NORCO COLLEGE

Program Review - Overall Report

Student Services: Athletics

2021 - 2024

Program Comparison

How does your program compare to the college in the following areas: age, gender, ethnicity, FT/PT enrollment status?

The number of students who have participated in Athletics jumped from 61 (Fall 2018) to 106 (Fall 2019). This represents a 173.77% increase for this program.

Athletics saw a significant difference In the category of age with respect to the19 or younger group. The perentage of student-athletes in this age range was 65.09% compared to the general population, which was 37.40%. This is predictable and understandable because student-athletes are recurited directly from high school and have only five years to play 4 years worth of intercollegiant athletics.

Likewise, with respect to gender, there were more male student-athletes (56.60%) compared to the general population (46.53%).

In addition, during the Fall 2018 term there are 73.77% of full-time enrolled student-athletes where Hispanic which is significantly higher than the Norco College general population o Hispanic students, which is 58.63%.

Program Comparison: Are there any gaps in demographic areas that need to be addressed?

The gender gap can be attributed to the recruiting styles between the men's soccer coach and women's soccer coach. Our men's coach prefers to have 30 men on his roster compared to our women's soccer coach who prefers 20-25. Our school in Title IX compliance; however, this is an area we would like to see more balance.

Program Student Outcomes Comparison

How do student outcomes for your program compare to the college overall in Student Educational Planning, Success, GPA, and Persistence?

The percentage of student-athletes who have met with a counselor and developed an educational plan is 44.34% during the Fall 2019 term. This rate is higher than the general population of students at Norco College which is 16.92%.

In looking at all enrollments during the Fall 2019 term, student-athletes achieved a 69.4% success rate. This rate is about the same as all students at Norco College which is 71.3%. When comparing GPA between the college and the program, Norco College students had a 2.74 GPA and student-athletes had a 2.66 GPA, which is moderately lower in GPA as compared to Norco College students

The one-semester program persistence rate for the Fall 2018 term was 72.5% as compared to 70.3% for the college which is about the same as the college's persistence rate. The one-year program persistence rate for this term was 60.8% as compared to 55.9% for the college which is about the same as the college's persistence rate.

Program Student Outcomes: Are there any gaps in student subgroups that need to be addressed?

There were no significant negative gaps in the student-athlete sub-group which need to be addressed. We would like to see the GPA increase among our student-athletes and will strive to find ways to assist the students do better in their classes.

2021 - 2024

1. How does this student service area evaluate the quality of service delivery? ("Quality" can be measured various ways: speed of service, student satisfaction with services, accuracy of processing, responsiveness, achievement of SLOs, etc.)

Athletics evaluates its quality of service delivery by student satisfaction surveys. Our goal is to provide a firstclass athletic experience for our student athletes.

2. In what ways does this student service area support student learning?

Student-Athletes are a unique cohort of individuals with a unique set of academic criteria which they need to adhere to in order to compete on an annual basis.

3. What strategic goals does this student support service area align with to support the college mission?

2025 Objective 7.4: Develop and implement plan for expanded athletics offerings.

4. How has assessment data been used to improve this student support program or service?

Assessment data has been used to improve the way in which we mentor and advise students in achieving their academic goals. Based on assessment data in the past we have been able to set up workshops for student-athletes to meet with an academic counselor, as well as an eligibility specialist. It has also shown us that we need to invest in a Certified Athletic Trainer and student assistants.

5. How does this student support service area assure equitable access to appropriate, comprehensive, and reliable services?

Athletics ensures equitable access to appropriate, comprehensive, and reliable services by providing workshops by administrators, staff, faculty, coaches, and assistant coaches to student-athletes on a monthly basis by which they are given Guided Pathways and Eligibility information to help them move along the path successfully. One example is an annual orientation program where students get information about eligibility and graduation requirements, mental health services, and tutoring opportunities.

Program Review: Part 1

EMP GOAL 7. Become the regional college of choice by offering a comprehensive range of programs that prepare students for the future and meet employer workforce needs.

GOALS AND ACTIVITIES

What are you doing now in support of this goal?

Athletics was a huge advocate of the 2020 Ballot Measure A, which would have brought additional funding buildings to NC. However, the Measure did not pass. As a result, Athletic sought to increase its visability by developing a new brand identity, which matched the competitive spirit shown by its athletes and coaches. The new brand is in alignment with our college becoming the regional college of choice (EMP Goal 7)."

