

**Athletics Department  
AUP for Academic Year 2024-2025  
November 2023**

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## **Describe Department/Unit**

### **Connection to College Mission**

The mission of the Cerro Coso Community College Athletic Department is to enhance the educational objectives of the college, providing equity and access to services in support of the college's Mission Statement and Title IX. Cerro Coso engages in intercollegiate athletics to enhance the education of those who participate, and to provide a platform from which students have an opportunity to compete at their highest potential. By providing an emphasis on academics, a high level of competition, and programs designed to emphasize positive social and community interaction, we open the opportunity to further develop life skills applicable both inside and outside of athletics. The Athletic Department strives to open the availability of educational enhancement produced by participation in intercollegiate athletics to as many students as possible, and to support our student-athletes' goal of preparation for the next chapter of their lives' by graduating or transferring from our institution.

As a department one of our main goals is to provide a variety of athletic opportunities for students, and programs that will assist in personal development through education, competition, and social and community interaction. As we continue to expand the academic and athletic choices our student-athletes have, we further diversify our campus. The goals of the Athletic Department are rooted in creating athletic opportunity, engaging the community and supporting the academic progress of the student-athlete. When combined with a strong academic emphasis, collegiate athletics can provide students the opportunity to earn financial and/or academic support that will further their education through the pursuit of an advanced degree by matriculating to a four year institution. As a department we strive to provide an engaging academic and athletic environment, and support goals and aspirations of continuing opportunities to play at the NCAA/NAIA collegiate or professional level, while pursuing a four year degree.

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## **Report on Improvements Made and Gaps Identified in the Prior Year**

### **Student Equity**

In an effort to improve female participation numbers, the department:

- Hired a volleyball coach
- Hired a cross country coach
- Hired a softball coach (retained for assignment in 23-24)

Collaborations with student services (counseling and financial aid) to improve interactions with student athletes. Communication flow has been established between counseling/athletics to identify recruits and create a "warm handoff" from the coach to counseling. Development of athletic counseling through education plans and advising are considered to support progress for the student athlete, given the nature of athletic eligibility.

- Housing inequity for student athletes is a barrier to enrollment
- Need to increase numbers of female athletic participation
  - Consider adding women's basketball for 24-25
  - Solidify commitment to Beach Volleyball for 24-25, facility improvement needed

## **Outcomes Assessment: Loop-Back Improvements Made**

### **Actions taken in the prior academic year**

Improvements and adjustments made within the athletic department are largely focused on sustaining the operations in the current 23-24 year as well as focusing on the building towards the future.

A Department Assistant II was hired to promote the work flow of department needs and event management. The long term goals of this position are to improve efficiency of department operation, support gameday operation, and improve outreach across our service area.

An Academic Support Specialist has been placed in the LRC and is coordinating with LAC supports and academic needs to student athletes through regular meetings, tutor support, and study hall monitoring. This position reports out to the student athlete academic support team regularly.

## **Outcomes Assessment: Results of Last Year's Assessments**

**Fulfill roster capacity/enrollment goals for each individual sport and department as a whole.**

**Target Met?**

No

**Individual Team Win/Loss Record (at or above .500)**

**Target Met?**

No

**Demonstrate a commitment to the college education mission of academic success as measure by student-athlete unit completion (persistence and graduation/transfer)**

**Target Met?**

Did Not Assess

**Participation in opportunities for community service, civic engagement, and interaction with the surrounding campus/community.**

**Target Met?**

Yes

## **Outcomes Assessment: Missed Targets**

**AUO 1**

**Type:**

AUO

**Target Missed/Gap Detected:**

79%

**Type of Gap:**

Limited capacity/infrastructure.

**Analysis and Plan for Improvement:**

The AUO target was missed as a result of not offering all sports during the year. The teams of volleyball and soccer did not compete.

**Anticipated Semester for Implementing Planned Improvements:**

Fall 2023

**Anticipated Semester of Next Assessment:**

Spring 2024

**AUO 2**

**Type:**

AUO

**Target Missed/Gap Detected:**

67%

**Type of Gap:**

Need to improve operational processes.

**Analysis and Plan for Improvement:**

*Missed-* Softball: 3 wins - 26 losses

Basketball: 17 wins - 12 losses

Baseball: 23 wins - 18 losses

**Anticipated Semester for Implementing Planned Improvements:**

Fall 2023

**Anticipated Semester of Next Assessment:**

Spring 2024

**Outcomes Assessment: Schedule of This Year's Assessments**

AUO 1: Fulfill roster capacity/enrollment goals for each individual sport and department as a whole

- AUO 2: Individual Team Win/Loss Record (at or above .500)
- AUO 3: Demonstrate a commitment to the college education mission of academic success as measure by student-athlete unit completion (persistence and graduation/transfer)

- AUO 4: Participation in opportunities for community service, civic engagement, and interaction with the surrounding campus/community

## Program Review

### Athletics

#### Year of Last Program Review:

Spring 2022

#### Actions Taken in the Prior Year to Address Strategies:

5 Year Strategy 1:

- Currently working to implement Beach Volleyball
- Men's/Women's Cross Country is in place and working to build into AY24-25
- Women's Basketball and Men's Soccer are currently requested for approval in this AUP

#### Strategies Still to be Addressed:

Recruitment and retention of head coaches.

- Softball coach has been retained and entering year 2
- 2 volleyball coaches have assumed the position from spring 2022 through fall 2023
- 2 cross country coaches have assumed the position from fall 2022 through fall 2023.
- Basketball coach has been retained and hired full time beginning fall 2023. He has been with the program since fall 2018.

## Last Year's Initiatives

### eSports

Remains in progress, but has not received approval to move forward.

### Beach Volleyball

The beach volleyball team is not competing in CCCAA sanctioned events this year. It is predicted that they will compete in club and non sanctioned events this spring in an effort to continue building the program.

A budget to improve the facility is included in this year's AUP.

### Cross Country

Cross country has competed for the past 2 seasons, however the roster size remains very low.

If traction is not gained by the end of this year, an evaluation of the future of the program will be necessary.

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## Reminder of Initiatives for the Current Year

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#### eSports

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# Plan Initiatives for Next Year

## Initiatives for Next Academic Year

### Women's Basketball

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

- Hire a head coach
- Begin recruiting process
- Build roster and compete beginning fall 2024

**Early Observational Data, or "Lead" Measure(s):**

- Recruit and onboard prospective student athletes, with a target of 10 rostered by fall 2024.

**Does the department request help developing these instruments?**

No

**Institutional Performance Data, or "Lag" Measure(s):**

- Retain and sustain recruiting efforts with a goal of maintaining 14 rostered players.

**Person Responsible:**

**Unit gap or institutional goals addressed:**

It addresses a 2- or 5- year program review strategy, It addresses a gap in student equity, It addresses a Guided Pathways practice, It addresses a Strategic Plan goal or objective, It addresses a Student Equity and Achievement Plan goal, Other. Explain below

The initiative supports-

- Increasing full-time, on-ground enrollment
- Closing Title IX equity gaps
- Addresses an expressed athletic interest in the immediate IWV region

### Women's Soccer- Head Coach Hiring

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

1. Hire head women's soccer coach by spring of 2025
2. Begin recruiting prospective student athletes to compete by fall 2025

**Early Observational Data, or "Lead" Measure(s):**

1. Recruit and enroll 20+ students by summer 2025

**Does the department request help developing these instruments?**

No

**Institutional Performance Data, or "Lag" Measure(s):**

1. Sustain athletic team operations into AY25-26

**Person Responsible:**

Athletic Director

**Unit gap or institutional goals addressed:**

It addresses a 2- or 5- year program review strategy, It addresses a gap in outcomes assessment, It addresses a gap in student equity, It addresses a Guided Pathways practice, It addresses a Strategic Plan goal or objective, Other. Explain below

The addition of Men's and Women's soccer would bring the function of the athletic department to capacity. The timing of bringing this program to the campus lines up with the completion of the Outdoor Sports Complex.

**Men's Soccer**

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

1. Hire head men's soccer coach by spring of 2025
2. Begin recruiting prospective student athletes to compete by fall 2025

**Early Observational Data, or "Lead" Measure(s):**

1. Recruit and enroll 20+ students by summer 2025

**Does the department request help developing these instruments?**

No

**Institutional Performance Data, or "Lag" Measure(s):**

1. Sustain athletic team operations into AY25-26

**Person Responsible:**

Athletic Director

**Unit gap or institutional goals addressed:**

It addresses a 2- or 5- year program review strategy, It addresses a gap in outcomes assessment, It addresses a gap in student equity, It addresses a Guided Pathways practice, It addresses a Strategic Plan goal or objective, It addresses a Student Equity

and Achievement Plan goal

The initiative addresses a gap in outcomes assessment, It addresses a gap in student equity, It addresses a Guided Pathways practice, It addresses a Strategic Plan goal or objective, Other. Explain below

The addition of Men's and Women's soccer would bring the function of the athletic department to capacity. The timing of bringing this program to the campus lines up with the completion of the Outdoor Sports Complex.

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## Evaluate Resource Needs

### Facilities

-Gym lobby arrangement and furniture. Need functional design to accommodate, lounge, eating, studying, events, rec/fitness center.

-Partition/visual block to women's team room from hallway.

-Collegiate competition quality sand for sand volleyball court.

-Gym concession stand. Improve function as snack bar/merchandise/rec and fitness center. Replace large sink with a smaller one. Repair broken cabinets.

### Information Technology

NA

### Marketing

Need to improve ability to market athletic events locally. Most of this work is done internally within the department through Facebook and the Daily Independent and does not get accomplished effectively.

### Professional Development

-Fall student athlete orientation: Mental Wellness/Team building

-Coaches and counseling/admissions, recruiting and onboarding: Honey Badger Recruiting or Busy Coach

### Other Needs

NA

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## Staffing Requests

### 1000 Category - Certificated Positions

### 2000 Category - Classified Staff

#### Department Assistant II

**Location:**

Ridgecrest/IWV

**Salary Grade:**

35

**Number of Months:**

12

**Number of Hours per Week:**

40

**Salary Amount:**

\$35,028

**Justification:**

During FY24, the department was approved for 1 PT DAII, and 1 PT DAIII.

The position of the DAIII has gone unfilled.

The request is to only have 1 FT DAII to fulfill all duties as assigned.



