1/9/18

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