In addition, we need to increase our staff if we are going to sustain athletics. Currently, there are no individuals assigned full-time to work with our student-athletes (The Dean of Student Life, Eligibilty Clerk, Academic Advisor, Coaches, Assistant Coaches, and the Certified Athletic Trainer are all doing athletics on a part-time basis or as an "other duties as assigned" project). This model can not sustain a successful program or one who can adequately compete against other teams in the Inland Empire Athletic Conference or within the state. Full time staff and a dedicated budget are needed if this program/department is to grow.

What are your plans/goals (3-year) regarding this goal?

We plan to market ourselves to high schools through our website, brochures, soccer and cross country summer camps, logos on vans and buses to away games, as well as creating winnng programs that our community will be proud to support.

EVIDENCE

Do you have assessment data or other evidence that relates to this goal?

Not yet. Due to the pandemic, athletes were put on hold and so was our marketing. We will work to create assessment data as our college opens back up in the summer and fall of 2021.

RESOURCES

Is there a resource request associated with this EMP Goal? (If yes, please complete a Resource Request, which you can access from the main menu to the left) Yes

Program Review Part 2

2021 - 2024

Information/Publication Review

Please discuss any publications or published information that require regular updates for your area.

Our Athletic Website requires regular updates: https://athletics.norcocollege.edu/landing/index

And this is the link to our Equity in Athletics survey, which is updated annually : https://d2o2figo6ddd0g.cloudfront.net/f/9/ec1rt1hp2p6kru/EADA_Compliance_Letter_2019_-_Norco_College.pdf

Program Review Reflections

What would make program review meaningful and relevant for your unit?

Athletics would benefit from have Service Area Outcomes rather than Student Learning Outcomes. The Kineseology Department would be the best to track student learning outcomes for student-athletes.

What questions do we need to ask to understand your area's plans, goals, needs?

What area does the Athletic Department best support student success both in and out of the classrooms? What personnel and/or resources are needed to help you achieve additional success in department?

What types of data do you need to support your area's plans, goals, needs?

Athletics would benefit from an outside entity doing a 360 degree evaluation of our program. This will be done i a few years (estimated 2024) though our athletic conference known as the Inland Empire Athletic Conference (IEAC).

If there are any supporting documents you would like to attach, please attach them here.

2014-17_STUDENT_SERVICES_ATHLETICS_ResourceRequests.xlsx

2021 - 2024

What resources do we already have?

Certified Athletic Trainer: Position was flown in the Spring of 2021 as a 10-month Part-Time position.

What resources do you need? Supplement Salary and Benefits to Make the Certified Athletic Trainer a 12-month Full-Time position

Request related to EMP goal or Assessment? EMP Goal 7

\$ Amount Requested 95,000

Resource Type STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s) General Fund

The evidence to support this request can be found in: Assessment Review, Program Review: Part 1

This request for my area is Priority #: 1

2021 - 2024

What resources do we already have?

Currently, 25% of a Student Support Specialist is assigned to doing Athletic Eligibility. However, none of the funds for this position comes from the Athletic Budget. It is paid for by the Admissions & Records budget.

What resources do you need?

We need resources to pay for a 50% Athletic Eligibility Clerk

Request related to EMP goal or Assessment? EMP Goal 9.EMP Goal 7

\$ Amount Requested 45,000

Resource Type STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s) General Fund

The evidence to support this request can be found in: Assessment Review, Program Review: Part 1

This request for my area is Priority #: 2

2021 - 2024

What resources do we already have?

Student Assistants needed for Game Management and Athletic Training Support

What resources do you need? Student Assistant Salaries

Request related to EMP goal or Assessment? EMP Goal 5

\$ Amount Requested 15,000

Resource Type STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s) General Fund

The evidence to support this request can be found in: Program Review: Part 2,Program Review: Part 1

This request for my area is Priority #: 4

2021 - 2024

What resources do we already have?

We currently have no COVID related equipment or supplies

What resources do you need?

PPE, including but not limited to PCR Testing and sanitation supplies

Request related to EMP goal or Assessment? EMP Goal 9

\$ Amount Requested 15,000

Resource Type ITEM: Instructional supplies

Potential Funding Source(s)

Other/None,General Fund

The evidence to support this request can be found in:

Assessment Review

This request for my area is Priority #:

3

2021 - 2024

What resources do we already have?

