



**Program Review
New Position Request Presentation**

Requested by: Kinesiology, Athletics, & Dance Division

Positions Requested

- **Full-Time Tenure Track Kinesiology Instructor / Head Women's Volleyball Coach**
- **Sports Information Director**
- **Program Services Coordinator**
- **Equipment Manager**

Strategic Alignment

Federal / State mandates:

- Equity in Athletics Disclosure Act (EADA), R-4 Statement of Compliance /Title IX, California Community College Athletic Association (CCCAA)

SMCCCD Board Goals:

1. Develop and Strengthen Educational Offerings, Interventions, and Support Programs that Increase Student Access & Success

- Increase the number of students who utilize support services that enable them to stay in school and succeed.
- Systematically evaluate the effectiveness of existing programs in all areas and develop, strengthen or eliminate programs to support student success.

2. Establish And Expand Relationships With School Districts, 4-year College Partners, And Community-based Organizations To Increase Higher Education Attainment In San Mateo County

- Expand student services, student clubs and learning communities for the benefit of all students but especially underrepresented or other at-risk students.

3. Increase Program Delivery Options, Including the Expanded Use of Instructional Technology, to Support Student Learning and Success

- Expand program delivery options, including accelerated completion options, for all students including online students, e.g., College for Working Adults; short-term classes; intersession classes; cohort classes; and continuing, corporate and community education
- Share data and information, especially about student success, with community partners

4. Ensure Necessary Resources Are Available To Implement This Strategic Plan Through Sound Fiscal Planning And Management Of Allocations. Protect Community-supported Status And Undertake The Development Of Innovative Sources Of Revenue That Support Educational Programs Beyond That Which Is Available From Community And State Allocations.

Strategic Alignment

[Cañada Educational Master Plan \(2022-2027\):](#)

- **Goal #1 Student Access, Success, and Completion**
 - Strategic Initiative 1.5 - Develop new Kinesiology, Athletics, & Dance programs and certifications in collaboration with the Community Fitness operations in Building 1 such that students have access to on-site job training and workforce development opportunities that effectively prepare them for health and fitness-related employment in the region.
- **Goal #2 Equity-Minded and Antiracist Division Culture**
 - Create and sustain an inclusive, antiracist, and equity-minded division culture
 - Strengthen the division culture of assessment and improvement to ensure programs effectively serve students and close equity gaps
- **Goal #3 Community Connections**
 - Strategic Initiative 3.6 - Collaborate with community organizations to host summer camps, events, and other activities and programs that help triple the number of high school students on campus during the summer and on Saturdays during the academic year, particularly students who may not be college aware or on track to be college ready.
- **Goal #4 Accessible Infrastructure and Innovation**
 - Ensure Building 1 Kinesiology and Wellness is accessible
 - Provide advance and forward-thinking programming to students

Enrollment & Headcount

Who Are We Serving:

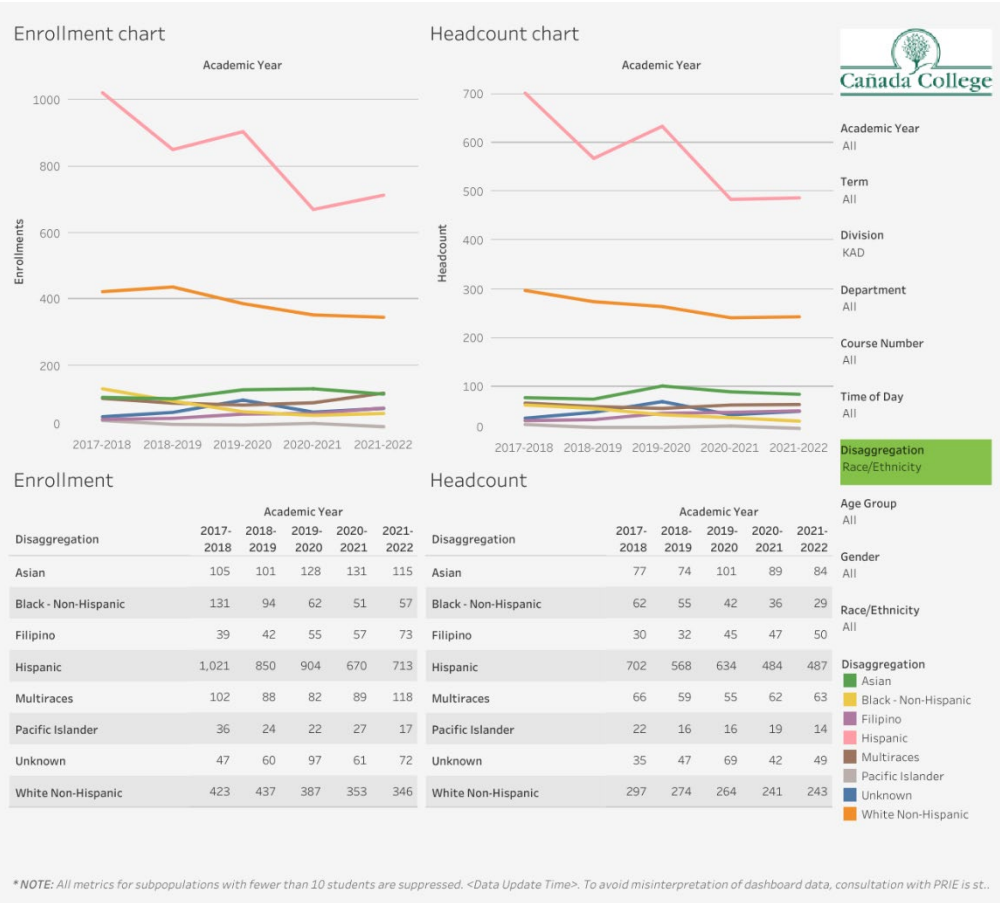
- Data from the last 5 years consistently reports that 60% of our Total Unduplicated headcount are Female, between 18-22 years of age.
- 48% of KAD self-identify racially and ethnically – 28% as LATINX, 15% ANNAPISI, 5% BIPOC population

Enrollment:

- 63% identified as female *even* with less female sports. Not typical in athletic departments. We have an opportunity to set a standards and create programming to serve those students and student athletes with additional staffing, while simultaneously supporting the foundations of our programming and revitalizing sports.

Headcount:

- As enrollment builds, KAD consistently serves nearly 50% Latinx students and nearly a quarter Black/African American students.



* NOTE: All metrics for subpopulations with fewer than 10 students are suppressed. <Data Update Time>. To avoid misinterpretation of dashboard data, consultation with PRIE is st..

Disaggregation	Academic Year				
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Unreported	52	31	37	32	29
Female	1,023	889	936	813	774
Male	835	778	770	600	716

Disaggregation	Academic Year				
	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
Female	772	650	736	649	608
Male	490	456	467	349	389
Unreported	32	21	26	25	24

Productivity-Effectiveness

Across all demographics, KAD students are finding greater success and retention from the College average.

- KAD reports a Success Rate of 79.5% over a 5 year average
- KAD reports a Retention Rate of 88.2% over a 5 year average

➔ Both higher than College average

Section													
Time Detail	Disaggregation	Course Census En..	Success	Success Rate	Retention	Retention Rate	Total FTEF	Total Ftes	Total Wsch	Avg. Total Load	Section Count	Max Enrollment	Fill Rate
2017-2018		1,764	1,385	78.5%	1,534	87.0%	13.95	214.2	6,426	278	73	4,538	38.9%
2018-2019		1,585	1,283	80.9%	1,422	89.7%	13.35	197.4	5,922	314	67	3,340	47.5%
2019-2020		1,591	1,250	78.6%	1,385	87.1%	11.96	197.9	5,936	337	61	3,284	48.4%
2020-2021		1,407	1,105	78.5%	1,245	88.5%	10.91	166.2	4,986	292	55	3,160	44.5%
2021-2022		1,443	1,165	80.7%	1,280	88.7%	12.03	176.4	5,293	257	60	3,300	43.7%

* NOTE: All metrics for subpopulations with fewer than 10 students are suppressed. 6/9/2022 12:42:13 AM. To avoid misinterpretation of dashboard data, consultation with PRIE is strongly recommended prior to using any of the data for research or publication.