Athletic Department  
Cerro Coso Community College  
John McHenry  
Spring 2022

## Executive Summary

At the time of this Program Review written in spring 2022, four years have passed since the previous document was written. During this time, COVID-19 has caused significant disruption to the athletic department as the pandemic has caused a full 12 months of statewide closures and numerous barriers to the progress of athletics, not only at Cerro Coso Community College, but statewide as well. Many of these barriers include on-ground instruction being shifted into an online format, recruiting contact being limited or banned, support services becoming limited or virtual, and in general, traditional academic or athletic cycles becoming completely altered. As a result, it is difficult to assess the current status of Coyote Athletics. However, when taking into account a future return to traditional cycles, this Program Review is an attempt to leverage the current climate and provide the program and college a path forward with goals of continued improvement in the areas that will follow in this document.

The primary focus of the athletic department since the previous review has been in stabilization. What this looks like is maintaining roster capacity for each team, avoiding cancelation or forfeits in competition, and retaining head coaches from year to year. This has been accomplished for the sports of baseball, basketball, women's soccer and volleyball, but has not yet been achieved for the sport of softball. The purpose of this focus is that all subsets of metrics for "success" are directly related to operating from a position of sustainability. For a department that has experienced frequent change and past uncertainty, preparing the following Program Review has taken some effort and much of this report represents a baseline for future development. It is a stretch to identify recent strengths of the department, but trends of the past years indicate improvements that one would associate with an athletic program. Student-athlete achievement in the classroom shows a trend of G.P.A improvement, increases in unit attempts and completion, full time enrollment of student-athletes has more than doubled with the addition of three teams in the past five years, retention of student athletes is predicted to be stable leading into next year. The visible improvements in the department continue to lead toward stabilization in the department. The men's programs of baseball and basketball remain in a position to focus on program development and improvement as they have established stable recruiting efforts and remain highly competitive in competition. The women's programs have experienced challenges as a result of the COVID-19 restrictions that have had negative impacts on coach retention and recruiting efforts. Women's soccer and softball have been the most impacted and are currently experiencing a rebuild for the 2021-2022 academic year. However, the women's volleyball team has demonstrated consistency since the last program review and were able to weather the COVID-19 pandemic.

The Cerro Coso Athletic Department continues to focus on improvement of internal processes, staff expectations, student-athlete academic expectations, student-athlete conduct, and a focused improvement in intercollegiate competition.

## Part 1 – Definition

### 1.1 - Department Mission

The mission of Cerro Coso Community College is to improve the life of every student it serves. Through traditional and distance delivery, Cerro Coso Community College brings transfer preparation, workforce education, remedial instruction, and learning opportunities that develop ethical and effective citizenry to the rural communities and unincorporated areas of the Eastern Sierra. In doing so, we promise clarity of educational pathways, comprehensive and equitable support services, and a commitment to equity.

The Mission of the Cerro Coso Community College Athletic Department is to enhance the educational objectives of the college, providing equity of access to services in support of the college's Mission Statement and Title IX. Cerro Coso engages in intercollegiate athletics primarily to enhance the education of those who participate, and to provide a platform from which students can attain their highest potential. By providing an emphasis on academics, a high level of competition, and programs designed to emphasize positive social and community interaction, we open the opportunity to further develop life skills applicable both inside and outside of athletics.

The mission of the Athletics program connects to the College mission by focusing on the health and well-being of student-athletes as well as enriching student life through on campus competitive events. The Athletic program also emphasizes academic support in an effort to prepare students for their own goals, including transfer to a four-year university and opportunities to play at the NCAA/NAIA collegiate level or beyond. To this end, the Athletics program utilizes Counseling and the Learning Assistance Center to ensure students receive the support they need. Through social and community interactions, the program develops ethical and effective citizenry. As we continue to expand the academic and athletic choices our student-athletes have, we further diversify our campus.

These also support the strategic goals to maximize student success by improving momentum towards students' end goals, ensuring student access, and enhancing community connection. In addition, the Athletics program aligns with the institutional outcomes.

**Citizenship:** The student athlete will have exposure to citizenship primarily as a teammate, student, and community figure. These different roles will challenge the athlete to gain an understanding of diversity in culture, social status, and citizenship. The athlete will develop an understanding of how to represent their team and become an ambassador of Cerro Coso in the local and regional community.

**Communication:** Student athletes will develop an appropriate understanding of their sport with the ability to engage and articulate their skill set dependent upon their audience.

**Critical Thinking:** The student athlete will be challenged at the collegiate level to process information, think and react at a higher level than they have previously experienced. The student athlete will be challenged to operate with a heightened awareness that will demonstrate a competency for their sport, kinesthetic mechanics, and operating knowledge of their teammate's ability in a fast paced, real time environment.

**Information Competency:** The student athlete will gain a deeper understanding of their sport and increase the breadth of their knowledge as it relates to evaluation, competition, and strategy. This competency can be applied to their sport as well as develop the ability to evaluate information and problem solve on a larger issue.

### 1.2 - Department Description and History

The Athletics program strives to open the availability of educational enhancement produced by participation in intercollegiate athletics to as many students as possible, and to support all student-athletes' goals of preparation for the next chapter of their lives' by graduating from Cerro Coso Community College.

As a department, a main goal is to provide a wider variety of athletic opportunities for students, and programs that will assist in personal development through education, competition, and social and community interaction. The

primary purpose of our Athletic Department is in support of academic success, without which there would be no avenue for student-athletes to compete in intercollegiate athletics. When combined with a strong academic emphasis we provide students the opportunity to earn financial and/or academic support to further their education through the pursuit of an advanced degree at a university of their choice. The department provides a challenging academic and athletic environment, and support goals and aspirations for student-athletes to continue opportunities to play at the NCAA/NAIA collegiate or professional level while continuing down their selected undergraduate degree path and beyond.

The history of Cerro Coso Community College Athletics began with Men’s Basketball of the 1974-75 academic year. Since that time many teams have come and gone through the Athletic Department including:

Men’s	Women’s
All Sports Programs Since 1974	
Basketball	Basketball
Tennis	Tennis
Baseball	Golf
Golf	Soccer
Cross Country	Cross Country
	Softball
Current Sports Programs 2021-2022	
Baseball	Volleyball
Basketball	Soccer
	Softball

The college has made adequate attempts of maintaining compliance within Title IX and working within the allowed budget to continue it’s athletic programs. Limiting factors such as the local and state economy often determine the ability to finance athletic programs and although different sports have come and gone through the department, credit must be given to the college for keeping the Athletic Department afloat.

During the time period since the previous program review, the performance of the Athletic Department has been inconsistent with personnel, staffing of positions with interim personnel, changes of conferencing from Foothill Conference to Central Valley Conference to Inland Empire Athletic Conference (IEAC), inability to fill out team rosters, and the overall attempt to stabilize the department. Leading up to and during the 2021-2022 school year Cerro Coso Community College has addressed these concerns and at the time of this report progress in the department is being observed.

The current state of Cerro Coso Athletics is stabilizing and indicators such as retention and prospect interest suggest that the future holds many possibilities for the improvement of the department. Athletics on a college campus play an active role towards the climate and culture of the campus as athletics aims to add to the collegiate experience of the Cerro Coso student by supporting school spirit, providing opportunities to connect, and engage in campus life outside of athletics.

## Part 2 – Demand

### 2.1 Department Function

The functions of the program are: academic support, athletic support, and health and physical well-being.

The administrative duties of the Athletics program are conducted by the Athletic Director (AD) and Department Assistant (DA). This allows for head and assistant coaches to focus on managing their student-athletes and team. The department is maintaining a focus to continue to become better aligned in the way that the operations of the

department are handled internally and throughout campus. Part of this focus is to create a single point of contact with the Athletic Department and other departments on campus to increase efficiency and improve communication. The addition of a dedicated department assistant has minimized confusion in the way that paperwork is processed as well as cleaned up the overall flow of communication between the athletic department and other campus departments. The athletic department is responsible for maintaining compliance of California Community College Athletic Association (CCCAA) governing, some examples include but are limited to:

- Following guidelines of student-athlete eligibility
- Recruiting
- Setting up seasons of sport
- Compliance of sport rules and regulation
- Actively participating in governance

The CCCAA constitution and bylaws along with the IEAC constitution provide a framework from which the department must function. This combined with KCCD and Cerro Coso Community College guidelines define the ways in which the department must operate. The way in which information and paperwork must be processed (scheduling, student travel, employee travel, budgeting, etc.) by the athletic department will be recorded and maintained in the department as well as in the development of student-athlete handbooks, coaching handbooks, CCCAA compliance exams and IEAC compliance exams. Information to the department is disseminated through monthly department meetings, monthly Central Valley Conference planning meetings and Bi-annual CCCAA meetings.

The CCCAA outlines the regulations and guidelines that must be followed in all the mentioned areas through the constitution and bylaws set forth for all California Community College athletic programs. Cerro Coso Community College maintains compliance with the bylaws and addresses the minimum student need accordingly.

### **Athletic Support**

The student-athlete must have appropriate facilities to train and compete in that meet intercollegiate standards. The standards for competition are defined by the individual sport supplements and are intended to provide safe conditions for competition and equity throughout CCCAA competition. Sport programs should also have at a minimum a head coach as well as an assistant coach to provide a proper learning experience of the sport for the student-athlete with the intention of developing the Cerro Coso athlete to matriculate and prepare them for future athletic experiences.

In addition, the Athletics program provides the Cerro Coso student-athlete with safe travel to and from off-campus competition as well as providing them with the necessary meals while off-campus. The college addresses these needs in accordance to board policy and following KCCD per diem rates as necessary.