No resources currently exist for transportation to away games

What resources do you need?

Funding from HEERF or General Fund for transporting student-athletes to away games. The current 8 passenger vans that we use do not adequetly keep student-athletes socially distanced.

Request related to EMP goal or Assessment? EMP Goal 7

EMP Goal /

\$ Amount Requested

50,000

Resource Type

BUDGET: Request Ongoing Funding (Professional Development, Department or Program Support, Outreach, Marketing)

Potential Funding Source(s)

Other/None,General Fund

The evidence to support this request can be found in:

Program Review: Part 1

This request for my area is Priority #:

5

2021 - 2024

What resources do we already have?

Historically, athletic coaches' stipends have been paid by Academic Affairs, per the CTA contract (Appendix D, p. 82)

What resources do you need?

Athletics is requesting sufficient funding to cover the stipends of 1 head coach per Varsity team, along with 3 asst. coaches for both soccer teams, and 1 asst. coaches for both cross country teams. (Men's & Women's Cross Country Coaches Stipends: \$20,696.00 and Men's & Women's Soccer Coaches Stipends: \$39,200.00).

Request related to EMP goal or Assessment?

EMP Goal 7,EMP Goal 9

\$ Amount Requested 60,000

Resource Type STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

General Fund

The evidence to support this request can be found in:

Assessment Review, Program Review: Part 1

This request for my area is Priority #:

2

2021 - 2024

All parts of my Program Review have been completed and it is ready for review γ_{es}

