

Athletics Department Program Review

Report prepared by Dean Grosfeld and Kodee Murray

The Cerritos College Athletic Department supports various Majors throughout the campus and preparation for transfer. The Athletic Department guides the students with mentorship and opportunities to make their educational aspirations a reality. The Athletic Department is within the Kinesiology Division which provides the opportunity for students to maintain a healthy and well-balanced life. The Athletics Department offers 19 intercollegiate athletic programs, 10 for men and 9 for women, as 17 of the Cerritos College teams compete in the powerful South Coast Conference, while football (Southern California Football Association) and wrestling (Southern California Wrestling Alliance) are members of other conferences. During the 2018-19 year, two teams won California Community College Athletic Association (CCCAA) state championships (men's soccer and women's track and field), while the college has now won 51 state championships in their history.

The Athletic Department serves over an average of 500 student-athletes per academic year. Our Department is fortunate to have a comprehensive and highly trained professional support staff. We employ a full-time athletic director, two full-time athletic trainers, a full-time eligibility specialist, a full-time sports information director, and three full-time equipment specialist, and one full-time accountant. We also have a percentage of a counselor that is dedicated to the Department.

The Athletic Department has 10 full-time faculty members and three part-time faculty members to service the student-athletes as head coaches. We have one full-time and 14 part-time faculty that serve as assistant coaches to the various sports as well as 54 hourly professional experts to help guide the student-athletes in their educational/athletic journey. Our full-time faculty teach the athletics class that is associated with their sport, but also teach other courses within the Kinesiology Department. The Athletics Department includes a diverse group of faculty with expertise in: Football, Soccer, Volleyball, Cross Country, Track, Water Polo, Swimming, Softball, Baseball, Wrestling, Tennis and Basketball. Faculty members are involved in all aspects of the student-athletes educational journey, such as the mentorship and guidance that is invaluable to their success and help to provide a total student experience. The dedication does not stop when the class is over, and the faculty spend endless hours to help develop the success of the student-athletes here at Cerritos. In 2019, 83 student-athletes earned athletic scholarships to four-year colleges and a high percentage of student-athletes transferred to four-year institutions.

Cerritos College also has outstanding athletic facilities. The new Kinesiology Division building opened in Spring of 2020 which featured a state-of-the-art facility including a weight room, classrooms, athletic training facility and new adjacent team rooms. Our gymnasium was renovated in 2012 and the upkeep on our exterior facilities of softball, baseball, and pool are exceptional, but they do wear down due to usage so constant maintenance is needed.

The Athletic Department is guided by Cerritos College mission and core values, with an emphasis on the promotion of student success and transfer. The department empowers and educates students in the area of core values, culture, intelligence, and athletics. We celebrate diversity in our athletic department and maintain opportunities for our student populations to participate in extra-curricular activities while attending Cerritos. We collaborate with many departments on campus that are essential to the success of our department. We work directly with Student Accessibility Services to help guide our student-athletes in the right direction. We coordinate with campus police and facilities to ensure safety and at all events and fundraisers. ASCC helps us with funding and we reach out and help them with student events like homecoming and get our student-athletes involved with student government. We have recently worked directly with the math department to help coordinate our stats in motion class which has run two summers now and led to many students successfully passing math. In 2019 we had a success rate of 92.7% with a completion rate of 97.3% with 110 of our student-athletes enrolled. In 2020 we had to move to an online format due to COVID 19 and had 96 student-athletes enroll, but still had a 74% success rate with a 66.7% retention rate. This class was formatted to be a face to face and believe that we had outstanding results during our stay at home orders. We plan on continuing this partnership with math to help our students be successful in transfer level math. We help with community education and coordinate with their programs to use the athletic facilities. Our collaborations on campus with other departments are instrumental to our department success.

The Athletics Department falls under the guidance of the California Community College Athletic Association (CCCCAA), the South Coast Conference, as well as the board policies and practices of Cerritos College. The CCCCCAA, with authority of the Ed Code, provides the opportunity and authority to establish the rules and regulations to administer the athletic activities of the nearly 24,000 men and women student-athletes in the state. Cerritos College follows the CCCCCAA constitution and bylaws in the athletic department. We make sure that all regulations are followed associated with compliance such as: eligibility, recruiting, decorum policies, contest and season of sport, and playing rules. Maintaining these high standards has allowed us to be very competitive within the state of California and in our conferences. Student-athletes are required to maintain full time status (minimum of 12 units a semester and 24 units per year) while competing and keep a minimum grade point average (GPA) of 2.0. Having these standards keeps the student-athletes retention rates and success rates higher than our general population of students.

Looking back on our program review from 2012-2013, three of the major goals were to have a hall of fame for athletics, launch an athletics website, and update the coaches/department handbook. The hall of fame was run by the college from 2012-2018. Cerritos College Hall of Fame committee awarded 3 athletic awards every year out of the 7 honorees. It was well received and was a great event. A future goal of our department is to start an athletic hall of fame to represent our student-athletes on an annual basis. The website (www.cerritosfalcons.com) accomplishes a number of things: It helps each team stay updated with upcoming events, attract new players, and makes it easy for recruits to contact coaches. It also helps fans stay in touch and allows them to stay updated with latest team stats and related team news. It has turned into the driving force of our department for communication with our students, faculty and community. The last is the department handbook that needed to be updated. This was not accomplished and is something that we will work on to advance in our department.

Section 1: INSTITUTIONAL AND SURVEY DATA

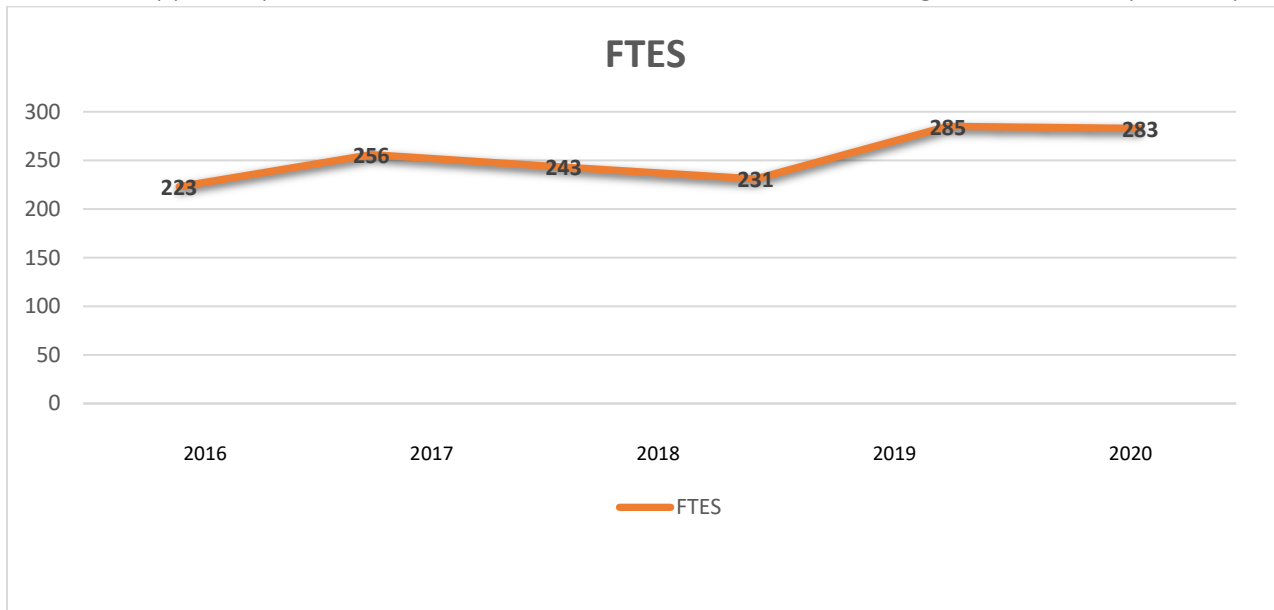
The department reviewed data supplied by the office of Institutional Effectiveness, Research and Planning (IERP). Our programs are very interdisciplinary with student-athletes taking classes in a wide variety of subject matter while maintaining their full-time status and eligibility.