### **Academic Support**

In order for student-athletes to be eligible to compete, student-athletes must meet the following requirement:

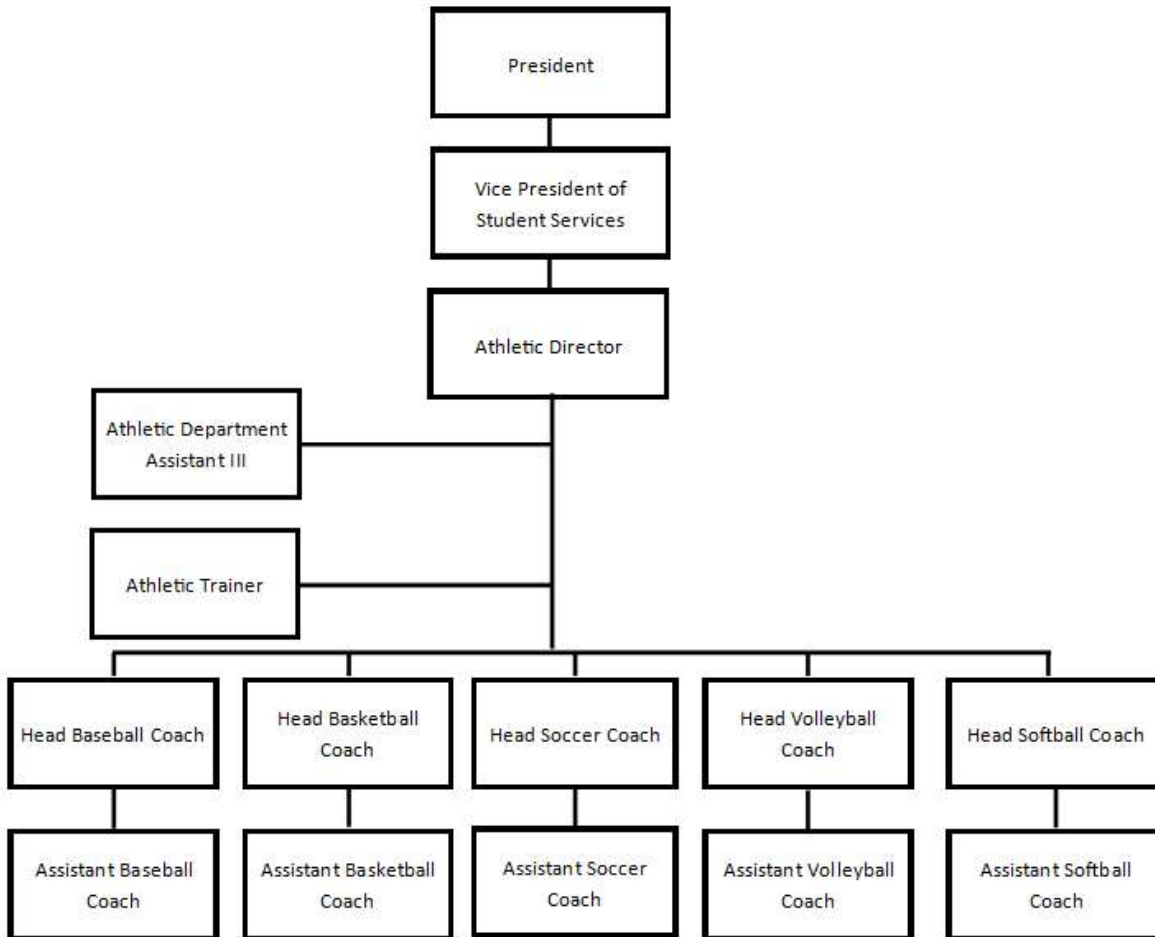
- Student-athlete must be enrolled in 12 units during their season of competition
- Student-athlete must complete 24 units from the beginning of their “first season” of competition to the beginning of their “second season” of competition
- Student-athlete must maintain a minimum 2.0 cumulative GPA

Failure to meet these minimum requirements will result in competitive ineligibility until the student-athlete meets the requirements.

## Health and Well-Being

The nature of collegiate competition requires an athlete to be in the best physical condition possible, which includes injury prevention and recovery from injury. Cerro Coso Community College provides an athletic trainer to all student-athletes during competition and through access of the athletic training room located in the gymnasium. An athletic trainer is also a requirement by the CCCAA.

## 2.2 - Organizational Chart



## 2.3 - Service Recipients and Needs

The Athletics program primarily serves the student-athletes of Cerro Coso Community College. As an Athletic Department the needs of student-athletes is dependent upon the sport that they compete in, but in general the student-athlete needs are met by athletic support, academic support, health and physical well-being, and economic living needs. The (CCCAA) outlines the regulations and guidelines that must be followed in all the mentioned areas through the constitution and bylaws set forth for all California Community College athletic programs. Cerro Coso Community College maintains compliance with the bylaws and addresses the minimum student need accordingly.

### Athletic Support

The Athletics program continues to have on-going budget needs to support student-athlete travel costs, including meals.

## **Academic Support**

The eligibility requirements set forth by the Constitution and Bylaws of the CCCAA drive the need for the athletic department to foster strong support systems to assist student-athletes with eligibility. The first support is through counseling services. The counseling office has assigned a designated athletic counselor that is responsible for handling compliance with student-athletes starting with their initial counseling appointment, creating education plans, and eventually supporting them towards graduation. The athletic-counselor is supported by an educational advisor that is responsible for running weekly eligibility checks as well as monitoring periodic grade checks for all student-athletes throughout the semester. Study hall is another aid used to support academic need for student-athletes. Each athlete is expected to attend a minimum of four hours of study per week.

## **Health and Well-Being**

The current facility and staff are limited and the athletic department is beginning to experience a strain on its resources in this area due to current and anticipated growth. Due to this issue, there is a need to extend the athletic trainer position to full-time and consider moving the training room into a larger room to continue to meet the needs of the Cerro Coso student-athlete.

## **Living Needs**

The unique geographic service area of the IWV campus provides challenges to the student-athlete's living needs. A majority of the student-athletes come to the IWV campus from out of town. Because Cerro Coso Community College does not provide student housing, the student athletes must find housing in the Ridgecrest area. The challenges for the student-athlete to secure housing is amplified by the financial burden of living deposits, credit checks, and entering leases that often last longer than the student's need for housing. Other challenges with housing include an interdependency on roommates to split costs of rent and utilities. As noted in the CCCAA Bylaw 2.11, the college cannot subsidize in any way financially to a student-athlete that is not available to all other students, and coaches are limited in their ability to support this need for the student-athlete. This challenge becomes a deterrent for prospective student-athletes that are interested in attending Cerro Coso Community College, which results in athletic programs missing opportunities to attract higher quality student-athletes. From the stance of the athletic department there is a gap between living needs of the student and the student housing support available.

## **1. Department Function**

### **2.4 - Department Relationships and Impact**

The Athletic Department strives to maintain collegial relationships within the campus and represent the college in a professional manner away from campus.

The nature of working with and serving student-athletes requires the Athletic Department to work closely with many departments on campus. A high frequency of contact with campus departments include: ACCESS, Admissions, Business Office, Career Center, Counseling, Financial Aid, Learning Assistance Center, Print Department, and Maintenance & Operations. The working relationships between Athletics and these departments is essential to the success of the department as an interdependence exists in order to maintain the best interest of the student-athlete and the Athletic Department's support of them. This dependence exists primarily because the student-athletes come to campus from outside of Ridgecrest and are highly dependent on the Student Services offered on campus. It is of high importance to the Athletic Department that relations between the departments strengthen and continue to develop over time.

Away from campus, the Athletic Department represents Cerro Coso Community College in a variety of ways. Some examples are through intercollegiate athletic competition, participation in community events, engaging in community service activities, volunteering in local schools, and as a participating member in CCCAA meetings as well as representation on the Inland Empire Athletic Conference Planning Board. During the time of this report the athletic director serves as an officer in two major roles. At the state level, the AD serves as an officer as the acting vice president of the California Community College Athletic Director’s Association (CCCADA). This body reports directly to the CCCAA executive board as the leadership to the athletic director’s membership. This role has also included serving as a member to the CCCAA COVID-19 Working Group which has assumed responsibility for leading the CCCAA through the coronavirus pandemic. A second role that the AD has been serving is the president of the Inland Empire Athletic Conference (IEAC). In this role, the AD works closely with the IEAC commissioner in a leadership position that supports the direction of the conference and the member schools with the goal of building and sustaining a competitive and cohesive athletic conference.

The work of representation of CCC Athletics is never complete, and the department is always looking for opportunities to serve. The intention of acting as a participating member in these arenas is to promote Cerro Coso Community College and assume an active role in the improvement of the surrounding community, regionally, and statewide.

## 2.5 - Department Costs/Revenues

The Athletic Department operates on a general unrestricted budget to cover the essentials of operating costs for the entire department as well as athletic fundraising efforts to supply the athletic foundation accounts.

The following table demonstrates the cost of running each program within the department since the previous program review. The following data is reported to the Equity in Athletics Disclosure Act and is a reflection of operating cost covered by a combination of the general fund and foundation accounts:

Operating Expense (General Fund)							
	Baseball	Basketball	W. Softball	W. Soccer	W. Volleyball	General Athletics	Total
2018-2019	\$72,388	\$33,268	\$22,890	\$17,102	\$18,284	\$18,763	\$182,695
2019-2020	\$47,935	\$36,927	\$3,815	\$18,563	\$16,450	\$19,350	\$143,040
2020-2021	\$47,935	\$36,927	\$3,815	\$18,563	\$16,450	\$19,350	\$143,040

The

department strives to minimize the impact on the college general fund through work of the Coyote Club Athletic Boosters Club, as well as individual fundraising efforts by each of the sport teams. These funds are managed by the Business Services under the Foundation Account and used to cover the cost of each program that the general budget is unable to reach. The Coyote Club will continue to support the costs of running the Athletic Department. Other efforts to reduce cost include working with the Physical Education department in planning of resources and physical space. This is necessary as both departments experience a crossover in students and similar needs of equipment usage. By doing so, the college budget benefits by avoiding the need to purchase training equipment unique to individual departments, rather the focus is shifted to purchasing equipment that can serve the needs of both departments.

The Athletic Department is currently planning to generate revenue during athletic events beginning fall of 2022. This will be done through gate admission into Cerro Coso Athletic events and improving concession and merchandising



efforts. The intent of increasing revenue is build a more sustainable system to support game day experience. The revenue will provide funding for event staffing, game day management and an overall improvement to the fan experience and outreach efforts.

## Part 3 – Support Needs

### 3.1 - Staffing

The Cerro Coso Community College Athletic Department staffing includes:

- Full-time Athletic Director
- Part Time Athletic Department Assistant III
- Athletic Trainer

Each team is allocated a head coach and assistant coach. The current coaching staff includes:

- Men's Baseball
  - Head Baseball Coach (FT)
  - Assistant Coach (PT)
- Men's Basketball
  - Head Basketball Coach (PT)
  - Assistant Basketball Coach (PT)
- Women's Volleyball
  - Head Volleyball Coach (PT)
  - Assistant Volleyball Coach (PT)
- Women's Soccer
  - Head Soccer Coach (PT)
  - Assistant Soccer Coach (PT)
- Women's Softball
  - Head Softball Coach(PT)
  - Assistant Softball Coach (PT)

The Athletic Department's staffing needs are adequate but limiting. The future development of the department will benefit from additional support. Since the time of the previous program review, internal assessment of these needs are identified as follows:

- Increased stipends for all part time head and assistant coaches to include two semesters. The demand for training/conditioning/practicing and non-traditional seasons has expanded into a two semester work load. At this time, some coaches are only receiving a coaching stipend for one semester of work. This negatively impacts the department's ability to retain quality coaches and effects the level and retention of the teams' student athletes.
- (Part time) Department Assistant II- This position would have a primary focus to support the department in areas that have currently gone underserved and stretch the AD beyond capacity of effectiveness. This position would support in the areas of gameday management, media outreach, team statistical management and fundraising efforts.
- (Part time) Athletic Trainer- In addition to a full-time athletic trainer, the department is in need of additional support to address the medical and health conditions of the student athletes. This comes with the predicted growth of the athletic programs as well as the expansion into the planned Measure J outdoor complex which will house a second athletic training room that will need to be staffed.
- (Part time) Bus Driver- The athletic teams have a need for a driver to support out-of-town travel for all teams. Currently, coaches have been required to drive student athletes out of town with up to three vans at a time which poses a concern for the safety of students on travel. Due to the location of the CCCC campus

travel is often more than three hours one way. The stress and demand of working and coaching a full day combined with six or more hours of driving indicates a legitimate need to have appropriate travel accommodations.