uest Year/Cycle De	epartment Re		Resource Request	Poquest Status	Resource Justification Tota	Cost of Request Requested By	Link(s) to EMP	pe Path
4-2017 Program Review At		rofessional Development Needs	California Community College Athletic Trainer Association (CCCATA) Membership	Requested	Improves athletic trainers ability to do job effectively through support, training, and current evidence available.	25.00 Mark.Hartley@norcocollege.edu	["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).", "Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co-curricular activities.", "Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"] Item	sites/IPA/StudentServices/Lists/Student Services Resource Requests
							["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).", "Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co-curricular activities.", "Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily	
17 Program Review At	:hletics Eq	quipment - Technology	WIFI at Soccer Complex	Requested	For proper medical documentations and more efficient statistic reporting. \$	200.00 Mark.Hartley@norcocollege.edu	support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"]Item["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).","Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co-curricular activities.","Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily	sites/IPA/StudentServices/Lists/Student Services Resource Requests
)17 Program Review At		rofessional Development Needs	California Community College Athletic Director Association (CCCADA) Membership	Requested	Improves administration training and ability to do job effectively. \$	200.00 Mark.Hartley@norcocollege.edu	support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"] Item ["Goal 1: Increase Student Achievement and Success - Objective 2: Improve transfer rate by 10% over 5 years."]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).","Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal	sites/IPA/StudentServices/Lists/Student Services Resource Requests
17 Program Review At		quipment rofessional Development Needs	Bicycle Coaches Association Membership	Requested	Cross country coach needs to be able to pace with the different speeds of entire team. \$ Required to be a part of association for team to qualify to play in post season. \$	400.00 Mark.Hartley@norcocollege.edu 625.00 Mark.Hartley@norcocollege.edu	Goal 7"]Item["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).", "Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co-curricular activities.", "Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"]	sites/IPA/StudentServices/Lists/Student Services Resource Requests
.7 Program Review At		quipment - Technology	Athletic Laptop	Requested	To more efficiently keep stats that are required by the CCCAA.	800.00 Mark.Hartley@norcocollege.edu	["Goal 1: Increase Student Achievement and Success - Objective 2: Improve transfer rate by 10% over 5 years."]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).","Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co- curricular activities.","Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"]	sites/IPA/StudentServices/Lists/Student Services Resource Requests
							["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily	
2017 Program Review At	metics Eq	quipment	Scoreboard Cover	Requested	Protect the scoreboard from damage and possible high repair costs. \$ Sector 100 (Sector 100) \$ To better help our student athletes, we can successfully do this by improving our administration by	1,500.00 Mark.Hartley@norcocollege.edu	support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"]Item["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Goal 4: Create Effective Community Partnerships - Objective 6: Increase community partnerships.", "Goal 4: Create Effective Community Partnerships - Objective 8: Increase external funding sources which support college programs and initiatives."]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Goal 7: Strengthen Our Commitment To Our Employees - Objective 1: Provide professional development activities for all employees.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 2: Increase the percentage of employees who consider the college environment to be inclusive.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 3: Decrease the percentage of employees who experience unfair treatment based on diversity-related characteristics.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 4: Increase participation in events and celebrations related to inclusiveness.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 4: Increase participation in events and celebrations related to inclusiveness.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 4: Increase	sites/IPA/StudentServices/Lists/Student Services Resource Requests
		rofessional Development Needs	2. Annual California Community College Athletic Director Association (CCCADA) Conference for		attending the annual conferences hosted by the CCCADA. \$	2,600.00 Mark.Hartley@norcocollege.edu	wellness of our college community."]Item["Goal 1: Increase Student Achievement and Success - Objective 2: Improve transfer rate by 10% over 5 years."]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).","Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co- curricular activities.", "Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not	sites/IPA/StudentServices/Lists/Student Services Resource Requests
017 Program Review At	hletics Eq	quipment - Technology	PrestoSports Website Design	Requested	A better platform to publicize program and highlight the success of student-athletes. \$	3,000.00 Mark.Hartley@norcocollege.edu	primarily support the Objectives of Goal 7"Item["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily	sites/IPA/StudentServices/Lists/Student Services Resource Requests
017 Program Review At	hletics Sa	afety Needs	Automated External Defibrillator	Requested	that is performed in the Fitness Room. \$	3,200.00 Mark.Hartley@norcocollege.edu	support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"]Item["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).", "Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co-curricular activities.", "Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily	sites/IPA/StudentServices/Lists/Student Services Resource Requests
-2017 Program Review At -2017 Program Review At		rofessional Development Needs quipment	California Community College Athletic Association (CCCAA) Membership Cross Country Supplies (Cones, flags, chalk)	Requested	Required to complete in intercollegiate sport \$ Required to host home cross country events. \$	3,650.00 Mark.Hartley@norcocollege.edu 5,000.00 Mark.Hartley@norcocollege.edu	support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"]Item["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).", "Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co-curricular activities.", "Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"]	sites/IPA/StudentServices/Lists/Student Services Resource Requests