Productivity-Effectiveness

Student

Academic year	Demographi Disagg.	Census Enrollment	Success	Success Rate	Retention	Retention Rate
2017-2018	Female	1,023	753	73.6%	855	83.6%
	Male	835	714	85.5%	766	91.7%
	Unreported	52	41	78.8%	44	84.6%
2018-2019	Female	889	693	78.0%	783	88.1%
	Male	778	665	85.5%	714	91.8%
	Unreported	31	24	77.4%	28	90.3%
2019-2020	Female	936	708	75.6%	789	84.3%
	Male	770	621	80.6%	687	89.2%
	Unreported	37	28	75.7%	32	86.5%
2020-2021	Female	813	611	75.2%	703	86.5%
	Male	600	500	83.3%	547	91.2%
	Unreported	32	26	81.3%	29	90.6%
2021-2022	Female	803	622	77.5%	694	86.4%
	Male	729	622	85.3%	671	92.0%
	Unreported	29	19	65.5%	19	65.5%

Student

Academic year	Demographi Disagg.	Census Enrollment	Success	Success Rate	Retention	Retention Rate
2017-2018	Asian	105	80	76.2%	87	82.9%
	Black - Non-Hispanic	131	100	76.3%	108	82.4%
	Filipino	39	27	69.2%	31	79.5%
	Hispanic	1,021	805	78.8%	895	87.7%
	Multiraces	102	86	84.3%	92	90.2%
	Pacific Islander	36	28	77.8%	32	88.9%
	Unknown	47	40	85.1%	42	89.4%
2018-2019	White Non-Hispanic	423	336	79.4%	372	87.9%
	Asian	101	86	85.1%	92	91.1%
	Black - Non-Hispanic	94	72	76.6%	82	87.2%
	Filipino	42	37	88.1%	40	95.2%
	Hispanic	850	695	81.8%	765	90.0%
	Multiraces	88	74	84.1%	82	93.2%
	Pacific Islander	24	19	79.2%	21	87.5%
2019-2020	Unknown	60	47	78.3%	52	86.7%
	White Non-Hispanic	437	352	80.5%	390	89.2%
	Asian	128	96	75.0%	107	83.6%
	Black - Non-Hispanic	62	43	69.4%	52	83.9%
	Filipino	55	35	63.6%	46	83.6%
	Hispanic	904	705	78.0%	777	86.0%
	Multiraces	82	69	84.1%	73	89.0%
2020-2021	Pacific Islander	22	14	63.6%	19	86.4%
	Unknown	97	73	75.3%	80	82.5%
	White Non-Hispanic	387	317	81.9%	348	89.9%
	Asian	131	117	89.3%	124	94.7%
	Black - Non-Hispanic	51	36	70.6%	41	80.4%
	Filipino	57	41	71.9%	49	86.0%
	Hispanic	670	504	75.2%	584	87.2%
2021-2022	Multiraces	89	75	84.3%	81	91.0%
	Pacific Islander	27	19	70.4%	21	77.8%
	Unknown	61	49	80.3%	54	88.5%
	White Non-Hispanic	353	290	82.2%	319	90.4%
	Asian	122	107	87.7%	111	91.0%
	Black - Non-Hispanic	58	48	82.8%	54	93.1%
	Filipino	73	58	79.5%	62	84.9%
2021-2022	Hispanic	720	539	74.9%	621	86.3%
	Multiraces	120	107	89.2%	113	94.2%
	Pacific Islander	17	9	52.9%	10	58.8%
	Unknown	76	64	84.2%	68	89.5%
	White Non-Hispanic	367	323	88.0%	337	91.8%

Full-Time Kinesiology Instructor / Head Women's Volleyball Coach

TEST ONE: PARTICIPATION PROPORTIONATE TO FULL-TIME UNDERGRADUATE ENROLLMENT

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

Rates of Athletic Participation Compared to Rates of Full-time Undergraduate Enrollment										
Program	Rate of Full-time Undergraduate Enrollment		Rate of Participation in Athletics		Exact Proportionality for Underrepresented Gender*	Number Needed to Reach Exact Proportionality for Underrepresented Gender	# of Teams Currently Offered for Underrepresented Gender	Average Team Size for Underrepresented Gender	Does the college comply with substantial proportionality: (If average team size is less than the number needed to reach exact proportionality, then the college does not comply with Test One.)	
	Total Number	Percentage (%)	Total Number	Percentage (%)						
Women	1,604	53.50%	26	23.42%	97.80	71.80	2	13.0	<input type="radio"/> Yes <input checked="" type="radio"/> No	
Men	1,394	46.50%	85	76.58%						
Totals	2,998	100%	111	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	1,604	53.50%	26	23.42%						
Over-represented	1,394	46.50%	85	76.58%						