### 3.2 - Professional Development

Professional Development is an essential component to the improvement of Cerro Coso sports programs and staying current in best practices of athletic coaching. There is currently no history of previous development within the Athletic Department, but it is an immediate goal to provide professional development to reach the specific needs of each individual sport. This will be done through affiliate sport associations and attending the appropriate professional development conferences as needed. Such conferences need to be attended at minimum of one per year, per coach. As an entire department there is an immediate need to improve recruiting of student athletes through department wide professional development. This opportunity is currently being explored.

The AD attends regular meetings with the CCCAA and is currently serving as an executive officer. During the 2021-2022 year the term is Vice President, and 2022-2023 the AD will serve as President to the association. The AD is also a participating member of the planning board with the IEAC, and has currently termed into the President position until July, 2023. Through these organizations, the AD stays current on the information and development of athletics within the CCCAA and facilitates conversations back to campus and the staff. Athletic Department meetings are held once a month and the Cerro Coso athletic staff engage in the dissemination of information, current developments, and maintain dialogue for the improvement of the department.

### 3.3 - Physical Resources

The Athletic Department staff is currently housed in the campus gymnasium. This working space is shared with the Physical Education department. For full-time faculty coaches, the working space is adequate; however, the remaining part time coaches as well as all assistants have no defined working space or office. Through the use of Measure J funds, the physical space of the gymnasium is currently under review and more appropriately assigned space and resources are planned to meet the need of a growing department.

#### **Athletic Playing Facilities**

The current condition of the intercollegiate playing surfaces is at or above standard as compared to other CCCAA programs. Since the time of the previous program review, replacement of the playing surface of both baseball and softball fields has been completed, and an upgrade to the gym court has been resurfaced with current college branding.

The Cerro Coso athletic complex, which include the track, tennis courts and the main physical education building are approaching 30 years of service to the college and the community. The CCCC Maintenance and Operations Department does a sufficient job of keeping the facilities functional, however the years of service and wear and tear have taken a toll.

Improvements to the athletic facilities are currently being addressed through the Measure J bond and are on track for anticipated construction to begin by fall 2022. These improvements, combined with a high-quality playing surface will identify Cerro Coso athletics as raising the standard for facilities and athletic events within the conference and statewide.

Proposals for the plan include:

- Softball field will receive new stadium seating, press box, dugouts, backstop, and team room.
- Baseball field will receive new stadium seating, press box, team room.
- Running track will receive a new overlayment.
- New field house will include men's and women's locker rooms, athletic training room, men's and women's bathrooms, and snack bar
- Player development space will be a covered space with turf surface. This building will provide player development for baseball, softball, and soccer, and will include drop down batting cage netting, pitcher bullpen space, and fitness equipment.
- Basketball court will receive updates to the hoop system, sound system and lighting system.
- Basketball team will receive a new team room.
- Volleyball team will receive a new team room.
- Men's and women's locker rooms will updated and include a referee changing space
- Weight room flooring will be updated.
- Cardio room will relocate to room 407 with updates and windows providing line of sight between the room 407 and room 409 (weight room).
- Tennis courts will be resurfaced.

#### Athletic Offices

- Athletic Director Office- The athletic director and department assistant will have an updated office space relocated to room 405.
- Coaches Offices- Three renovated offices will be designed to fit inside room 413.

### 3.4 - Technology

Technology plays an important role in the department's ability to stay current in best practices as well as marketing. The Athletic Department is now able to feature its programs using the online platform supported by Presto Sports. This is an important step forward for the future of statistical and informational reporting as the Presto interface is the official platform of the CCCAA for all sports reporting, which allows our data entry to automatically upload to the CCCAA statistical pages and communicate with all other colleges using Presto Sports. Another example for the need to be current with technology includes the requirement for basketball programs to share video. This is done through a web platform called Hudl. The statewide agreement is that home basketball teams will record the game to digital video and upload it through the Hudl platform which allows other basketball programs to access the video. In order to do this, the basketball team needs a digital video camera, Hudl account, and computer access to upload video.

The athletic department is limited in its ability to utilize web entry outside of the gymnasium due to the absence of Wi-Fi beyond the building. The result is manual paper pencil statistical recording that must be uploaded on a computer in the athletic offices. This is an inefficient and cumbersome method to maintain CCCAA reporting compliance and demonstrates a need for each program to have a mobile device such as a tablet (iPad) or laptop to be used at home and on the road, as well as the ability to extend the campus' Wi-Fi ability to the athletic fields. There are plans to address the expansion of Wi-Fi through upgrades associated with Measure J, but in the meantime access remains limited.

The rooms inside the gymnasium underwent upgrades during the 2017-2018 year with technology to include monitors, projection, and audio ability. This has benefited the athletic teams to improve productivity with team meetings and learning opportunities as the coaches can now access video and visuals through technology.

### 3.5 - Marketing

Marketing for the Athletic Department and its programs is evident in multiple ways; recruiting, community outreach, athletic website, Facebook, Twitter, Daily Independent coverage, representation from counseling department during high school outreach, youth clinics and athletic camps. Marketing is an area that the Athletic Department is working to continuously improve, specifically in facility branding and logo recognition. Following the recent years of rebranding done by Cerro Coso Community College, the athletic programs are still “phasing out” old logos and using the newly designed coyote head and interlocking “CCs” whenever possible. Currently within the athletic facilities, there is an increased effort of branding, implementing our logo as well as updated school colors. It is a top priority for the athletic department to stay current with trends in collegiate athletics and there is a tremendous opportunity ahead for the programs to stay on the front edge of this trend by combining the immaculate playing facilities with a branding campaign. As the programs continue to update and improve their facilities there will be a focus to include color, lettering and logos throughout the athletic complex. Coyote branding will be done with all gear wear, social media, and throughout the facilities. Branding plays a significant role for athletics to create an identity in recruiting, retention, and school spirit.

Marketing is necessary to promote athletic events and increase interest in athletic programs. The department has experienced a established a modest, but well-established following through social media, the athletic website, and online streaming of games. The webpage is linked to the Cerro Coso Community College home web page and various social media pages are linked there as well. For a department that is heavily dependent upon recruiting, it is important that the message of the athletic programs remain current and relevant to the target audience of prospective student-athletes. The campus print department also plays an active and very supportive role in assisting with appropriate materials that market athletics. One way the print department supports athletics is through printing of media guides for each sport. The media guide is used to inform the public about our sport programs and also provides an opportunity for the department to showcase athletic sponsors through advertisement.

The Cerro Coso athletic teams are also supported by the athletic boosters known as the Coyote Club. A primary operation of the Coyote Club is to raise funds in support of athletics on campus. The Coyote Club’s goal is to create an awareness of Cerro Coso Athletics within the community and the financial support needed to sustain a college athletic program. The effort put forth by the Coyote Club helps to cover cost that is not covered through the general budget. Most of the funds raised by the Coyote Club come by way of business sponsorships through ad campaigns, hosting of youth camps and tournaments, and public donation. Most notably the following efforts are consistent booster sponsored events from the past and future opportunities to increase fundraising dollars:

- 5<sup>th</sup> Grade Basketball League
- Middle School Basketball Tournaments
- Middle School Volleyball Tournaments
- Hall of Fame Dinner
- Golf Tournament (Spring Event)
- Foundation hosted events
- Consession sales
- Day camps
- Advertising Packages

## Part 4 – Achievement of Outcomes

### 4.4 - Usage and Satisfaction Data

The next table, from Equity in Athletics Disclosure Act, indicates that female student-athletes are not taking full advantage of the varsity teams offered by Cerro Coso Community College. This data has prompted the AD and corresponding coaches to increase recruiting efforts entering the 2022-2023 year to increase participation of the under-represented group. At the time of writing this report, class enrollment in soccer and increases in recruiting efforts are signs that women’s soccer roster size will increase during the upcoming year. The softball program is participating in competition since spring 2019 recruiting efforts combined with retention will be reflected during the 2022-2023 year.

#### **EADA Participation Data**

##### *Men’s Teams Participation on Day of First Scheduled Contest*

Team	Number of Participants
Men’s Baseball Team	32
Men’s Basketball Team	14
Total Participants	46
Unduplicated Count	46

##### *Women’s Teams Participation on Day of First Scheduled Contest*

Team	Number of Participants
Women’s Soccer	13
Women’s Volleyball	12
Total Participants	25
Unduplicated Count	25

The following data is compiled through CCC Apply. The data represents the applicants interest in participating in a specific sport. This data is mandated by the CCCAA R4 report and is used in Title IX compliance reporting. The college has used the data in a commitment towards Title IX compliance and gender equity in offerings of collegiate sport indicated by applicant interest. As indicated by the survey, the interest is reflected in CCCC sport offerings of Men’s Baseball, Men’s Basketball, Women’s Volleyball, Women’s Soccer, Women’s Softball. The complete form can be found in the supporting documents.

Men’s Sports	Number Applicants Interested	Number of High School Participants in Area	Offered at CCCC?
Baseball	154		Yes
Basketball	122		Yes
Football	96		No
Soccer	72		No
Track & Field	49		No

##### *Women’s Sports Athletic Interest*

Women's Sports	Number Applicants Interested	Number of High School Participants in Area	Offered at CCCC?
Volleyball	140		Yes
Soccer	138		Yes
Softball	122		Yes
Basketball	83	3216	No
Swimming/Diving	60	2787	No
Beach Volleyball	45	Not offered	No

In addition, 34 women and 29 men, for a total of 63 total participants, indicated interest in Cross Country.

