



Program Review - Overall Report

Student Services: Athletics

Data Review

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 the 19 or younger group. The percentage 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 recruited directly from high school and have only five years to play 4 years worth of intercollegiate 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 who are Hispanic which is significantly higher than the Norco College general population of 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 is 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.

Data Review

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.

Assessment Review

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 first-class 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 visibility 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, Eligibility 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 winning 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 Kinesiology 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](#)

Resource Requests

2022 - 2023 Update

Resource Request

What resources do we already have?

Utilizing the Student Life Admin. Asst. III to do Eligibility work for the Athletic Department

What resources do you need?

Part-Time Athletic Compliance Officer

Request related to EMP goal or Assessment?

EMP Goal 8,EMP Goal 9,EMP Goal 12

\$ Amount Requested

40,000

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 1

This request for my area is Priority #:

2

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

We currently use the expertise of Jethro Midgett in Counseling to assist our student-athletes with Academic Counseling and the creation of Student Educational Plans (SEP).

What resources do you need?

2 Part-Time Athletic Academic Counselors to work with student-athletes, as well as athletes in club sports, such as Esports, Karate, Rugby, etc.

Request related to EMP goal or Assessment?

EMP Goal 8,EMP Goal 10

\$ Amount Requested

80,000

Resource Requests

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 1

This request for my area is Priority #:

3

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

Athletes work out on their own in our 900 square foot weight room.

What resources do you need?

To compete at the highest level of athletics and to coincide with the potential opening of the new Center for Human Performance and Kinesiology Building, Athletics is in need of a Strength and Conditioning Coach to help our students get to their ultimate fitness level so they will be ready to transfer to a four-year university and compete at the Division I level.

Request related to EMP goal or Assessment?

EMP Goal 7,EMP Goal 10

\$ Amount Requested

150,000

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 1

This request for my area is Priority #:

4

Is this request:

New

For Administrative Use Only

Funding Status

Resource Requests

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

Dean of Student Life is the de facto Athletic Director (1/8 of time)

What resources do you need?

Full Time Athletic Director

Request related to EMP goal or Assessment?

EMP Goal 8,EMP Goal 9

\$ Amount Requested

175,000

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 1

This request for my area is Priority #:

5

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

This role is being filled by the Dean of Student Life

What resources do you need?

Director of Sports Information

Request related to EMP goal or Assessment?

EMP Goal 7,EMP Goal 9

\$ Amount Requested

150,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Resource Requests

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 #:

6

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

Athletics directs Student-Athletes to the Educational Advisors in the Engagement Center for Assistance.

What resources do you need?

Part-Time Athletic Educational Advisor

Request related to EMP goal or Assessment?

EMP Goal 2,EMP Goal 3,EMP Goal 9,EMP Goal 10

\$ Amount Requested

30,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

Guided Pathways,Equity,General Fund

The evidence to support this request can be found in:

Program Review: Part 1

This request for my area is Priority #:

7

Is this request:

New

For Administrative Use Only

Funding Status

Notes

Resource Requests

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Athletic Equipment Manager

Request related to EMP goal or Assessment?

EMP Goal 7,EMP Goal 9,EMP Goal 10

\$ Amount Requested

85,000

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 1

This request for my area is Priority #:

8

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Academic Success Coordinator, Athletics

Request related to EMP goal or Assessment?

EMP Goal 2,EMP Goal 3,EMP Goal 9,EMP Goal 10

\$ Amount Requested

85,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

General Fund,Equity,Guided Pathways

Resource Requests

The evidence to support this request can be found in:

Program Review: Part 1

This request for my area is Priority #:

9

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Head Women's Basketball Coach

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 7,EMP Goal 10

\$ Amount Requested

150,000

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 1

This request for my area is Priority #:

10

Is this request:

New

For Administrative Use Only

Funding Status

Notes

Resource Requests

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Two Women's Assistant Basketball Coaches

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 7,EMP Goal 10

\$ Amount Requested

50,000

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 1

This request for my area is Priority #:

11

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Head Women's Volleyball Coach

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 7,EMP Goal 10

\$ Amount Requested

125,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

General Fund

Resource Requests

The evidence to support this request can be found in:

Program Review: Part 1

This request for my area is Priority #:

12

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Two Women's Assistant Volleyball Coaches

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 7,EMP Goal 10

\$ Amount Requested

50,000

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 1

This request for my area is Priority #:

13

Is this request:

New

For Administrative Use Only

Funding Status

Notes

Resource Requests

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Head Men's Basketball Coach

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 7,EMP Goal 10

\$ Amount Requested

150,000

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 1

This request for my area is Priority #:

14

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Two Assistant Men's Basketball Coaches

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 7,EMP Goal 10

\$ Amount Requested

50,000

Resource Type

STAFF: Classified Professional, Confidential, Manager

Potential Funding Source(s)

General Fund

Resource Requests

The evidence to support this request can be found in:

Program Review: Part 1

This request for my area is Priority #:

15

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Head Men's Volleyball Coach

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 7,EMP Goal 10

\$ Amount Requested

150,000

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 1

This request for my area is Priority #:

16

Is this request:

New

For Administrative Use Only

Funding Status

Notes

Resource Requests

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Two Assistant Men's Volleyball Coaches

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 3,EMP Goal 7,EMP Goal 10

\$ Amount Requested

50,000

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 1

This request for my area is Priority #:

17

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

ASNC is currently supplement athletes by paying for uniform, equipment, travel, meals, referees, membership dues, conferences, etc.

What resources do you need?

Sufficient Departmental Budget for Athletics and its Programs

Request related to EMP goal or Assessment?

EMP Goal 1,EMP Goal 7,EMP Goal 10

\$ Amount Requested

125,000

Resource Type

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

Resource Requests

Potential Funding Source(s)

General Fund

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1,Program Review: Part 2

This request for my area is Priority #:

3

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2022 - 2023 Update

Resource Request

What resources do we already have?

Utilizing an Electrical Room for an Athletic Training Facility

What resources do you need?

Two Portable Classroom/Office Modulars for Coaches Offices and Athletic Training Room

Request related to EMP goal or Assessment?

EMP Goal 10,EMP Goal 11

\$ Amount Requested

100,000

Resource Type

BUDGET: Facilities Building, Remodel

Potential Funding Source(s)

General Fund,Instructional Equipment Allocation

The evidence to support this request can be found in:

Program Review: Part 1

This request for my area is Priority #:

2

Is this request:

New

For Administrative Use Only

Funding Status

Notes

Resource Requests

2022 - 2023 Update

Resource Request

What resources do we already have?

None

What resources do you need?

Lights for the Soccer Field

Request related to EMP goal or Assessment?

EMP Goal 10,EMP Goal 11

\$ Amount Requested

75,000

Resource Type

ITEM: Equipment, Services, Software, Furniture

Potential Funding Source(s)

Lottery Instructional Supplies,General Fund,Other/None

The evidence to support this request can be found in:

Program Review: Part 1

This request for my area is Priority #:

3

Is this request:

New

For Administrative Use Only

Funding Status

Notes

2021 - 2024

Resource Request

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

Resource Requests

The evidence to support this request can be found in:

Assessment Review,Program Review: Part 1

This request for my area is Priority #:

1

For Administrative Use Only

Funding Status

No Action-Insufficient funding

Notes

N/A

2021 - 2024

Resource Request

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

For Administrative Use Only

Funding Status

No Action-Insufficient funding

Notes

N/A

Resource Requests

2021 - 2024

Resource Request

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

For Administrative Use Only

Funding Status

No Action-Insufficient funding

Notes

N/A

2021 - 2024

Resource Request

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

Resource Requests

This request for my area is Priority #:

3

For Administrative Use Only

Funding Status

Completed/Funded

Notes

Funded

2021 - 2024

Resource Request

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 adequately keep student-athletes socially distanced.

Request related to EMP goal or Assessment?

EMP Goal 7

\$ 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

For Administrative Use Only

Funding Status

No longer needed

Notes

N/A

Resource Requests

2021 - 2024

Resource Request

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

For Administrative Use Only

Funding Status

No Action-Insufficient funding

Notes

N/A

Submission

2021 - 2024

All parts of my Program Review have been completed and it is ready for review

Yes

2022 - 2023 Update

I would like to submit this update

Yes

The additions or updates to my Program Review can be found in:

Resource Requests