WSCH (Weekly Student Contact Hours)

The student-athletes can enroll in up to 6 units of sports specific athletic classes per academic year. The ATH classes that are offered are broken down into in-season and out-of-season classes. In-season are 3-unit classes and out of season are varied between 1 and 3 units. The hours per semester associated with the classes is 1 unit = 54 hours, 2 units = 108 hours and 3 units = 162 hours. Annually ATH classes have countable athletically related activities (CARA) of up to 350 student contact hours per student, per sport. Cerritos College falls within the guidelines for our sports.

FTES (Full-time Equivalent Students)

The data supplied by IERP showed an overall FTES for athletics to average 253 over the past six years.



When looking at the FTES, we looked at the total number of student-athletes attending Cerritos College. The average number of student-athletes in the fall is 536 and in the spring is 447. While student-athletes are maintaining full time status, they are working towards transfer to a four-year institution by completing essential academic classes throughout campus. According to Cal Pass data our student-athletes average 34 units annually.

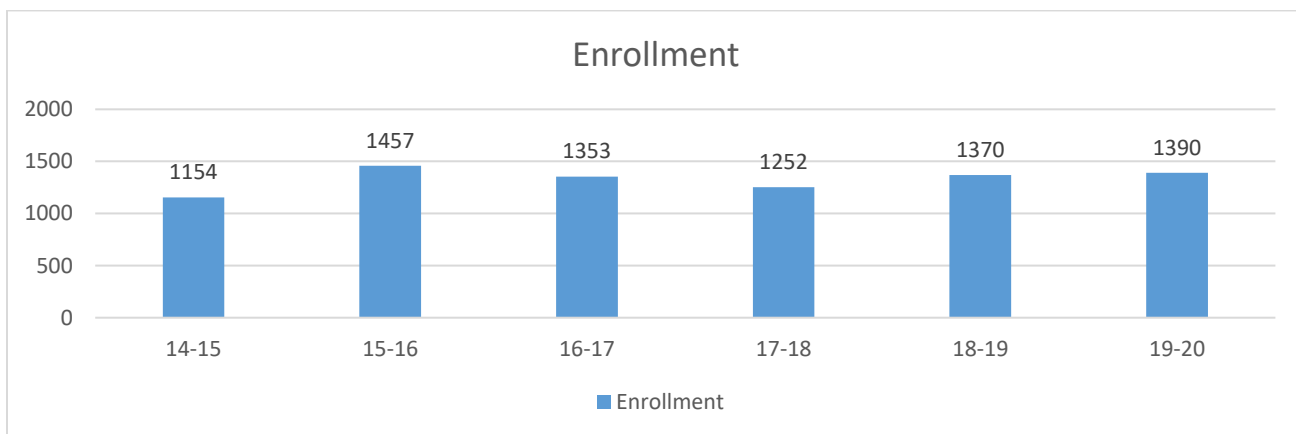
FTEF (Full-time Equivalent Faculty)

Based on the teacher load summary for ATH classes during Fall 2019 our FTEF is 10.5. The loads for the full-time faculty are typically consistent from year to year. We have not added any sports in the last 5 years, so our department has been consistent.

Our full-time head coaches at Cerritos are hired as faculty within the division. They have loads that are filled with Health, Physical Education, and Kinesiology classes as well as the athletic classes. We have ten full-time faculty members who are listed as head coaches of their sport, one full-time assistant coach for football and three part-time faculty members as head coaches in their respective sports. All of these faculty, full and part-time, are dedicated to the success of the student-athletes.

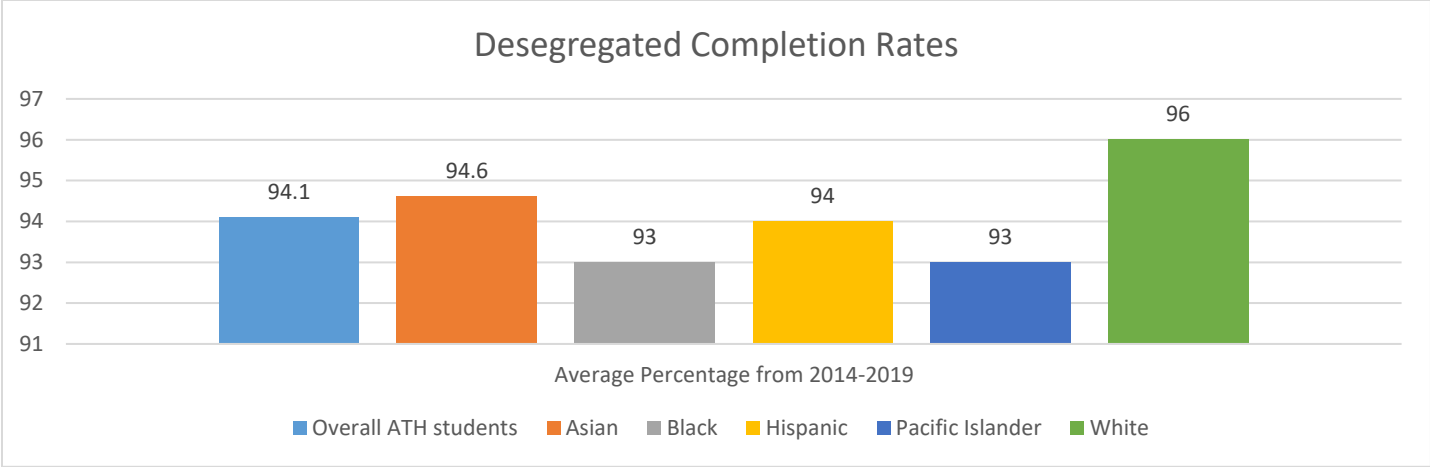
ENROLLMENT

The enrollment numbers presented by the Institutional Effectiveness, Research and Planning show the numbers in athletic classes have been consistent. The enrollment was listed as follows: 14-15 (1,154), 15-16 (1,457), 16-17 (1,353), 17-18 (1,252), 18-19 (1,370) and 19-20 (1,390). Typically, our sections for our athletic classes are 22 during the fall semester and 23 in the spring semester. Our numbers average between 500-600 student-athletes per semester.