The college has made a commitment to its athletic programs by maintaining compliance to Title IX in the area of gender equity in offerings of competing in a collegiate sport, as well as implementing programs indicated to public interest. As indicated by the survey, CCCC is fulfilling its commitment to athletics as a community college by offering Men's Baseball, Men's Basketball, Women's Volleyball, Women's Soccer, Women's Softball.

Given the geographic location of Cerro Coso Community College along the Eastern Sierras and the active lifestyle that accompanies the region, the Athletics program is exploring the opportunity to add Men's and Women's Cross Country in the future. This option also holds interesting potential to include participation from the Mammoth Campus as a satellite training location. The interest in distance running within our service area combined with opportunities to increase full-time enrollment coupled a relatively low-cost athletic program suggest that this is a chance to expand Cerro Coso athletics in the future.

Also under consideration are Women's Basketball and Beach Volleyball. Women's Beach Volleyball serves as a natural compliment to court volleyball. Beach volleyball is one of the faster growing sports in collegiate athletics. It has recently been adopted by the CCCAA as an emerging sport. Addition of this sport would make our volleyball programs more attractive to potential recruits as young volleyball players are seeking the experience of playing both the court style and beach style volleyball. A second benefit to the addition of this program is that it would immediately bring our athletic offerings into Title IX compliance.

Women's Basketball would be the final addition recommended to the expansion of the athletic program. Most programs in the IEAC that sponsor basketball have both a men's and women's team. Because Cerro Coso only sponsors the men's program, there is an imbalance in conference scheduling and pairings. With the facility improvements under way, supporting a women's basketball team could become a sustainable program for the college.

Due to a lack of facilities, there is no plan to add swimming/diving. As noted in Section 1.2, Cerro Coso previously had a tennis team which was discontinued due to lack of participation.

## 4.2 - Achievement of Administrative Unit Outcomes

### AUO 1 Assessment Results

<b>AUO 1:</b>	Title IX Compliance
Target:	The athletic department will reach Title IX compliance annually
Assessment Method:	Using the CCCAA R4 assesment, the Cerro Coso athletic department will measure gender equity according to Title IX compliance.
Assessment Date:	Spring 2022

Recent Results:	Not in compliance
<b>AUO 2:</b>	Each athletic team will reach targeted roster count at first official practice date
Target:	80% of the possible roster spots will be filled
Assessment Method:	Roster data will be entered into the CCCAA Form 3
Assessment Date:	Spring 2022
Recent Results:	96% of all athletic roster spots are filled
<b>AUO 3:</b>	Student Athletes will maintain an average G.P.A. equal or higher to that of the average Cerro Coso student population
Target:	100% of the average (yes/no)
Assessment Method:	Cal-PASS Plus, Student Athlete Dashboard
Assessment Date:	Spring 2022
Recent Results:	0% (no)
<b>AUO 4:</b>	Student Athletes will will complete a higher average number of units per year than the average Cerro Coso student population
Target:	100% of the average (yes/no)
Assessment Method:	Cal-PASS Plus, Student Athlete Dashboard
Assessment Date:	Spring 2022 (reflects spring 2019 as most current data)
Recent Results:	100% (yes)

*AUO Assessment History Summary*

SLO #	Target	Semester	Met?	Semester	Met?	Semester	Met?
AUO 1	100%	SP18	No	SP19	No	SP20	No
AUO 2	80%	SP18	No	SP19	Yes	SP20	No
AUO 3	100%	SP18	No	SP19	No	SP20	No
AUO 4	100%	SP18	Yes	SP19	Yes	SP20	Yes

**a. Gaps and Improvements Made**

AUO 1 is a measurement of Cerro Coso Athletic's ability to maintain compliance with Title IX. The department is currently not meeting this goal and is annually non-compliant with the three pronged test. The gap in falling short of this goal has consistently been a reflection of head coach turnover and the challenge of recruiting out of area female athletes. Solutions to improving this AUO are hiring more experienced coaches that are dedicated to the profession of coaching and recruiting that will be able to increase the female student athlete enrollment. A second effort of improving relationships with stakeholders in the local house rental market is also necessary to assist families in solutions to a lack of student housing that is often a deterrent to our female athlete recruits.

AUO 2 is designed to increase the amount of full-time enrolled student-athletes. This outcome serves the college with increased enrollment as well as increases the quality of sports teams in general. The athletic department has fallen short of meeting this target by a lack of participation of the amount of female athletes in athletic programs. The athletic department is currently addressing the gap by significantly increasing the efforts in student-athlete recruitment across all programs. These initiatives include more active recruiting styles within our service area, improved relationships between coaches in area high schools, and marketing to outside recruits through use of the website and social media.



AUO 3 is a measure of the academic performance of student-athletes' compared to that of the general Cerro Coso Community College student. The goal of this outcome is to improve the academic performance of the student-athlete and place an emphasis on attaining their ability to achieve a degree or remain academically eligible to transfer to a four-year institution. There are also correlations to accessing the supports available on campus such as the use of the LRC, academic specialists, counseling, and study hall which will equate to improved student achievement in the classroom. As a result of the amount of influence that the department has over student-athletes, it is reasonable to attain this goal for the as an academic standard of Cerro Coso Community College. The department is working to close the gap in low GPAs of the past by partnering with supportive departments on campus to meet the needs of all students. Coming out of the COVID-19 year is making it difficult to predict what the possible outcomes will be from this past year. The reason for this is traditionally, the student-athlete academic performance is lower in the online environment compared to on-ground classes, and academic supports have largely been provided in a virtual environment. It is predicted that performance indicators of this past year will be lower than originally targeted.

AUO 4 demonstrates a correlation between student athletes and persistence in units attempted compared to general population students at CCCC. Student athletes consistently outperform general population students in units attempted and completed. This metric will continue to be monitored in the athletic department's support of the college as it relates to the California student centered funding formula.

#### b. Summary of Administrative Unit Outcome Achievement

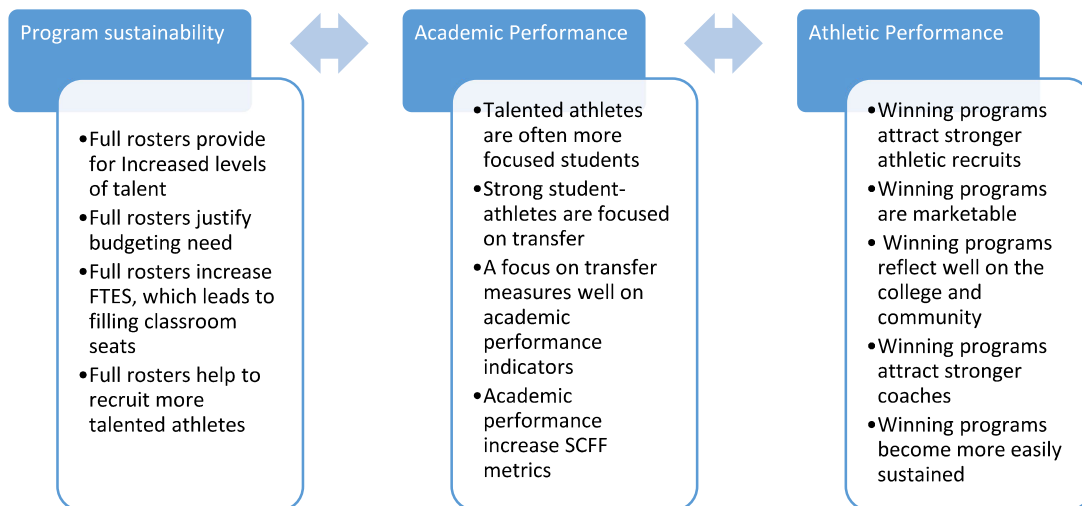
The AUO's designed for the athletic department are built to parallel the college's strategic goals. When the AUO's are achieved, they demonstrate the academic benefit of student-athlete performance and the benefit of athletic programs to support enrollment management.

Although these goals have not been met to 100% achievement at this time, they are goals that are well within the department's reach and support the college's mission, vision, and values.

The operation of collegiate athletics is multi-layered and a summary of metrics can be a challenge. This is because successful performance by the department is varied depending on the definition. There are three major metrics that an athletic department is measured. A simple look at this measurement is:

1. Athletic performance in competition, measured as wins and losses
2. Program sustainability, measured in roster size
3. Student athlete academic performance, measured in GPA, unit completion, transfer/degree

These three measurements have a symbiotic relationship and build momentum upon each other. It is difficult to perform well in one area and not the other. It is possible to have spikes in achieving a single metric for short periods of time, but it is very difficult to sustain success independently. It is difficult to say which metric comes first, but there cannot be any metric without student-athletes in place. This leads to the importance of recruiting and having the right coach in place to fill a roster. Once the momentum is created, flywheel principles can be experienced and metrics for success are more easily achieved.



The gaps in achievement within these AUOs can be narrowed down to the inconsistency of retaining head coaches. For example, baseball and volleyball have retained a head coach for over five years. During the time of this review, both programs have experienced consistent results as measured through the AUO. The next predictable step for both programs is continued growth and improvement within the metrics. The opposite is observable in the sport of soccer and softball. Neither team has been able to retain a head coach, and turnover is consistent. This leads to rosters not being filled, or back filling with student-athletes that were not actually recruited (this is done by asking anybody to join the team so the program has enough players to compete). When this happens, the team ends up with “non-athletes” that don’t have interest in transfer and are not invested in their growth as a student-athlete. This reflects poorly in all AUO metrics.

There is an understanding within the department of the importance of the AUOs throughout the department as discussed either formally or casually. These metrics are inherent to the success of collegiate athletic programs and are often part of the larger culture and foundation of collegiate athletics. The AUOs are often discussed in one-on-one meetings between coaches and the AD and the data is reviewed annually during department meetings.

#### 4.3 - Achievement of Course Student Learning Outcomes

N/A

#### 4.4 - Assessment Schedule for Next Program Review Cycle

*AUO Assessment Cycle*

	SP 2022	SP 2023	SP 2024	SP 2025	Sp 2026
AUO 1- The department will achieve Title IX compliance				X	
AUO 2- Form 3 roster will reach target roster size				X	

	SP 2022	SP 2023	SP 2024	SP 2025	Sp 2026
AUO 3- Overall average athlete GPA will be higher when measured against general student population GPA				X	
AUO 4- Overall annual average athlete unit completion will be higher when measured against general student population				X	

a. Gaps and Improvements Made

*SLO N/A*

b. Summary of Student Learning Outcome Achievement

*SLO N/A*

## Part 5 – Action Plans

### 5.1 - Effectiveness and Efficiency

Since the previous Program Review, the Athletic Department has experienced many changes and improvements in the area of effectiveness and efficiency, namely in the area of staffing. A full-time Athletic Director has been in place for four years and a dedicated Athletic Department Assistant has also been established. In a short amount of time, this staffing has helped to reduce a shared workload from other departments that in the past were assisting to maintain athletics. With this shift to internalize athletic matters has come the process of alignment of policy and procedure within the department.