* For an example of exact proportionality calculations, please visit the following link to CCCAA Gender Equity: <http://www.cccaasports.org/services/gender>

TEST THREE: FULLY AND EFFECTIVELY ACCOMMODATE THE UNDERREPRESENTED GENDER

An institution meets Test Three if it offers every team for the underrepresented sex for which there is sufficient interest and ability for a viable team and sufficient competition for that team in the area where the institution's teams normally compete. If the three factors of interest, ability, and available competition exist for a team not currently offered to the underrepresented gender, then the institution does not meet Test Three. For additional information please see the April 10, 2010 "Dear Colleague" letter from the Office of Civil Rights posted on the Gender Equity page of the CCCAA website at:

<http://www.cccaasports.org/services/gender>

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

Dates of data collection: From 07/01/21 (mm/dd/yy) to 06/30/22 (mm/dd/yy)

Method of distribution: CCCApply Interest survey



Full-Time Kinesiology Instructor / Head Women's Volleyball Coach

Student

Academic year	Demographi Disagg.	Census Enrollment	Success	Success Rate	Retention	Retention Rate
2017-2018	Female	44	43	97.7%	43	97.7%
	Male	92	89	96.7%	89	96.7%
2018-2019	Female	42	42	100.0%	42	100.0%
	Male	89	88	98.9%	88	98.9%
2019-2020	Female	32	26	81.3%	26	81.3%
	Male	90	88	97.8%	88	97.8%
2020-2021	Female	20	18	90.0%	19	95.0%
	Male	78	67	85.9%	77	98.7%
2021-2022	Female	26	26	100.0%	26	100.0%
	Male	100	98	98.0%	98	98.0%



Full-Time Kinesiology Instructor / Head Women's Volleyball Coach

			HOURS	
Fall	VARs 340	3.0 UNITS	162	Varsity Sport
Spring	TEAM 185	2.0 UNITS	108	Skill Development
Summer	FITN 154	1 UNITS	54	Conditioning
Yearly Total:			324	

175 LIMIT

Comments

Sport:	162
Cond./Skill Dev.:	162

Additional Student Athlete Courses

KINE 137/138 Athlete Skill Success 1.0 Unit

This course aids in the introduction to the common challenges of students participating in competitive collegiate sports; including student-athlete schedule management, and teacher-player communication. Student-athletes participate in athletic planning and academic monitoring within the CCCAA.

Fall

- 89612 VARS 340 AA Varsity Volleyball (Coaching Load) FTE 0.500
 - 96736 KINE 137 HEX Athlete Skill Succ (Coaching Load) FTE 0.070
 - 96736 KINE 138 HEX Athlete Skill Succ(Coaching Load) FTE 0.070
- Total Coaching FTE: 0.64

- KINE 101, 105 or 109 (Teaching Load) FTE 0.200
 - FITN, INDV, TEAM (Teaching Load) FTE 0.160
- Total Teaching FTE: 0.36

Total Instruction FTE: 1.00

Spring

- 40194 TEAM 185 LA Expert Volleyball (Coaching Load) FTE 0.300
- Total Coaching FTE: 0.300

- Combo of any two: KINE 105,109, 250, 251 (Teaching Load) FTE 0.400
 - FITN, INDV, TEAM (Teaching Load) FTE 0.160
- Total Teaching FTE: 0.56

Total Instruction FTE: 0.86

Summer

53334 FITN 154 LA Volleyball Conditio (Coaching Load) FTE 0.16

Total Coaching FTE: 0.16

Sports Information Director

The Sports Information Director will help increase the college's visibility to high schools, the community and ultimately potential future students.

This will lead to growth in enrollment within the KAD Division and Divisions across campus.