2017 Drogram Boviow At	blotics Dr	rofaccional Dovelonment Noods	Orango Empiro Conforenco Momborchin	Poquested	Poquired to participate in intercollegiate sport within the conference	6 000 00 Mark Hartlov@porcocollogo.odu	["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).", "Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co-curricular activities.", "Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily	sitas /IDA /StudentSenvices /Lists /Student Services Peseurce Peguests
4-2017 Program Review At 4-2017 Program Review At		quipment	Orange Empire Conference Membership	Requested	Required to participate in intercollegiate sport within the conference. \$	6,000.00 Mark.Hartley@norcocollege.edu	support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"]Item["Goal 1: Increase Student Achievement and Success - Objective 1: Improve transfer preparedness (completes 60 transferable units with a 2.0 GPA or higher).", "Goal 1: Increase Student Achievement and Success - Objective 2: Improve transfer rate by 10% over 5 years. ", "Goal 1: Increase Student Achievement and Success - Objective 4: Improve presistence rates by 5% over 5 years (fall-spring; fall- fall),", "Goal 1: Increase Student Achievement and Success - Objective 5: Increase completion rate of degrees and certificates over 6 years.", "Goal 1: Increase Student Achievement and Success - Objective 5: Increase precentage of students who complete 15 units, 30 units, 60 units.", "Goal 1: Increase Student Achievement and Success - Objective 7: Increase precentage of students who complete 15 units, 30 units, 60 units.", "Goal 1: Increase Student Achievement and Success - Objective 10: Increase course completion, certificate and degree completion, and transfer rates of underrepresented students.", "Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners),", "Goal 3: Increase shout college resources dedicated to student success.", "Goal 3: Increase Student Access - Objective 2: Increase percentage of fstudent goal 3: Increase Student Access - Objective 1: Increase percentage of students who declare an educational goal.", "Goal 3: Increase Student Access - Objective 2: Increase student Access - Objective 5: Reduce scheduling conflicts that negatively impact student completion of degrees and programs."]["Goal 4: Create Effective Community Partnerships - Objective 6: Increase external funding sources which support college programs and initiatives."]["Does not primarily support the Objectives of Goal 7"] </td <td>sites/IPA/StudentServices/Lists/Student Services Resource Requests</td>	sites/IPA/StudentServices/Lists/Student Services Resource Requests
2017 Program Review At		quipment rofessional Development Needs	Annual California Community College Athletic Association (CCCAA) Conference for Coaches an		As one of the newer Athletic Program in our conference, it is important the entire staff learns and understands the compliance rules and regulations for the conference for the state and for Division I, II and III. To better help our student athletes. We can successfully do this by attending the annual conferences hosted by the CCCAA.	7,500.00 Mark.Hartley@norcocollege.edu	["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Goal 4: Create Effective Community Partnerships - Objective 6: Increase community partnerships.", "Goal 4: Create Effective Community Partnerships - Objective 8: Increase external funding sources which support college programs and initiatives."]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Goal 7: Strengthen Our Commitment To Our Employees - Objective 1: Provide professional development activities for all employees.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 2: Increase the percentage of employees who consider the college environment to be inclusive.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 3: Decrease the percentage of employees who experience unfair treatment based on diversity-related characteristics.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 4: Increase participation in events and celebrations related to inclusiveness.", "Goal 7: Strengthen Our Commitment To Our Employees - Objective 5: Implement programs that support the safety, health, and wellness of our college community."]	sites/IPA/StudentServices/Lists/Student Services Resource Requests
2017 Program Review At		quipment	Athletic Golf Cart	Requested	One cart would be needed for the sports medicine staff for any emergency response needed. One cart would be for transportations and setup of equipment for all sporting events.	18,000.00 Mark.Hartley@norcocollege.edu	["Does not primarily support the Objectives of Goal 1"]["Goal 2: Improve the Quality of Student Life - Objective 3: Increase student satisfaction and importance ratings for student support services."]["Does not primarily support the Objectives of Goal 3"]["Does not primarily support the Objectives of Goal 4"]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Does not primarily support the Objectives of Goal 7"] Item	sites/IPA/StudentServices/Lists/Student Services Resource Requests
	Ε						["Goal 1: Increase Student Achievement and Success - Objective 1: Improve transfer preparedness (completes 60 transferable units with a 2.0 GPA or higher).", "Goal 1: Increase Student Achievement and Success - Objective 2: Improve transfer rate by 10% over 5 years.", "Goal 1: Increase Student Achievement and Success - Objective 4: Improve persistence rates by 5% over 5 years (fall-spring; fall- fall).", "Goal 1: Increase Student Achievement and Success - Objective 6: Increase success and retention rates.", "Goal 1: Increase Student Achievement and Success - Objective 6: Increase percentage of students who complete 15 units, 30 units, 60 units.", "Goal 1: Increase Student Achievement and Success - Objective 10: Increase completion, certificate and degree completion, and transfer rates of underrepresented students."]["Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (faculty and student interaction, active learning, student effort, support for learners).", "Goal 2: Improve the Quality of Student Life - Objective 1: Increase of students who declare an educational goal.", "Goal 3: Increase Student Access - Objective 2: Increase percentage of new students who develop an educational plan.", "Goal 3: Increase Student Access - Objective 3: Increase percentage of continuing students who develop an educational plan.", "Goal 3: Increase Student Access - Objective 5: Reduce scheduling conflicts that negatively impact student completion of degrees and programs. "]["Goal 4: Create Effective Community Partnerships - Objective 8: Increase external funding sources which support college programs and initiatives."]["Does not primarily support the Objectives of College programs and initiatives."]["Does not primarily support the Objectives for Support college programs and initiatives."]["Does not primarily support the Objective Si Goal 5"]["Does not primarily support the	