With the addition of the athletic director have come attempts to improve effectiveness by way of monthly department meetings, quarterly one on one coaching meetings, and daily walk-throughs of the department. The intention of such meetings is to disseminate information and maintain a continual process of improvement in the department. There has been immediate improvement to the efficiency of the department by way of minimizing the amount of contact needed to be made from coaching staff to other campus departments. The change in flow of information now runs primarily through the department assistant, who handles all college processes and is the main point of contact to uphold department procedure.

Through department and coaching meetings, the Athletic Department has worked as a whole to determine the needs driven by the Annual Unit Plan. The process of developing the plan is completely transparent and allows for individual team needs to be voiced in the development of the AUP. The plan will be reviewed and assessed in early fall to be revised to continue meeting the needs of the department. Following this cycle allows the department to access prior needs and forecast current and future needs of individual programs of the department in an effort to continually improve the department by addressing upcoming need.

Team Records: Fall 2017- Spring 2021

Team Records								
Measured by Wins-Losses, Winning Percentage								
	2017-2018		2018-2019		2019-2020		2020-2021	
	W-L	%	W-L	%	W-L	%	W-L	%
Baseball	18-22	45%	22-18	55%	COVID		14-14	50%
Basketball	7-18	28%	12-15	44.4%	18-9	66.7%	9-5	69%
Softball	1-36	2.7%	4-32	11.1%	COVID		DNC	
Soccer	8-12	40%	3-16-1	17.5%	1-20-1	6.8%	DNC	
Volleyball	9-18	33.3%	14-10	58.3%	9-16	36%	5-7	42%

## 5.2 - Current Strengths

Leading up to the academic year of 2019-2020 which was negatively impacted by COVID-19, the department had experienced levels of stability not experienced since 2002 and the ability to maintain a minimum of five collegiate sports teams. For the past fifteen years, the athletic department has been able to maintain by keeping at minimum one men's team and one women's team, but the ability to start and finish a season has been minimal. The successes of the department can be directly attributed to the increased support and level of focus directed at building athletic programs that will positively reflect the mission of Cerro Coso Community College.

The immediate stabilization of the department is only a starting point for the future improvements needed to build the desired strengths for the posterity of the department. It is simplistic to consider filling out a roster and completing a season from start to finish as a strength, but it is a significant improvement from past challenges, that directly improve the perception of Cerro Coso Athletics from outside opinion. This current strength is a direct result of the athletic staff persevering through the many challenges faced with maintaining student-athlete eligibility and building a complete roster from the ground up. The competitive ability of the Coyote sport teams has improved as measured by wins and losses, and the college can expect to see continued improvement in this area if sustainability can be achieved. This investment into the department and securing coaches will pay dividends in the future because the teams will make Cerro Coso Community College an attractive option for recruits.

## 5.3 - Improvements Needed

Compared to other California community college athletic programs, success can be measured by way of winning and losing, academic progress, and achieving capacity in roster size. When evaluating "successful" collegiate athletic programs, there are common elements in place. Consistent commonalities include facilities, academic supports, student service supports, appropriate budgeting, and staffing.

Unique to the operation of the Cerro Coso athletic program is the location and the challenges that this creates. Because the campus is located in Ridgecrest there are two major improvements that require a solution. The first is transportation. Currently, all teams travel by vans that are driven by the coaches. This continues to pose issues that deal with safety in which we transport students, the expectation placed on coaches as drivers, and the convenience or space in the way that students travel. A solution to this problem is to own or lease a bus to improve transportation needs. A cost analysis will need to be completed to demonstrate the fiscal impact, however the safety and efficiency of transport by bus is a significant improvement.

A second improvement due to location is student housing. On average, 75% of the student athletes that attend Cerro Coso have moved to Ridgecrest from out of the area. This requires the families of these students to secure housing for incoming athletes, which often requires the parents to secure a lease that goes beyond the academic

year, work with room mates to split costs, rely on coaches to arrange living situations, and have the financial ability to secure the house or apartment. Every year, teams lose students due to the challenges incurred due to the lack of student housing. There is currently state funding made available for Cerro Coso to explore the possibility to add student housing. Given an appropriate student housing model, the athletic programs would provide a sustainable number of students to support a campus expansion into student housing which would also promote an interesting development of campus life at the IWV campus.

Cerro Coso athletics would also improve by way of increased staffing that would help to support peripheral operations to the department. There is a need to improve in focused areas of event management, community engagement, sports information, fundraising, promotions and marketing. At larger schools, there are dedicated positions to accomplish these areas, but due to the size of Cerro Coso athletics it is reasonable to absorb many of the duties into a single position. This would allow the Athletic Director, department assistant, and coaches to focus their assignment on primary operational duties.

These improvements would continue to stabilize the operation and direction of athletics for the college and increase the sustainability of the program moving forward.

#### 5.4 - Response to Previous Strategies

##### **Increase opportunities for student-athletes to engage in the campus and community**

- The department has implemented the following engagements:
  - Coyotes in the Classroom
  - Cosolympics
  - Fall BBQ Meet and Greet
  - Spring Fling BBQ
  - Parade of 1000 Flags participation
  - Ridgecrest Winter Parade participation

##### **Close student-athlete achievement gap**

- Indicators from grade checks, increased GPA, 4-year transfer, and increased unit completion demonstrate progress being made.
- The athletic department remains in “under review” status of failing to make progress to increase opportunity for underrepresented groups detailed in Title IX compliance.

##### **Create sustainable recruiting cycles that maximize potential for completely filling out athletic rosters**

- Completed/In progress. The athletic department and counseling department are working together to improve the athletic recruiting system. Communication and improvements to the onboarding process have increased efficiency to registering new student athletes at Cerro Coso. The process will continue to be in progress as the departments work to streamline information.

##### **All department processes and protocols will be established**

- Revision. The disruption caused by COVID-19 and the turnover of department assistants have resulted in a revision to this strategy. At the time of this report a new department assistant has been hired and policies, procedures, and protocol re-established. The athletic director and department assistant will be responsible for understanding all work flow of the department, and interactions of the college campus.

## 5.5 - Two-Year Department Strategies

In a collegiate athletic environment, program quality and effectiveness are very tangible measurements and often give a perception of success. These perceived measures of success are identified below in the two-year strategies, and have much to do with what a team “looks like”. However, it is the perception of success that allows an athletic program to improve upon itself and achieve sustainable cycles. The department strategies and data metrics that are consistent of the Cerro Coso Strategic Plan reflecting Student Success, Narrowing Equity Gaps, Ensuring Student Access, Enhancing Community Relations, and Strengthening Organizational Effectiveness.

### Action Plan for Achieving Two-Year Strategies

#### Action Plan for 2-Year Strategy 1

<b>Concise Description of Strategy</b>	Team rosters will be filled to capacity. Full rosters allow teams to function at their full potential. The filling of rosters is achieved through combination of appropriate recruiting and retention.
<b>Measurement of Completion</b>	100% or roster spots filled: -Volleyball 14 -Soccer 20 -Softball 16 -Baseball 30 -Basketball 12 Department total= 92
<b>Timeline</b>	1 year, complete by spring 2023
<b>Responsible Person</b>	Head Coaches

#### Action Plan for 2-Year Strategy 2

<b>Concise Description of Strategy</b>	Retention of 75% of student athletes from year 1 to year 2. This can be done by building appropriate LTEP, providing quality coaching, and competitive game scheduling. This strategy will help to stabilize recruiting patterns by minimizing the need for a high volume of first year players. This also helps in competition as more experienced, developed players often outperform their younger counterparts.
<b>Measurement of Completion</b>	75% of students listed on the CCCAA Form 3 will duplicated from year 1 to year 2
<b>Timeline</b>	Annual
<b>Responsible Person</b>	Athletic Director

#### Action Plan for 2-Year Strategy 3

<b>Concise Description of Strategy</b>	Team winning percentages will be above .500. This strategy is executed by having a quality coach in place that has high levels of instruction and strong skill sets in recruiting. Executing this strategy, builds momentum as teams with higher winning percentages are more attractive to recruits, and will result in Cerro Coso attracting higher caliber student athletes.
<b>Measurement of Completion</b>	Individual team record measured by wins and losses
<b>Timeline</b>	Records recorded during 2022-2023 season
<b>Responsible Person</b>	Head Coaches

Action Plan for 2-Year Strategy 4

<b>Concise Description of Strategy</b>	Retain Head Coaches for 3 or more years. When a program consistently turns over a head coach, it is extremely difficult to recruit players, retain players, or move the program forward. By retaining head coaches, a team is more likely to gain sustainable positive outcomes.
<b>Measurement of Completion</b>	Head Coach remains in position for 3 seasons
<b>Timeline</b>	Annual
<b>Responsible Person</b>	Athletic Director

## 5.6 - Five-Year Department Strategies

### Action Plan for Achieving Five-Year Strategies

Action Plan for 5-Year Strategy 1

<b>Concise Description of Strategy</b>	Complete Athletic/PE facility project
<b>Measurement of Completion</b>	Construction will be completed and facilities will be operational
<b>Timeline</b>	Fall 2023
<b>Responsible Person</b>	Facility Project Team

Action Plan for 5-Year Strategy 2

<b>Concise Description of Strategy</b>	Increase number of sport offerings to a total of 10 teams. This will increase full-time enrollment at the IWV campus and create a more robust athletic department.
<b>Measurement of Completion</b>	Addition of Women's Cross Country, Basketball, Beach Volleyball Addition of Men's Cross Country, Soccer
<b>Timeline</b>	Year 1 2022-2023: Beach Volleyball Year 2 2023-2024: Men's/Women's Cross Country Year 3 2024-2025: Women's Basketball, Men's Soccer
<b>Responsible Person</b>	Athletic Director

Action Plan for 5-Year Strategy 3

<b>Concise Description of Strategy</b>	Addition of an eSport program to the IWV campus. This will increase full-time student enrollment and potentially provide a positive impact to other areas of campus such as CTE programs.
<b>Measurement of Completion</b>	ESport team established
<b>Timeline</b>	1 year from start of implementation, projected fall 2023
<b>Responsible Person</b>	Athletic Director