Responsibilities:

- Enhancing Cañada College's image
 - Public Relations Specialist
 - Event Manager

Sports Information Director

Enhancing The Image of Cañada College

SID Responsibilities:

- The SID will transform our athletics' website, social media accounts and presence in our local newspapers by providing continuous timely, accurate stories that promote not only our Athletic Programs but also Cañada College's mission.
- An effective sports information program fosters a climate that enhances opportunities for success in student recruitment.
- The SID conducts regulatory changes to various media and online resources to stay in compliance with CCCAA bylaws and articles.



Sports Information Director

Public Relations Specialist

SID Responsibilities:

- In addition to enhancing the image of our school the SID will be a public relations specialist who helps gain publicity for student-athletes' academic achievements and other positive aspects of Cañada College.
- They will be able to help promote transfer success for student athletes across the different programs.
- Source of education for our Student-Athletes and coaches on Social Media etiquette.

Sports Information Director

Event Manager

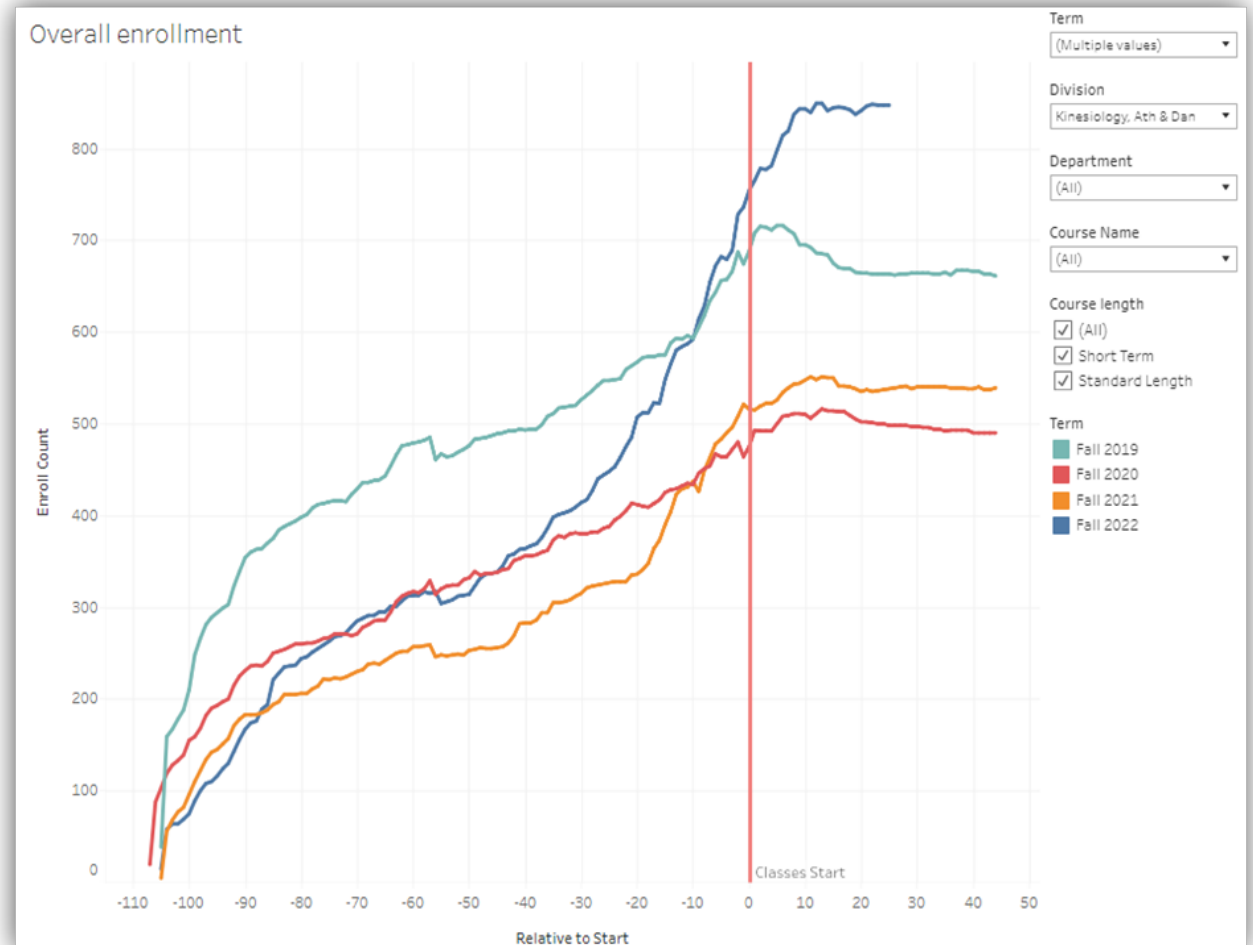
- Finally, the SID will be an event manager. They will be able to organize and train statistical crews, create half-time/time-out entertainment, and facilitate events that will help engage future students in becoming life-long Colt fans.
- Responsible for the operation and staffing for all home athletic events (clock operators, public address announcers, videographers, and livestreaming).
- The SID works directly with coaches to stay in compliance with CCCAA bylaws (stats, game results, rules, and regulations).