COURSE COMPLETION RATE

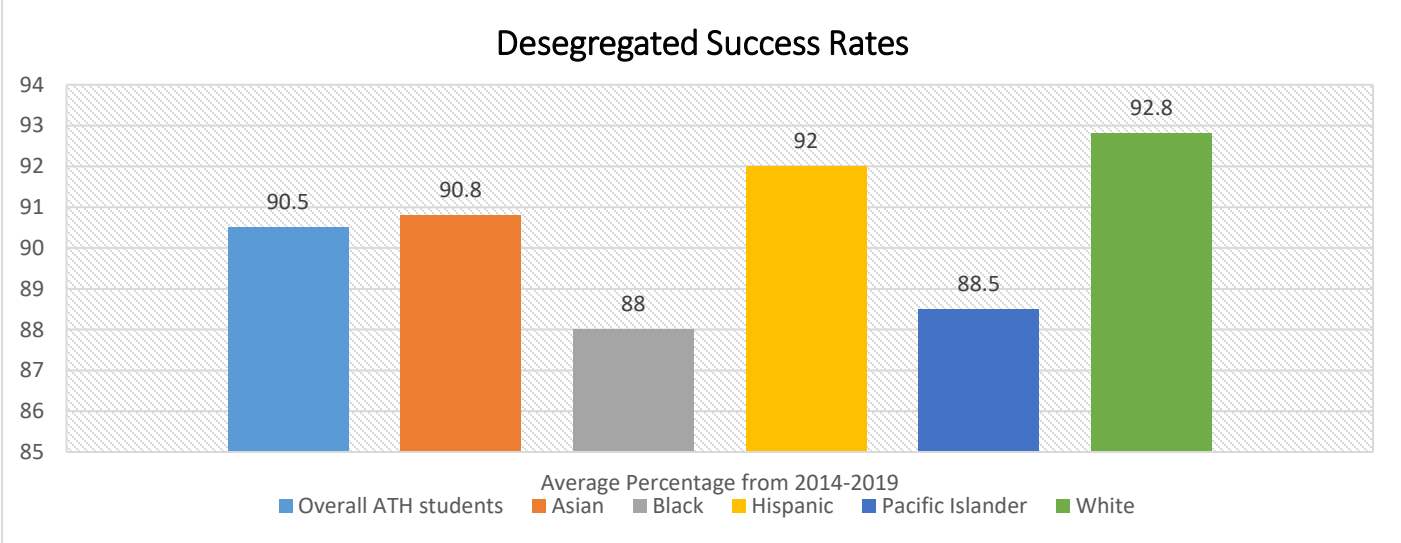
Completion rates are high across the board for the Athletics Department. The Athletic courses have completion rates between 92% to 96% (averaging 94.1%) within the last 6 years. When we further desegregate the data by ethnicity, we found the breakdown averages for the six years reviewed was Asian (94.6%), Black (93%), Hispanic (94%), Pacific Islander (93%) and White (96%).



The student-athletes are a unique group of students to the campus, because of their commitment to success and achieving their goals in their education as well as their sport. The faculty play a huge role in the support of the student-athletes' academic/athletic success. The Athletic Department numbers are above the average overall college completion rate of 84%.

SUCCESS RATE

The overall success rate for the students enrolled in an athletic course is excellent. For the six years reviewed, success rates ranged from 88% to 94%, averaging 90.5%. When we further desegregate the data by ethnicity, we found the breakdown averages for the six years reviewed was Asian (90.8%), Black (88%), Hispanic (92%), Pacific Islander (88.5%) and White (92.8%).



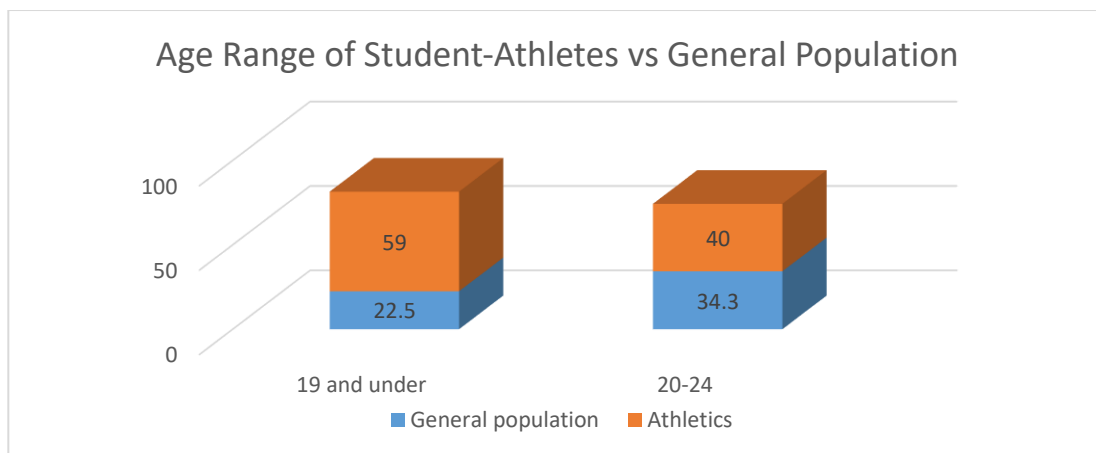
This number shows that the student-athletes that enroll in the ATH classes successfully complete the student learning outcomes and achieve academic success. The average athletic department success rates are much higher than the college average of 70%.