<b>Concise Description of Strategy</b>	Discuss bringing on the position of Dean of Instruction: Kinesiology & Athletics to strengthen the alignment between PE and Athletics. This position would help to support rebuilding the PE department and strengthen student interest in the Kinesiology Degree.
<b>Measurement of Completion</b>	Deciding to add or decline the position
<b>Timeline</b>	Unknown
<b>Responsible Person</b>	Unknown

<b>Concise Description of Strategy</b>	<b>Increased self-sufficiency and improved internal operations, with a goal of continuing to strengthen the athletic programs’ position within the college.</b>
<b>Measurement of Completion</b>	<b>Filling requested positions, operational budget, and achieving annual metrics of sustainability</b>
<b>Timeline</b>	<b>2024-2025</b>
<b>Responsible Person</b>	<b>Athletic Director</b>

## Part 6 – Supporting Documentation

1. **Quantitative Performance Measurements of Unit**
2. **Qualitative Performance Measurement of Unit**
3. **Copy of the Department’s Most Recent Unit Plan.**
4. **Identify where SLO Reports for all courses within the program(s) can be accessed.**
5. **Identify where PLO Reports for all courses within the program(s) can be accessed.**

**Athletics Department**  
**AUP for Academic Year 2022-2023**  
 October 2021

### Describe Department/Unit

#### Connection to College Mission

The mission of the Cerro Coso Community College Athletic Department is to enhance the educational objectives of the college, providing equity of access to services in support of the college’s Mission Statement and Title IX. Cerro Coso engages in intercollegiate athletics primarily to enhance the education of those who participate, and to provide a platform from which students can attain their highest potential. By providing an emphasis on academics, a high level of competition, and programs designed to emphasize positive social and community interaction, we open the opportunity to further develop life skills applicable both inside and outside of athletics. The Athletic Department strives to open the availability of educational enhancement produced by participation in intercollegiate athletics to as many students as possible, and to support our student- athletes’ goal of preparation for the next chapter of their lives’ by graduating from our institution.

As a department one of our main goals is to provide a variety of athletic opportunities for students, and programs that will assist in personal development through education, competition, and social and community interaction. As we continue to expand the academic and athletic choices our student-athletes have, we further diversify our



campus. The goals of the Athletic Department are rooted in creating athletic opportunity, engaging the community and supporting the academic progress of the student- athlete. When combined with a strong academic emphasis, collegiate athletics can provide students the opportunity to earn financial and/or academic support that will further their education through the pursuit of an advanced degree by matriculating to a four year institution. As a department we strive to provide an engaging academic and athletic environment, and support goals and aspirations of continuing opportunities to play at the NCAA/NAIA collegiate or professional level, while pursuing a four year degree.

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## Report on Improvements Made and Gaps Identified in the Prior Year

### Student Equity

#### Actions Taken Last Year

Collaborations with student services (counseling and financial aid) to improve interactions with student athletes.

- Communication flow has been established between counseling/athletics to identify recruits and create a "warm handoff" from the coach to counseling
- Development of athletic counseling through education plans and advising are considered to support progress for the student athlete, given the nature of athletic eligibility

Addressing Title IX to come into compliance. Hiring of two qualified head coaches, softball/soccer with objectives of increasing roster sizes to the point of compliance.

#### Gaps to be Addressed

**Gender: Female Gap Identified:** Test 2 of Title IX compliance remained a gap for a second consecutive year. This gap indicates that we are not serving female athletes as an underrepresented population.

**Socioeconomic Status: Economically Disadvantaged Gap Identified:** For this report, the gap of economically disadvantaged and first generation student is synonymous. This gap is reported reflecting anecdotal data. During the academic year 2020-2021, progress has been made through collaboration with the counseling department to improve onboarding

processes of student athletes, increased timeliness and communication of financial aid, and access to federal work study positions. However, there is still work to be done to refine these systems and provide an efficient alignment for this disadvantaged population.

## Outcomes Assessment: Loop-Back Improvements Made

### **Actions taken in the prior academic year**

AUO 1: Each sports team's athlete will average a minimum of four hours of study hall per week.

- Collaboration between the athletic academic specialist and the LRC has been established to improve tracking and student understanding of LAC support.

AUO 2: Each athletic team will reach targeted roster count at first official practice date.

- Expectations of recruiting by head coaches has been addressed
- Support by the counseling department to improve onboarding process has been established

AUO 3: : Student Athletes will maintain an average G.P.A. equal or higher to that of the average general student population. Student Athletes will complete a higher average of total units.

- Supports continue to be refined in this area. Target for achieving this outcome:
  1. Recruit college ready athletes (coaches)
  2. Create appropriate 1st semester schedule (counseling)
  3. Support academic success during the semester (academic support specialist)

## Outcomes Assessment: Results of Last Year's Assessments

### **AUO 1:**

- **Target: Each sports team's athlete will average a minimum of four hours of study hall per week.**
- **Assessment Method: Student-athletes will log into and out of study hall computer in the LRC, or sign in sheet, when accessing study hall, workshops.**
- **Assessment Date: Spring 2021, Incomplete**

Target Met?

Did Not Assess

**AUO 2: Each athletic team will reach targeted roster count at first official practice date.**

- ◆ **Target: 80% of the possible roster spots will be filled**
- ◆ **Assessment Method: Roster data will be entered into the CCCAA Form 3**
- ◆ **Assessment Date: Spring 2021- Recent Results: 33% of all athletic roster spots are filled**

**Target Met?**

No

**AUO 3: : Student Athletes will maintain an average G.P.A. equal or higher to that of the average general student population. Student Athletes will complete a higher average of total units.**

- ◆ **Target: 100% of the average, outperform in GPA (yes/no) Target: 100%**
- ◆ **of the average, complete more units (yes/no)**
- ◆ **Assessment Method: Cal-PASS Plus, Student Athlete Dashboard Assessment Date:**
- ◆
  - **GPA- Spring 2020 (reflects AY 18-19) Non-Athlete=2.79, Athlete = 2.4, Results: 0% (no) Units**
  - **Completed- Spring 2020 (reflects AY 18-19) Non-Athlete=8.09, Athlete= 20.89, Results: 100% (yes)**

**Target Met?**

No

### Outcomes Assessment: Missed Targets

**AUO 1- 4 hour minimum study hall**

**Type:**

AUO

**Target Missed/Gap Detected:**

Incomplete Data

**Type of Gap:**

Need to improve customer service. Need to improve operational processes.

**Analysis and Plan for Improvement:**

AUO 1 was marked as incomplete because the expectation to monitor 4 hours of study hall per week was impacted by inconsistency of student-athlete attendance on campus and availability of space to monitor.

**Anticipated Semester for Implementing Planned Improvements:**

Fall 2021

**Anticipated Semester of Next Assessment:**

Spring 2022

**AUO 2- All teams will retain 100% roster capacity**

**Type:**

AUO

**Target Missed/Gap Detected:**

Target 100%, Result 33% **Type of**

**Gap:**

Other (explain in Analysis).

**Analysis and Plan for Improvement:**

COVID-19 produced a negative impact on the college's ability to maintain teams through the 20-21 school year. Out of 5 teams in the department, only 3 were able to compete. Of the 3 that competed, only 1 maintained full roster capacity.

**Anticipated Semester for Implementing Planned Improvements:**

Fall 2021

**Anticipated Semester of Next Assessment:**

Spring 2022

**AUO 3: St. Athletes will maintain higher GPA and Unit count compared to general student population**

Type:

AUO

**Target Missed/Gap Detected:**

100% target, 50% result

**Type of Gap:**

Need to improve operational processes.

**Analysis and Plan for Improvement:**

Target: 100% of the average, outperform in GPA

(yes/no) Target: 100% of the average, complete more

units (yes/no)

Assessment Method: Cal-PASS Plus, Student Athlete Dashboard

Assessment Date:

- GPA- Spring 2020 (reflects AY 18-19) Non-Athlete=2.79, Athlete = 2.4, Results: 0% (no)
- Units Completed- Spring 2020 (reflects AY 18-19) Non-Athlete=8.09, Athlete= 20.89, Results: 100% (yes)

**Anticipated Semester for Implementing Planned Improvements:**

Fall 2021

**Anticipated Semester of Next Assessment:**

Spring 2022

**Outcomes Assessment: Schedule of This Year's Assessments**

AUO 1: 4 hours of study hall reached per week per student (SPRING 2022)

AUO 2: Each athletic team will reach targeted roster count at first official practice date. (SPRING 2022)

AUO 3: Student Athletes will maintain an average G.P.A. equal or higher to that of the average general student population. Student Athletes will complete a higher average of total units. (SPRING 2022)

## Program Review

### Athletics

**Year of Last Program Review:**

2017-2018

**Actions Taken in the Prior Year to Address Strategies: Close student-**

**athlete achievement gap**

- Strategic Goal #2, Improve Equity
- Student-athletes of underrepresented groups will receive guidance and support from on campus resources such as ACCESSand UMOJA
- Athletic department will focus to increase opportunity for underrepresented groups in an effort to meet Test 1 of Title IX

**Strategies Still to be Addressed:**

The athletic department has not yet made progress to move forward on closing the gap towards meeting Test 1 of Title IX compliance. The two direct ways of making progress are to continue maximizing roster capacity or adding female sport offerings. It has also just come to the athletic director's attention that with the emergence of women's beach volleyball in the CCCAA offerings, Cerro Coso could duplicate the head count of female athletes by adding beach volleyball. This would allow the current court volleyball student athletes to compete in the spring and allow Cerro Coso to duplicate the head count as recorded by the EADA and R4 Title IX reporting process.

### Athletics

**Year of Last Program Review:**

2017-2018

**Actions Taken in the Prior Year to Address Strategies:**

**Create sustainable recruiting cycles that maximize potential for completely filling out athletic rosters**

- Strategic Goal #3, Student Access



- The coaches of the athletic department will improve their recruiting practices. This will increase the number of students brought to campus as well as improve the quality of the individual student-athlete recruited to campus

The athletic department with the support of counseling services and the VP of Student Services have been working together to improve the efficiency of onboarding recruits into the college. The end result will be a protocol to follow the process beginning with the coach making contact with a recruit to connecting them with a counseling technician (this position is the liaison for the recruit) and ultimately to the athletic counselor. This effort will enhance the athletic teams' ability to support a recruit registering for the fall semester, and increasing our chance to retain the recruit becoming a student-athlete.

**Strategies Still to be Addressed:**

## Last Year's Initiatives

### **Improve Onboarding**

The measure is marked as "in progress" because the details of this operation continue to be refined. However, the framework is in place and the onboarding process is much improved.