Program Services Coordinator

40% Enrollment Increase!

- The PSC Supports Multi-Department KAD
- Students and full time Student Athletes
 - Shared space with Community Fitness
 - Presence on campus and in the community
 - Academic Senate Resolution 2019
 - Days **and** Evenings, **and**
 - Weekends **and** holidays
 - Between semesters
 - Transportation
 - Hosting Dance Performances
 - Hosting Varsity Athletic Events - weekly
 - Women's & Men's Soccer
 - Men's Basketball
 - Women's Tennis
 - Baseball
 - Women's Volleyball (coming soon)



Program Services Coordinator

Foundational Support

- 5 years in the making, KAD has a home
- Stability and consistency for students and community
- Assist adjunct faculty and coaches
- Representation on campus and in our community
- Facilities rentals

Spring 2023 Dance Classes

Registration begins in November

- DANC 121 Contemporary Modern
- DANC 125 Salsa
- DANC 130 Jazz Dance
- DANC 140 Ballet
- DANC 150 Hip Hop
- DANC 161 Tango Argentino
- DANC 400 Dance Production

1. Counts as PE Credit
2. Transferable to UC, CSU
3. Earn your AA Degree
4. Free for Sequoia Union High School Students



Cañada College

Phone: 650.306.3146
www.canadacollege.edu/dance

BALLET



Wednesdays
3:10 p.m. – 6:00 p.m.
Begins January 18, 2022

All levels of experience welcome!
\$46 for 16-week, 1-unit, college course
FREE for Sequoia Union High School District students.

Questions?
For more information, contact Professor Ana Miladinova at miladinova@smccd.edu.

How do I register?
Learn more about how to register at canadacollege.edu/registration and use the CRNs below:

- DANC 140.1 CRN: 43996
- DANC 140.2 CRN: 43997
- DANC 140.3 CRN: 43998
- DANC 140.4 CRN: 43999

GET REGISTERED FOR SPRING 2023

Wednesday, November 9, 2022 • 11:00 a.m. - 3:00 p.m. • BLDG. 1, Room 2-224



ATTENTION STUDENT-ATHLETES

Get registered for the spring 2023 semester with Athletics Counselor Nick Martin.

Let's get 100% of our Student-Athletes enrolled before winter break!

MODERN DANCE



Mondays
3:10 p.m. – 6:00 p.m.
Begins January 23, 2022

All levels of experience welcome!
\$46 for 16-week, 1-unit, college course
FREE for Sequoia Union High School District students.

Questions?
For more information, contact Professor Colleen Lorenz at lorenz.colleen@gmail.com or call (650) 703-8554.

How do I register?
Learn more about how to register at canadacollege.edu/registration and use the CRNs below:

- DANC 121.1 CRN: 44495
- DANC 121.2 CRN: 44496
- DANC 121.3 CRN: 44497
- DANC 121.4 CRN: 44498

Program Services Coordinator

Educational Master Plan Goals

- Increase KAD offerings
- Certificate and Degrees
- High Schools, Dual and Concurrent Enrollment
- Free College in 2023
- Community connections
- ComFit partnerships
- Summer and youth camps



Equipment Manager

Athletics

- Prepare both indoor and outdoor sites for athletic competitions and practice (Athlete and Spectator Safety).
- Help manage planning and interactions with game officials before, during and after competitive events relative to game itineraries, field/court readiness, parking, and locker room accommodations.
- Interface with Public Safety officers and Athletic Director relative to event security matters and to ensure the overall health and safety of participants, spectators.
- Assist coaches with management of equipment and uniform, including inventory control, procurement, planning to receive, records, data input and proper storage.
- Work with coaches and athletic staff to insure the most effective use of the athletic facilities, including team practices and strength and conditioning sessions, game day events, rentals by outside organizations and other Cañada College departments.