DEGREES/CERTIFICATES DECLARED

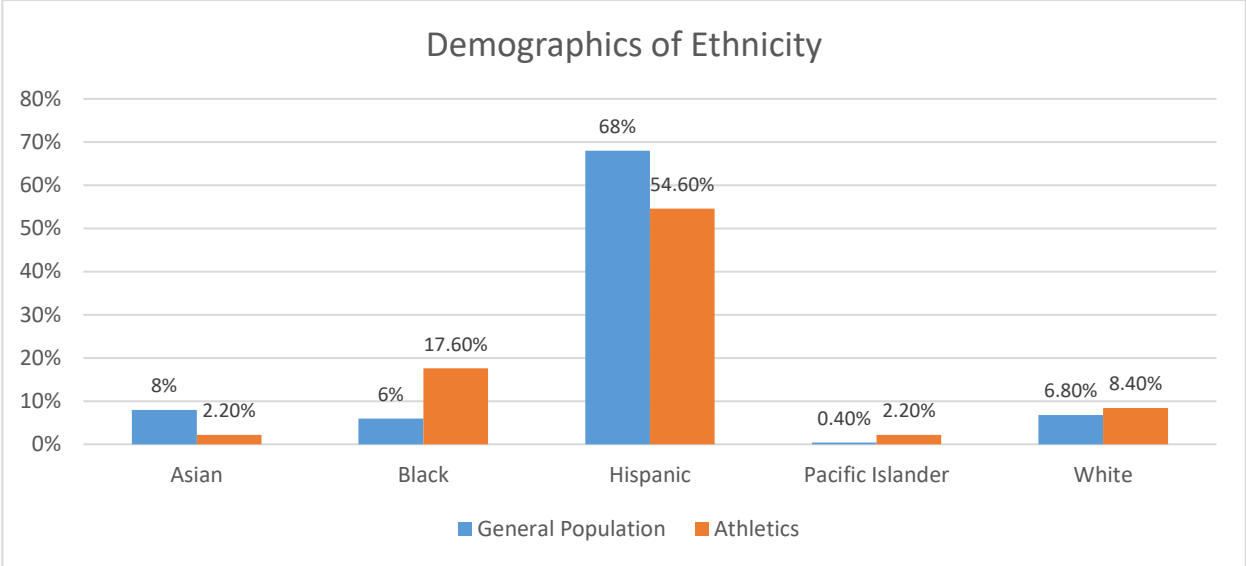
We have an increased interest in developing the areas of coaching and athletic administration, which are associated with athletics. We currently do not have any degrees or certificates in Athletics. Our student-athletes have a wide range of degrees that are pursued across campus.

DEMOGRAPHICS OF STUDENTS IN PROGRAM (ethnicity, gender, age, etc.)

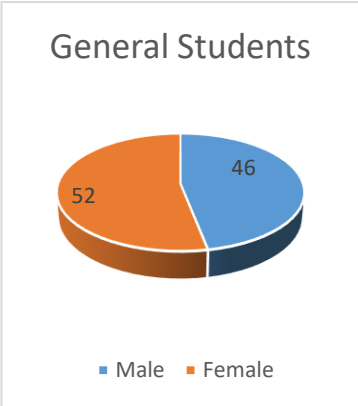
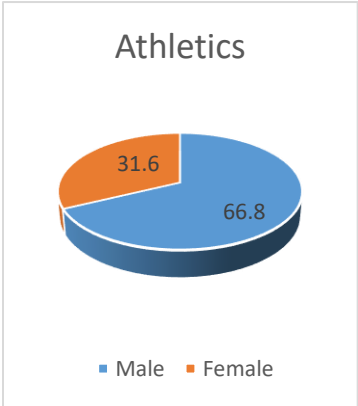
The age of the students taking classes in the Athletics Department skews a little younger than the overall college. Student-athletes 19 years of age or younger represent 59% of those enrolled and students 20-24 years of age represent 40% of those enrolled. The college average is 22.5% of students 19 years of age or younger and 34.3% ranging from 20-24 year of age. The demographics of age will tend to be younger, because the student-athletes have a “eligibility clock” put on them from the National Collegiate Athletics Association (NCAA). Once a student starts as a full-time student at a college of any kind their “clock” begins and the student has 5 years to participate in athletics. Even if you spend an academic year in a part-time capacity or use a gap year within your college career, your ability to play at the next level will stop at 5 years after you begin. Community college does not have this restriction, but since most of our athletes are motivated to transfer to a four-year institution and participate in athletics our numbers are younger than the average for the college.



The ethnicity of students taking classes in the Athletics Department is varied compared to the demographics of the college. Asian population is lower in athletics (2.2%) compared to the college (8%). Hispanic or Latino students represent 56.4% of athletic students while the college percentage is 68%. We have a higher percentage of white (8.4%), black (17.6%), and pacific islander (2.2%) students than the college average. College demographics for white is 6.8%, black is 6%, and pacific islander is .4%.



The Athletics Department has more males (66.8%) than females (31.6%). While the college average is the opposite with 46% male and 52% female. The numbers are reflective of the sports that we offer here at Cerritos. The enrollment for the football class and the wrestling class that are typically all males skew the numbers in this direction for the athletic classes.

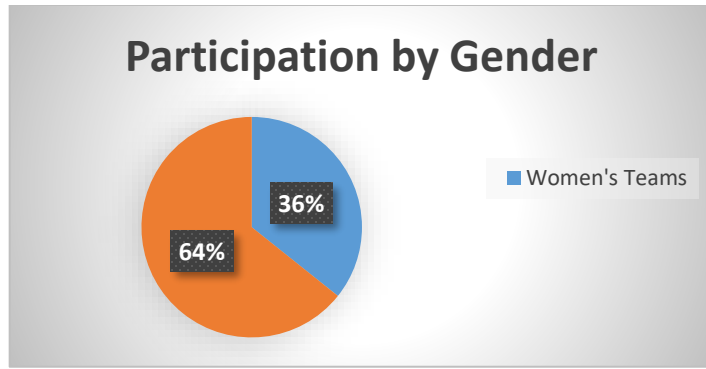


STUDENT SURVEY

The department also reviewed data from a Student Survey conducted in the Summer 2020. There was a total of 155 respondents, following is the demographic breakdown of the respondents.

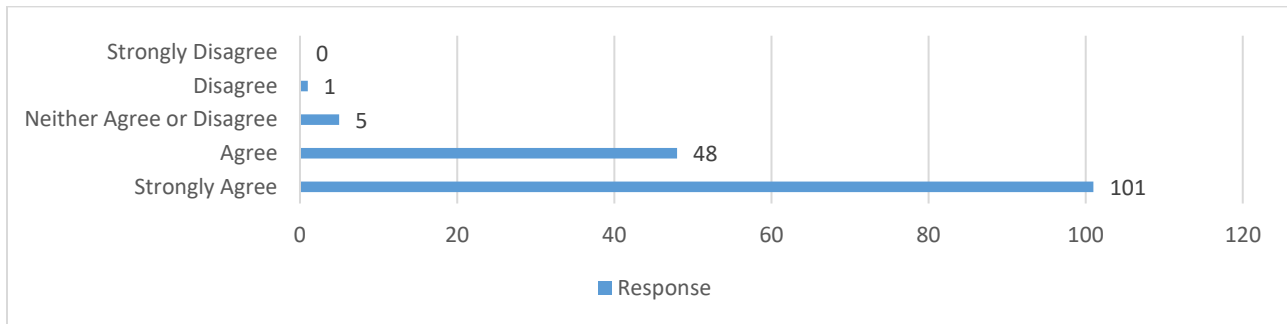
Count of Student Athlete Majors

Major Title	Major Count
Kinesiology	34
Business Administration	19
Nursing	12
Liberal Arts	10
Psychology	10
Administration of Justice	9
Communication Studies	9
Natural Sciences	9
Undecided	8
Computer Science	4
Criminal Justice	4
Biology	3
English	2
Sociology	2
Zoology	2
Welding/Pipe Welding	2
Childhood Development/ Early Childhood Education	2
AA Transfer	1
Accounting	1
Aerospace Engineering	1
Architecture	1
Chemistry	1
Criminology	1
Engineering	1
Environmental Science	1
Film	1
History	1
Music	1
Philosophy	1
Photography	1
Public Health	1