Partnerships - Objective 8: Increase external funding sources which support college programs and initiatives."]["Does not primarily support the Objectives of Goal 5"]["Does not primarily support the Objectives of Goal 6"]["Goal 7: Strengthen Our Commitment To Our Employees - Objective 5: Implement

\$ 46,341.00 Mark.Hartley@norcocollege.edu programs that support the safety, health, and wellness of our college community."] Item sites/IPA/StudentServices/Lists/Student Services Resource Requests

2014-2017 Program Review Athletics Staffing	Lacrosse Coach	Requested Development of a lacrosse team requires a coach.	Picoal 1: Increase Student Achievement and Success - Objective 1: Improve transfer preparedness tompletes 60 transferable units with a 2.0 GPA or higher).", "Goal 1: Increase Student Achievement and Success - Objective 2: Improve transfer rate by 105 over 5 years.", "Goal 1: Increase Student Achievement and Success - Objective 3: Improve transfer rate by 105 over 5 years.", "Goal 1: Increase Student Achievement and Success - Objective 5: Increase Student Achievement and Success - Objective Student Life - Objective 1: Increase Student Achievement and Success - Objective 1: Increase Student Achievement and Success - Objective Increase Student Achievement and Success - Objective Student Increase Student Achievement and Success - Objective 1: Increase Student Achievement Access - Objective Increase Student Achievement Access Student Increase Student Achievement Access Student Increase Student Access Objective Incr
			["Goal 1: Increase Student Achievement and Success - Objective 1: Improve transfer preparedness (completes 60 transferable units with a 2.0.6PA higher), "Goal 1: Increase Student Achievement and Success - Objective 2: Improve transfer rate by 10% over 5 years, "Goal 1: Increase Student Achievement and Success - Objective 4: Improve persistence rates by 5% over 5 years (fall- fall), "Goal 1: Increase Student Achievement and Success - Objective 5: Increase completion rate of degrees and certificates over 6 years, "Goal 1: Increase Student Achievement and Success - Objective 7: Increase percentage of students who complete 15 units, 30 units, 60 units, "Goal 1: Increase Student Achievement and Success - Objective 10: Increase course completion, certificate and degree completion, and transfer rates of underrepresented students. "['Goal 2: Improve the Quality of Student 1: Increase Student Achievement and Success - Objective 5: Increase Student Achievement and Success - Objective 1: Increase student targagement (faculty and student 1: Increase) Student 1: Increase Increase Student Achievement and Success - Objective 5: Increase tudent engagement (faculty and student 1: Improve the Quality of Student 1: Increase Student Activativa and Student 1: Improve the Quality of Student 1: Increase Student engagement (faculty and student 1: Improve the Quality of Student 1: Increase Student Access - Objective 5: Increase seguresettage of students who declare an educational goal, "Goal 3: Increase Student Access - Objective 5: Increase Student Access - Objective 3: Increase Student Access - Objective 4: Increase Student Access - Objective 5: Increase Student Access - Objective 5: Increase Student Access - Objective 5: Increase Student Access - Objective 5: Improve the Quality of Student Access - Objective 5: Increase Student Access - Objective 5: Improve the Quality of Dejetiv
2014-2017 Program Review Athletics Staffing	Beach Volleyball Coach	Requested Development of a beach volleyball team requires a coach. \$	46.341.00 Mark.Hartley@norcccollege.edu and wellness of our college community."] Item stes/IPA/StudentServices/Lists/StudentServices Resource Requests ["Goal 1: Increase Student Achievement and Success - Objective 1: Improve transfer preparedness. [completes 60 transferable units with a 2.0 GPA on tighter, ""Goal 1: Increase Student Achievement and Success - Objective 1: Improve transfer rate by 10% over 5 years ("Goal 1: Increase Student Achievement Achievement and Success - Objective 1: Improve transfer preparedness. Completes 60 transferable units with a 2.0 GPA on tighter, ""Goal 1: Increase Student Achievement Achievement and Success - Objective 5: Increase Student Achievement and Success - Objective Charace Student Achievement and Success - Objective 5: Increase Student Achievement and Success - Objective Charace Student Achievement and Success - Objective 5: Increase Student Achievement and Success - Objective Charace Student Achievement and Success - Objective 5: Increase Student Achievement and Success - Objective Charace Student Achievement and Success - Objective Charace Student Achievement and Success - Objective Student Ule - Objective 1: Increase Student Achievement and Success - Objective Student Ule - Objective 1: Increase Student Achievement and Success - Objective 2: Increase Student Achievement Student Achievement Student Achievement Student Achievement Student Student Student Student Student Student Student Student Stud