Equipment Manager

Academics

1. Assist in cleaning, disinfecting, inventory control and maintenance of equipment.
2. Class set-up and break-down, including technology. Especially important when reconfiguring the gymnasium for classes, athletic programs and outside rentals.
3. Equipment storage at both field level and in building #1.
4. Makes minor repairs to athletic equipment. Reports necessary repairs to Instructor and/or Athletic Director. Recommends replacing damaged equipment and purchasing new equipment to meet program.
5. Oversees storage and ensures security of all KAD equipment.



Equipment Manager

KAD in Building #1 and Athletic Facilities

- Storage is at a premium – Inventory of Equipment
- Approximately \$1.2 Million of equipment between KAD academic courses, athletic programs and ComFit
- Separate and shared equipment with ComFit



Equipment Manager

Duties & Responsibilities

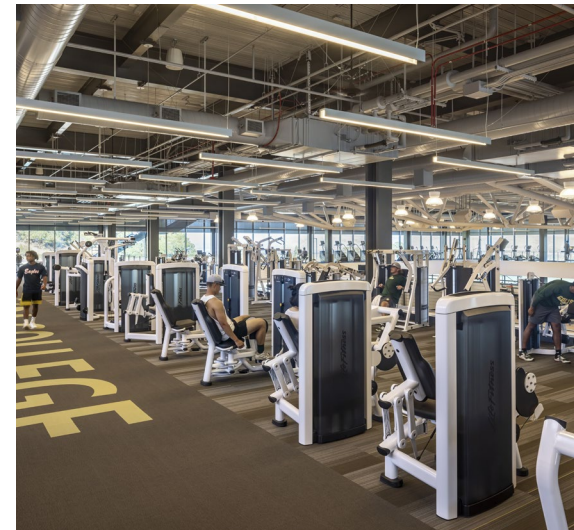
1. Exchanges information with students and staff regarding gymnasium facilities usage, maintenance, availability of equipment and supplies, safety and other usage procedures, sports events schedules and set ups
2. Confers with faculty regarding equipment, set up, cleaning and supplies required for various classes
3. Confers with outside groups and representatives concerning gymnasium facilities usage, schedules, and required set-up
4. Drives a motor vehicle to pick up and deliver equipment and supplies as assigned
5. Participates in the preparation and set up of facilities for athletic contests and events
6. Directs the work of others in the setup of facilities, supplies and equipment for athletic contests and events as assigned
7. Inspects athletic equipment and supplies for quality, quantity and condition
8. Researches vendors and makes recommendations for the purchase of new equipment and supplies
9. Modifies equipment and supplies as needed
10. Demonstrates safe use of equipment and supplies



Equipment Manager

Duties & Responsibilities (continued)

11. Schedules use of, issues, records, receives and stores a variety of athletic equipment used by classes and by individuals
12. maintains inventory of equipment and supply stock
13. Uses a variety of computer software to document use of, and maintenance schedules of equipment
14. Transports athletes in a passenger van or car as assigned
15. Drives a motor vehicle to deliver and pick up laundry, equipment and supplies
16. Cleans uniforms and equipment as required
17. Picks up, cleans and stores equipment and supplies
18. Performs spot cleaning and repairs in order to maintain an orderly gymnasium and locker room facility
19. Leads the work of student assistants as assigned
20. Performs other related duties as assigned



Alignment with KAD Vision

- Consistent with the overall mission, vision and values of the college, KAD provides an environment that **stresses critical thinking and skill development** while encouraging diversity, personal growth, discipline, assertiveness, persistence, honesty, sensitivity and emotional control.
- Identify and implement resources to enhance and support **student success, retention, and transfer goals** through adequate staffing.
- Increase opportunities for year-round **support, recruitment, and marketing initiatives**, focusing specifically within communities that are underserved and underrepresented
- Establish a framework to ensure the KAD Division can **programmatically expand** future athletic team offerings.

Thank You / Any Questions?