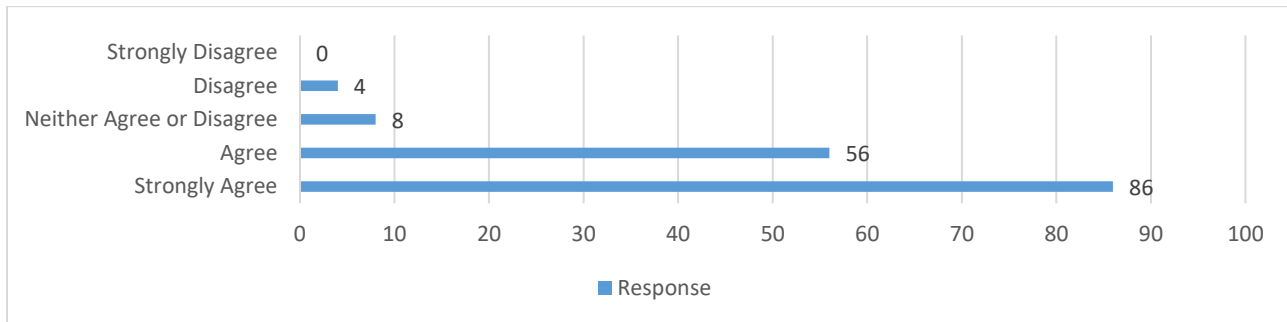


Student-athlete Statement Results:

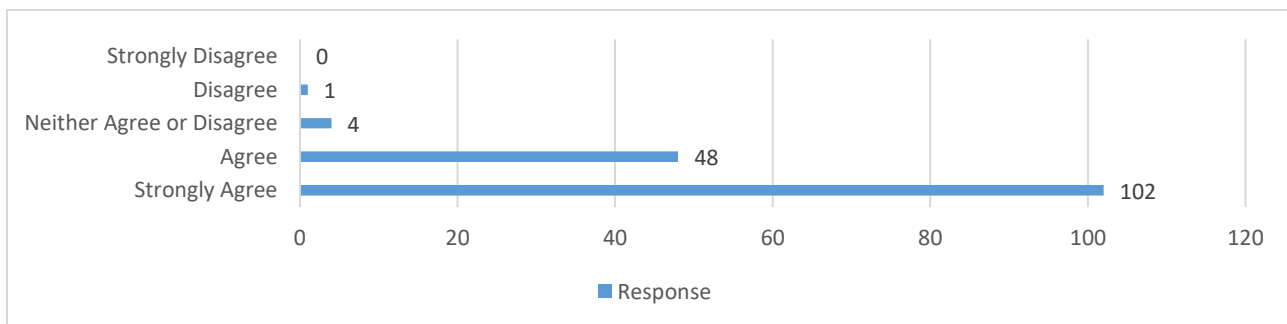
1. I believe that Cerritos College Athletic Department can help me achieve my goals.



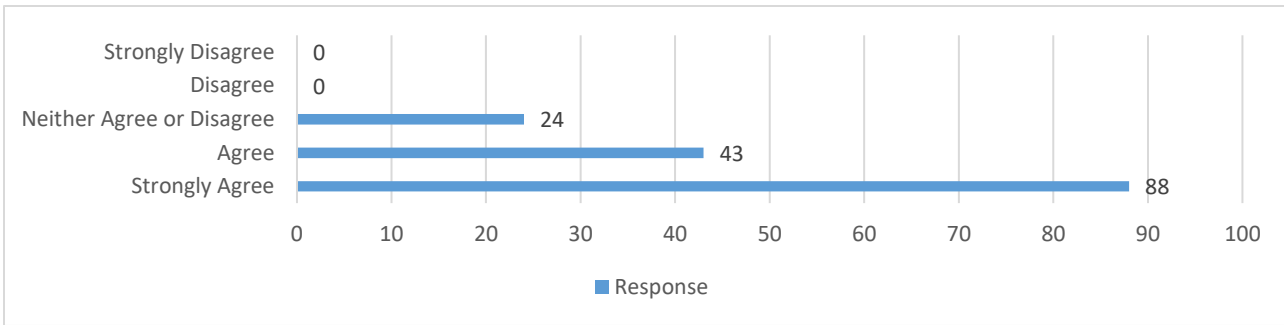
2. I am satisfied with the quality of the present academic counseling I received at Cerritos College.



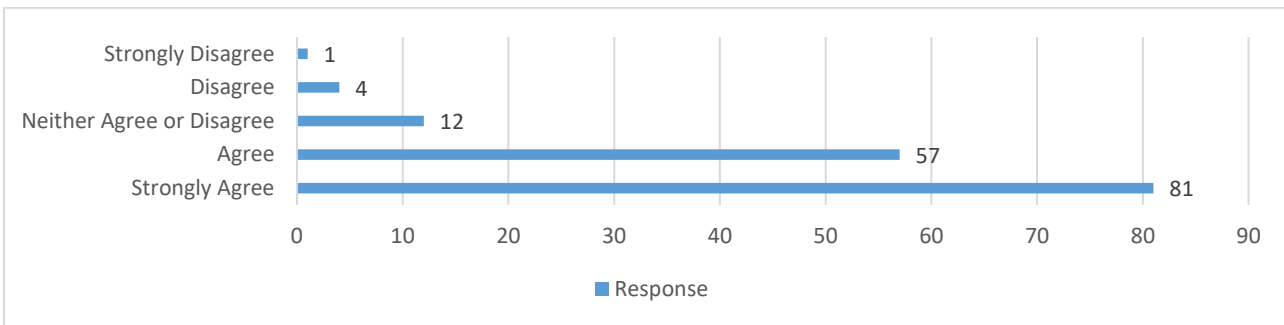
3. I am satisfied with the instruction in my athletic courses



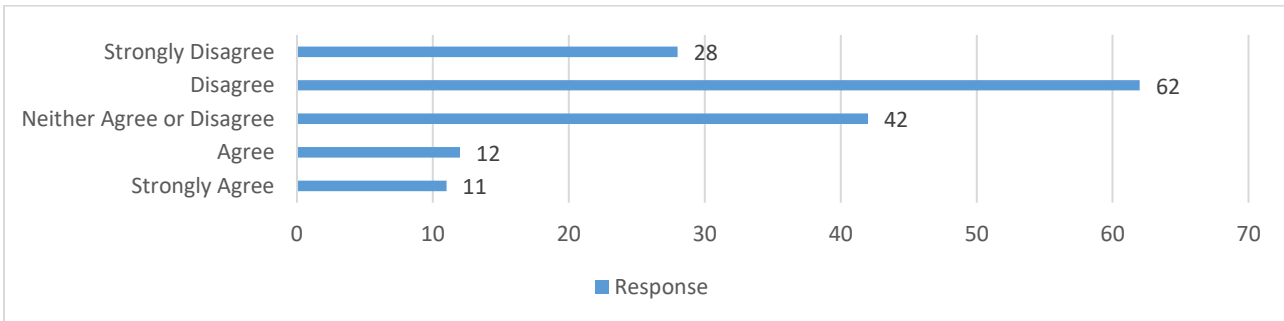
4. I feel I have a better chance of success with my coach on campus full time.