2014-2017 Program Review Athletics Staffing	Softball Coach	Requested Development of a softball team requires a coach. \$ It is more fiscally advantageous to increase the time of this position because both positions are needed, and we already have a half time Head Athletic Trainer. Based on initiatives from the President's Office, the Athletic Department is growing and therefore needs to increase administrative	46,341.00 Mark.Hartley@norcocollege.edu wellness of our college community."] Item sites/IPA/StudentServices/Lists/Student Services Resource Requests
2014-2017 Program Review Athletics Staffing	1. #ssistant Athletic Director/Head Athletic Trainer	Requested \$	120,958.00 Mark Hartley@norcocollege.edu college.comunity." Item sites/JPA/StudentServices/Lists/StudentServices Resource Requests Longletes 60 transferable units with a 2.0 GPA or higher)." Goal 1: Increase Student Achievement and Success - Objective 2: Ingrove transfer rate by 10% over 5 years. "(Soal 1: Increase Student Achievement and Success - Objective 3: Ingrove transfer rate by 10% over 5 years." (Soal 1: Increase Student Achievement and Success - Objective 3: Increase Student Achievement and Succes
2014-2017 Program Review Athletics Facilities	Beach Volley Ball Courts	facility to the north of the Soccer Complex. To bring this emerging sport to Norco College, we have to revive the courts for the safety of the student-athletes and ability to play Beach Volleyball. \$ Requested revive the courts for the safety of the student-athletes and ability to play Beach Volleyball. \$ The footprint for softball is currently on campus to the north of soccer field and beach volleyball courts. To revamp the current footprint, fences, dugout, grass, and proper dirt is required. \$	Planning Processes-Objective 5: Revise the facilities Master Plan. "[PDoes not primarily support the dou,000.00 Mark Hartley@norccollege.edu Item sites/PA/StudentServices/Lists/Student Services Resource Requests 00,000.00 Mark Hartley@norccollege.edu PCoal 1: Increase Student Achievement and Success - Objective 1: Improve transfer preparedness (completes S0 transfera ble units with a 2.0 GPA or higher), "Coal 1: Increase Student Achievement and Success - Objective 3: Improve transfera the JDS Over 5 years (Tall-Spring Bil- Achievement and Success - Objective 5: Improve transfer tale by 15% over 5 years (Tall-Spring Bil- Achievement and Success - Objective 5: Sudent Achievement and Success - Objective Biprimes Student Achievement and Success - Objective 1: Improve transfer Sudent Achievement and Success - Objective 5: Increase Student Achievement and Success - Objective Biprimes Student Achievement and Success - Objective 1: Improve transfer Sudent Achievement and Success - Objective 5: Increase Student Achievement and Success - Objective Biprimes Student Achievement and Success - Objective 1: Improve the Quality of Student Life - Objective 3: Improve the Quality of Student Life - Objective 3: Improve th
		Increase facility space for health and fitness classes, meeting rooms, event center, fitness center,	["Does not primarily support the Objectives of Goal 1" "Goal 2: Improve the Quality of Student Life - Objective 1: Increase student engagement (inculty and student interaction, active learning, student effort, support for learners), ""Goal 2: Improve the Quality of Student Life - Objective 2: Increase frequency of student participation in co-curricular activities"("Goal 2: Improve the Quality of Student Life - Objective 3: Increase student statistication and importance ratings for student support services.", "Goal 2: Improve the Quality of Student Life - Objective 2: Improve the Quality of Student Life - Objective 3: Increase student Life - Objective 4: Increase the percentage of students who consider the college environment to be inclusive", "Goal 2: Improve the Quality of Student Life - Objective 5: Decrease the percentage of students who experience unfair treatment based on diversity related characteristics .", "Goal 2: Improve the Quality of Student Life - Objective 6: Increase current students' a wareness about college resources dedicated to student success." "Does not primarily support the Objectives of Goal 3! "Goal 4: Create Effective Community Partnerships - Objective 3: Increase community partnerships.", "Goal 4: Create Effective Community Partnerships - Objective 3: Increase community partnerships.", "Goal 4: Create Effective Community Partnerships - Objective 3: Increase community partnerships.", "Goal 4: Create Effective Community Partnerships]"Goal 5: Strengthen Student LearningObjective 5: Increase the number of faculty development workshops for cursing on pedagogiva characdemic year

2014-2017 Program Review Athletics Staffing

Cross Country Coach

Requested Development of a cross country team require a coach.