- ◆ Recruit spreadsheet use has increased and has improved communication between the athletic and counseling department.
- ◆ Counseling program tech has supported recruits by providing appropriate information and scheduling of appointments. The amount of student athletes completing class registration at the last minute has decreased.

### **Program Expansion**

The status of program expansion is labeled "not attempted" as an indication that it has not move beyond concept at the time of this report. There is an anticipation to continue conversation in an effort to determine if athletic expansion is a direction that fits the vision of the college. An outline of process to move forward will be included in program review.

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## Reminder of Initiatives for the Current Year

### Reminder of Initiatives for the Current Year

#### **Program Expansion**

**Achieve "competitiveness" for all sports in intercollegiate competition**

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## Plan Initiatives for Next Year

### Initiatives for Next Academic Year

#### **eSports**

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

**Early Observational Data, or "Lead" Measure(s):**

**Does the department request help developing these instruments?**

**Institutional Performance Data, or "Lag" Measure(s):**

**Person Responsible:**

**Unit gap or institutional goals addressed:**

**Beach Volleyball**

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

**Early Observational Data, or "Lead" Measure(s):**

**Does the department request help developing these instruments?**

**Institutional Performance Data, or "Lag" Measure(s):**

**Person Responsible:**

**Unit gap or institutional goals addressed:**

### **Cross Country**

**Is this part of a multiyear initiative?**

Yes

**Specific Action Steps to be Taken:**

**Early Observational Data, or "Lead" Measure(s):**

**Does the department request help developing these instruments?**

**Institutional Performance Data, or "Lag" Measure(s):**

**Person Responsible:**

**Unit gap or institutional goals addressed:**

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## Evaluate Resource Needs

### Facilities

2022-2023 athletic facility needs have been addressed through Measure J planning.

On Campus Transportation- A cart to be used by AD/Staff on campus, including use during recruiting tours.

### Information Technology

IT support/need:

- ◆ WiFi capability at softball/soccer field
- ◆ 3 video camera capability for game
- ◆ streaming 3 Laptops to support events
  - Stat keeping
  - Event audio
  - Streaming software

## Marketing

### Professional Development

The continued development of intersection between athletic recruiting/admissions/financial aid/counseling needs to be considered to become better aligned and put Cerro Coso in a position to continue to improve our service to incoming students. An example of on campus PD can be provided by Dan Tudor, Tudor Collegiate Strategies ranging in cost from \$1000-\$3000.

The Athletic Department needs the ability to stay current in best practices leadership development by sending 2 coaches (or 1 coach and 1 trainer) to their respective professional development conference or clinic at the Regional or National Level each year:

- NCAA Coaching Development
- (Basketball) ABCA Coaching Development (Baseball) NSCAA Coaching Development (Soccer) USAVA Coaching Development (Volleyball)
- NATA or FWATA Annual Conference (Meets mandatory CEU requirement for Athletic Training annual certification) NACDA Athletic Leadership Development (Athletic Director)

### Other Needs

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## Staffing Requests

1000 Category - Certificated Positions 2000

Category - Classified Staff

#### Department Assistant II

**Location:**

Ridgecrest/IWV

**Salary Grade:**

**Number of Months:**

9-12

**Number of Hours per Week:**

19.5

**Salary Amount:**

**Justification:**

The request is for a part time department assistant to support in the areas of event management, revenue coordination, and sports information duties.

1. The position would cover duties to support the Athletic Director. We currently do not have staff to cover the assignments.
2. The impact results in a reduction of efficiency, production, and inability for the department to self sustain event management.
3. Position is currently vacant.



**Athletic Department**

4. The work assigned is presently covered by Athletic Director when possible. Otherwise the work largely goes undone or postponed.

Please provide the total number of applicants interested in athletic participation in the following sports for summer, fall, and spring terms. Also, indicate the dates for data collection and method of survey distribution.

Dates of data collection: From 07/01/19 (mm/dd/year) to 06/30/20 (mm/dd/year)

Method of distribution: CCC Apply-Survey of Athletic Interest

NUMBER OF COLLEGE APPLICANTS INTERESTED IN ATHLETIC PARTICIPATION IN SPECIFIC SPORTS <i>(One Full Academic Year)</i>			
Women's Sports	Number Interested	Men's Sports	Number Interested
Badminton	28	Badminton	-
		Baseball	154
Basketball	83	Basketball	122
Beach Volleyball	45		
Bowling	22	Bowling	34
Crew/Rowing	11	Crew/Rowing	13
Cross Country	34	Cross Country	29
Fencing	17	Fencing	17
Field Hockey	11	Football	96
Golf	13	Golf	24
Gymnastics	32	Gymnastics	10
Lacrosse	12	Lacrosse	17
Skiing/Snowboarding	44	Skiing/Snowboarding	45
Soccer	138	Soccer	72
Softball	122		
Swimming/Diving	60	Swimming/Diving	30
Tennis	29	Tennis	23
Track & Field	31	Track & Field	49
Volleyball	140	Volleyball	23
Water Polo	12	Water Polo	8
Wrestling	23	Wrestling	36
Other:	29	Other:	28





**Athletic Department**

Sport(s) not currently offered in program	Number of students participating in high schools within the recruitment area	College interest survey results
Basketball	3216	83
Swimming and Diving	2787	60
Beach Volleyball	not offered	45
Track and Field	3461	31
Cross Country	1793	34
Tennis	2195	29

2) For any sports identified under step 1, identify whether there is enough competition at an appropriate competitive level for that sport in the area where your current intercollegiate teams normally compete.

Sport(s) identified under step 1	Intercollegiate competition available (A) or not available (N/A) in the area, based on institution's mile radius* of competition:		Action Plan	Outcome
	Miles	146		
Basketball	<input checked="" type="radio"/> A	<input type="radio"/> N/A	WBB is being considered in future expansion	Included in department program review
Swimming and Diving	<input checked="" type="radio"/> A	<input type="radio"/> N/A	No plan to add	Limited by facilities
Beach Volleyball	<input checked="" type="radio"/> A	<input type="radio"/> N/A	The department is looking to start as a club as soon as spring 2021	Included in department program review
Track and Field	<input checked="" type="radio"/> A	<input type="radio"/> N/A	No current plan to add	Not included in program review
Cross Country	<input checked="" type="radio"/> A	<input type="radio"/> N/A	Request to start the program requested in AUP	Included in department program review
Tennis	<input checked="" type="radio"/> A	<input type="radio"/> N/A	No current plans to add	Previously discontinued due to lack of participation

3) Within the reporting year, how many written requests have been submitted to the College or athletic department to initiate additional sports?

Number:  Sports:



**Athletic Department**

AUO 1 Assessment Results

**TEST ONE: PARTICIPATION PROPORTIONATE TO FULL-TIME UNDERGRADUATE ENROLLMENT**

Please indicate the rates of full-time undergraduate enrollment and athletic participation. For a formal definition of "participation," please visit the following link to CCCAA Gender Equity: <http://www.cccaasports.org/services/gender>.

Rates of Athletic Participation Compared to Rates of Full-time Undergraduate Enrollment										
Program	Rate of Full-time Undergraduate Enrollment		Rate of Participation in Athletics		Exact Proportionality for Underrepresented Gender*	Number Needed to Reach Exact Proportionality for Underrepresented Gender	# of Teams Currently Offered for Underrepresented Gender	Average Team Size for Underrepresented Gender	Does the college comply with substantial proportionality: (If average team size is less than the number needed to reach exact proportionality, then the college does not comply with Test One.)	
	Total Number	Percentage (%)	Total Number	Percentage (%)						
Women	325	44.40%	25	35.21%						
Men	407	55.60%	46	64.79%						
Totals	732	100%	71	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	325	44.40%	25	35.21%	36.73	11.73	3	8.3	Yes	No
Over-represented	407	55.60%	46	64.79%						

AUO 2 Assessment Results

**Roster Count by Sport and Year  
Measured by Number and Percent  
Data Collected from CCCAA Form 3**

Team	100% (5 teams)	17-18	18-19	19-20	20-21	21-22
Men's Basketball	14	13 (92%)	13 (92%)	14 (100%)	11 (78%)	15 (107%)
Men's Baseball	30	27 (90%)	36 (120%)	32 (106%)	36 (120%)	37 (123%)
Women's Volleyball	14	9 (60%)	10 (71%)	12 (85%)	10 (71%)	10 (71%)
Women's Softball	16	12 (75%)	11 (68%)	DNC (0%)	DNC (0%)	12 (75%)
Women's Soccer	20	14 (70%)	14 (70%)	13 (65%)	DNC (0%)	17 (85%)
<b>Total</b>	94	75 (79%)	84 (89%)	75 (79%)	54 (60%)	91 (96%)





**Athletic Department**

AUO 3/4 Assessment Results

**Average GPA  
Student-Athlete vs. Cerro Coso Student  
Data Collected from Cal-PASS Plus**

Year	Student-Athletes GPA/Units attempted	Cerro Coso Student GPA/ Units attempted	Goal Met
<b>2016-2017</b>	2.15/27.48	2.61/8.08	No
<b>2017-2018</b>	2.37/26.13	2.75/8.2	No
<b>2018-2019</b>	2.4/29.1	2.79/8.65	No
<b>2019-2020</b>	2.65/	NA	
<b>2020-2021</b>	2.52/	NA	

	All Athletes at Cerro Coso Community College	Non-Athletes at Cerro Coso Community College
2013-2014	26.22 Units	8.8 Units
2014-2015	26.68 Units	8.55 Units
2015-2016	25.86 Units	8.33 Units
2016-2017	27.48 Units	8.08 Units
2017-2018	26.13 Units	8.2 Units
2018-2019	29.1 Units	8.65 Units

	All Athletes at Cerro Coso Community College	Non-Athletes at Cerro Coso Community College
2013-2014	15.71 Units	7.64 Units
2014-2015	16.96 Units	7.44 Units
2015-2016	20.45 Units	7.29 Units
2016-2017	18.16 Units	7.28 Units
2017-2018	18.19 Units	7.48 Units
2018-2019	20.89 Units	8.09 Units



**Athletic Department**

	<b>All Athletes at Cerro Coso Community College</b>	<b>Non-Athletes at Cerro Coso Community College</b>
2013-2014	1.91 GPA	2.6 GPA
2014-2015	2.09 GPA	2.65 GPA
2015-2016	2.5 GPA	2.63 GPA
2016-2017	2.15 GPA	2.61 GPA
2017-2018	2.37 GPA	2.75 GPA
2018-2019	2.4 GPA	2.79 GPA