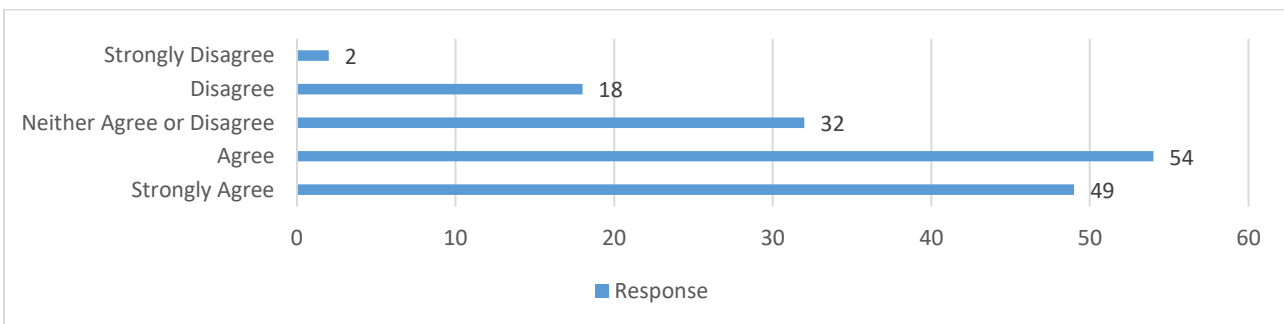
5. I feel I have enough access to my academic counselor



6. I have difficulty getting appointments with the academic counselor on campus



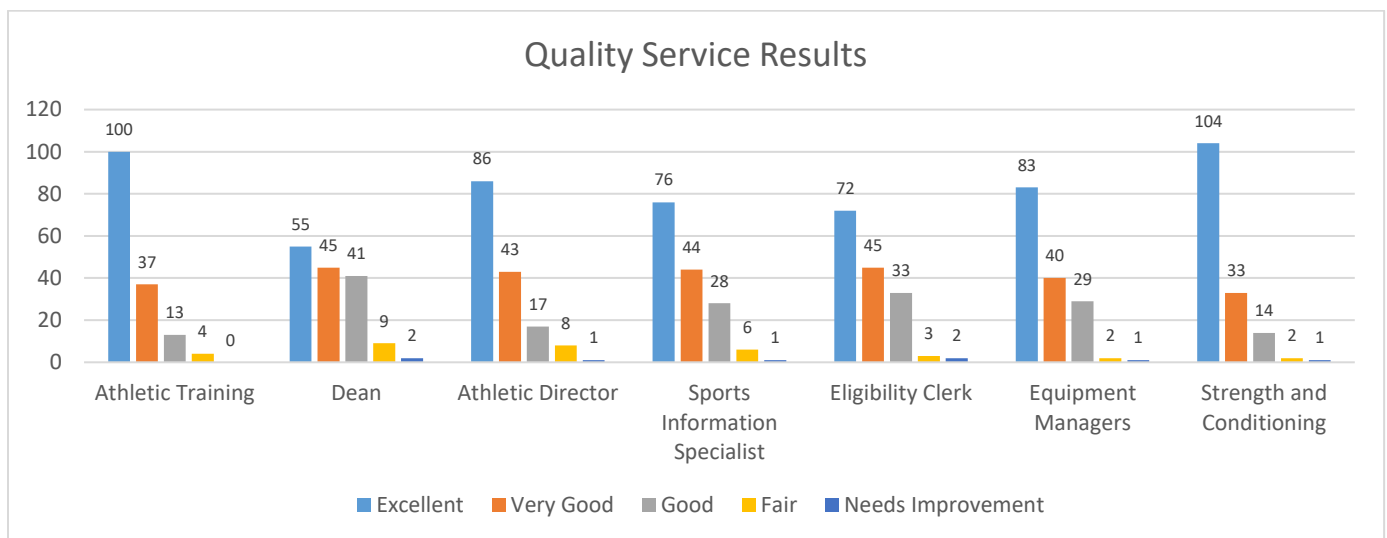
7. I see the same academic counselor every time who is aware of my goals/objectives.



Summary

Our survey was conducted over the summer which was not an ideal situation. Due to the pandemic we decided to hold off in the spring and then realized that we should run the survey sooner rather than later with no end of the pandemic in the near future. We had about a 31% response rate for our survey. Our survey showed as expected that our student-athletes have majors that vary across the college. Of our respondents, 36% were female athletes and 64% were male athletes. Most of the student-athletes felt that the Athletic Department was available to them and has the ability to help them reach their personal and academic goals. They were satisfied with the availability of an academic counselor that is provided for them. Student-athletes feel that the faculty was able to give them a good learning environment. They believe it is more beneficial to have a coach on campus to access when they have concerns or questions. The student-athletes showed that they can access an academic counselor and able to get appointment, but do not necessarily see the same counselor every time.

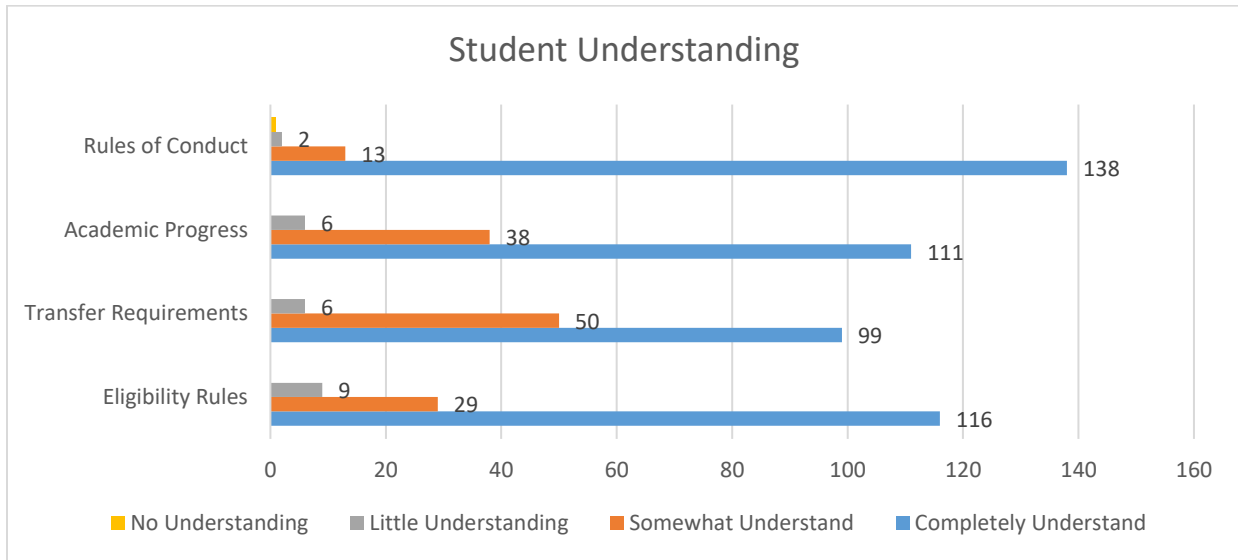
Student-athlete quality service results:



Summary

The majority of the student-athletes felt that quality of service from the support administration was good. A vast majority rated the support staff as excellent or very good according to the survey results.

Student-Athlete understanding of Information:



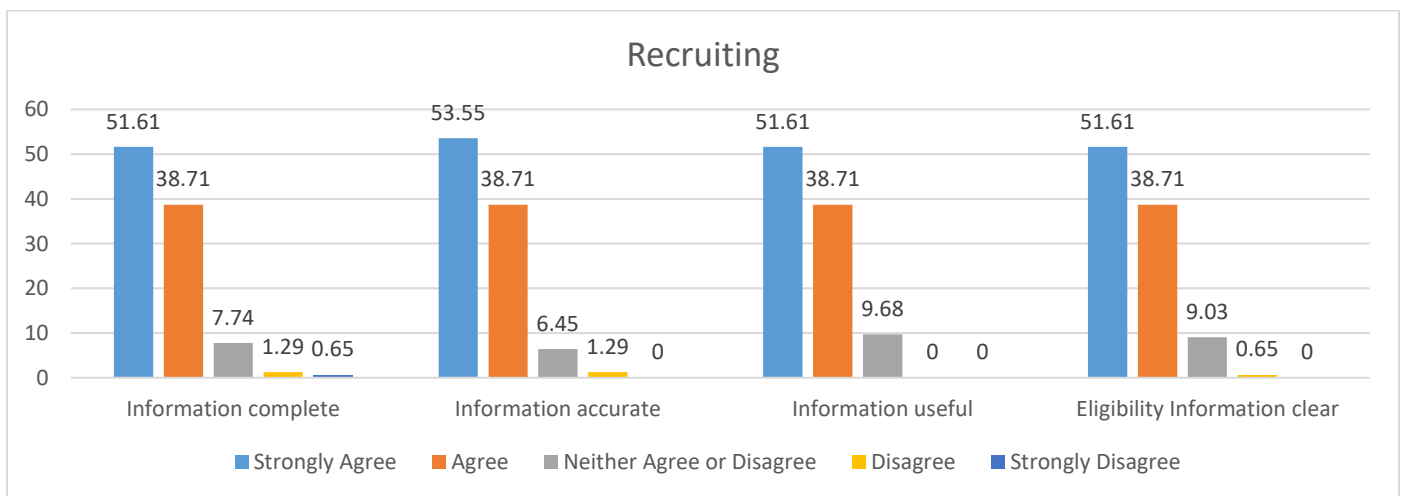
Summary:

The results show that the understanding of vital information given to the student-athletes at the beginning of the year eligibility meetings is being understood. They have a good grasp of the information needed for transfer to a four-year institution, eligibility rules, and rules of conduct. They have a good understanding of what it means when we discuss academic progress.

Educational Goals

In the survey we asked our student athletes what their goals were and 73% intend to play and receive an athletic scholarship to a four-year institution. This shows the determination of our student group. They gave a wide variety of answers to what they plan on doing after college, but they all intend on continuing their education.

Recruitment



Summary

The student-athletes have a good experience with recruiting at Cerritos College. They showed over 90% in agreement that the information given to them during their recruiting trip and communication with the faculty/coach was complete, accurate, useful and clear as to their eligibility.

Impact on Students

The last area looked at through our student survey was the impact that the athletic program had on the students and how it impacted their lives. This was an open-ended question that allowed them to freely express their opinions. The responses to this question had four overarching themes:

1. Cerritos faculty/coaches and support staff helped focus their efforts on achieving their best academically. Comments supported the idea of being a student first and an athlete second.
2. Comments also showed that faculty/coaches and staff pushed them to be a better athlete. They supported having a better knowledge of the sport and what their responsibilities are to be a student-athlete on a college campus.
3. Students stated a gained sense of belonging and community on campus with their teams and faculty/coaches. Through the community and mentors, students developed motivation to be better students and athletes.
4. A smaller group of students felt that upgrades and updates to facilities and fields are needed.

PROGRAM SLO'S FOR COURSES

Student Learning Outcomes (SLO's) are a valuable tool for faculty to understand the achievement of students and adjust teaching methods to support student success. In looking over our Athletic classes, all athletic courses had relevant SLOs assigned to them. The assessment tool of the SLO's in elumen was not regularly used by the faculty so data was not able to be pulled from this area. The process of the assessment did not feel genuine and was disliked by many of the faculty. Our faculty routinely used exit interviews and meetings to gain feedback of their teaching methods from the student-athletes.

Section 2: SWOT ANALYSIS

STRENGTHS

- 1) **High Number of Scholarships** -83 student-athletes earned athletic scholarships in 2019 to four-year colleges.
- 2) **High Number of Transfers** - A high number of student-athletes (greater than 100 per year) transferred to four-year institutions. Student-athletes typically transfer at a faster rate than the general population due to the desire to compete and participate at the next level.
- 3) **CCCAA Championships**- The Athletics Program has won 15 State Championships and 43 Conference Championships since 2013. This makes our totals of 51 State Championships and 210 Conference Championships overall.
- 4) **Quality Faculty** – 97% percentage of student-athletes reported satisfaction with instruction in their athletic course.
- 5) **Full-Time faculty/coaches** – student reported that their chances of success were higher since their coach was accessible on campus.
- 6) **Accessibility to athletic academic counselor** – students felt this was key to their success

- 7) **Facilities** – Cerritos athletics facilities are outstanding. They are maintained and updated as needed to remain competitive.
- 8) **Hiring of an Athletic Director**- hiring of an administrative athletic director. In the past this was a faculty position with release time for athletics.

WEAKNESSES

- 1) **Not enough full-time faculty** – In the last 5 years we have retired 3 full-time faculty/coach and lost one full-time faculty to a management position that have not been replaced.
- 2) **Lack of certificates related to Athletics** – No certificates for coaching or athletic administration.
- 3) **SLOs** – There is a need for a routine SLO assessment schedule for the athletics faculty. We need to put in place a tutorial and explanation of how eLumen SLO assessments are completed and the benefits to the department.
- 4) **Need for updated Football Stadium** – The continued usage of our facilities needs constant updating to maintain safety standards. We need replacement of the stadium/field house that was left off the last bond measure.
- 5) **Need for updated equipment** – Scoreboards at all facilities needs replacement, lighting in stadium, and need for a field maintenance plan.
- 6) **Budget stagnant**- Our district budgets have not been increased for our department in the last 6 years.
- 7) **Need for full time athletic academic counselor** - We lost our full-time counselor in 2018 and there has been no replacement. The athletic academic counselor was educated specifically with the needs of the student-athletes. Knowledge of CCCAA eligibility, NCAA division I, II, III and NAIA are essential to guide our athletes in the right direction for transferring. Currently, we have counselors without this expertise who have partial loads in athletics counseling. This is putting an undue stress on the counselor that has stepped into this position currently. This has led to lack of consistency with communication given to the student-athletes. This is something that the student-athletes would not necessarily recognize as noted in the survey, but it is obvious to the administration and faculty/coaches in this area.
- 8) **Need for study hall** – The athletes must maintain eligibility and have trouble with some core classes that could benefit from a study hall. The idea of a student-athlete specific study hall is to continue to increase the success of our transfers giving the students the opportunity to transfer and earn a four-year degree.
- 9) **Department Handbook** – Our handbook needs to be updated. Last handbook dated 2007 and will need to go through revisions.

OPPORTUNITIES

- 1) **Development of Certificates:** Coaching and Athletic Administration. There has been discussion about adding a coaching certificate or youth sport certificate. These have had success at other institutions and would meet an important community need.
- 2) **Community Outreach:** Athletic Camps and Clinics to showcase facilities

- 3) **Growth of Sports** – There is an interest in upcoming sports of beach volleyball and women’s wrestling
- 4) **New Facilities** – These give us the opportunity to recruit more student-athletes to Cerritos.
- 5) **Athletics Hall of Fame** - The development of an athletic hall of fame celebration for recognition of our outstanding student-athletes and faculty/coaches
- 6) **Need for study hall** – The athletes must maintain eligibility and have trouble with some core classes that could benefit from a study hall. The idea of a student-athlete specific study hall is to continue to increase the success of our transfers giving the students the opportunity to transfer and earn a four-year degree.
- 7) **Tutoring** – We would like to incorporate tutors into our study hall at designated times to help in core classes such as Math and English.

THREATS

- 1) **Inability to replace fulltime faculty** – due to the current state budget and campus hiring procedures it is unlikely that we will get to replace full-time faculty member anytime soon.
- 2) **Declining enrollment statewide** – Declining enrollment across the state continues to make scheduling a challenge. We have been fortunate to grow in certain areas, but declining campus enrollment may inhibit this.
- 3) **Facilities -**
 - a. **Pool Facility** The heating system currently controls both the adapted PE pool and the competition pool and with our current class schedule for the adapted PE pool, the special population of students that utilize this facility need the temperature to be warmer than that of the competition pool. If the heating system was upgraded so that there was a dual control this would assist those students greatly.
 - b. **Stadium Lighting** – our standard lighting needs to be updated to new LED lights to save energy and money to the college and provide a safe environment for participation.
 - c. **Soccer and Field House Turf-** The soccer field and field house field have not been re-turfed in over ten years. The holes have become a danger to students and faculty. By replacing the fields and leveling them out we can ensure that there are no longer swampy and dangerous conditions.
 - d. **Fieldhouse** – This was part of the last bond measure and was not completed.
- 4) **eLumen difficulties** – eLumen is difficult to use and is not an intuitive system. This may be another reason why SLO assessment is not consistent.

Section 3: PROGRAM GOALS

REF	Goal	Action to be taken	Completion Timeline	Person Assigned
W1/T1	Hire New Fulltime Faculty	Continue to follow the Faculty Hiring Prioritization Committee Procedure (FHP)	Annual process until goal is obtained	Kodee Murray Dean Grosfeld FHP Committee Rep
O3	Increase offerings of sports as shown by annual review	<ul style="list-style-type: none"> Evaluate emerging sports as needed by the CCCAA Annual review of R4 for potential regional sport interest Women's Wrestling proposal was postponed due to COVID (Originally proposed for fall 2020) 	Annual process to determine offering to be submitted to administration for approval	Kari Hemmerling Donny Garriott
W10	Update department handbook	<ul style="list-style-type: none"> We will work on revisions of handbook to update to our current standards 	Summer 2021	Kodee Murray Dean Grosfeld
O6/O7	Start an athletic study hall with embedded tutors	<ul style="list-style-type: none"> Obtain funding for tutors and staff run the athletic study hall with dedicated study hall personnel 	Fall 2021	Jamal Ingram Russ May Chris Richardson
W3 /T4	Review SLOs and assess at least once per year	<ul style="list-style-type: none"> Conduct eLumen training session for full-time and adjunct faculty Provide incentives for SLO assessment 	2021-2022 Academic Year	Sergio Macias Trisha Kozlowski
W7	Need for full time athletic academic counselor	Replacement of full-time athletic academic counselor that was lost in 2018.	2021-2022 Academic Year	Kodee Murray Dean Grosfeld Chris Richardson
T2	Sustain appropriate number of student-athletes enrolled in the ATH classes	<ul style="list-style-type: none"> Continue High School outreach to promote athletic programs Offering clinics and camps 	Spring 2022	Tom Caines Russ May Ruben Gonzalez
W2/O1	Develop Certificate in coaching and athletic administration	Work with the Kinesiology department to put together these certificates	FA 2022	Benny Artiaga Bryan Ramos
O2	Increase community outreach	<ul style="list-style-type: none"> Evaluate the level of interest of emerging sports Utilize campus services for community camps and clinics 	Begin Fall 2022 and continue process annually	Tom Caines Russ May Ruben Gonzalez

REF	Goal	Action to be taken	Completion Timeline	Person Assigned
W5/W6	Purchase new and replacement equipment	Obtain funding to purchase new Scoreboards, Field Lighting, and a field maintenance plan for all fields and facilities	2022-2023 Academic Year	Kodee Murray Dean Grosfeld Russ May
O5	Start and Athletics Hall of Fame Ceremony	<ul style="list-style-type: none"> Put together a nomination committee Fundraise for the event 	Spring 2023	John Van Gaston Russ May
T3	Upgrade pool and soccer/field house turf	Obtain funding to improve the safety standards for our facilities	Fall 2023	Sergio Macias Joe Abing Benny Artiaga Ruben Gonzalez
O4/W4/T3	Need for updated Football stadium, fieldhouse, track and stadium seating	Obtain Funding through being included in the next Bond Measure since we were left off the last bond measure that was supposed to include a fieldhouse	FA 2025	Kodee Murray Dean Grosfeld Tom Caines Chris Richardson