

**Dean's Summary • Feb. 10, 2020
Annual Program Review Update**

Description of Division

The Physical Education & Athletics Division is comprised of the Departments of Kinesiology (KNES), Athletics (PE), and Massage Therapy (MASG). The Kinesiology Department offers courses in a variety of activity and lecture platforms. The Athletic Department includes all sport team classes, taught by faculty members coaching 17 intercollegiate programs. In addition, the Athletic Department, with a director and support staff personnel, is responsible for the coordination of academic eligibility for 400+ student-athletes and all operational matters to ensure healthy and safe preparation for statewide competition. With the Massage Therapy program ending during the 2019-20 academic year, this summary will focus primarily on Kinesiology and Athletics.

Enrollment Trends

Key Enrollment Data

- 2018-19 total enrollment: 7,916
- One-year change: -6%
- Five-Year change: -39%
- Targeted group success: 82%
- Non-target group success: 85%
- Overall success: 84%

As noted in previous program reviews, Physical Education & Athletics Division enrollments have decreased along with trends of the overall campus. Unfortunately, since peaking in 2014-15 enrollment in the Division has declined, resulting in a drop of 39% over the last five years. The losses for the college declined 20% during the same span. While enrollments have declined, the Division productivity remains high, and consistently one of the best among other academic campus divisions.

Enrollments peaked in nearly all departments in 2014-15 and declined in the subsequent years. The specific department enrollment data over the five-year period from 2014-15 through 2018-19 is as follows:

- KNES: Enrollment declined 45%
- PE: Enrollment declined 28%
- MASG: Enrollment improved 40%

Overall, enrollment in Physical Education & Athletics is trending downward (many factors, addressed in the Program Review). This trend, combined with state limitations on repeatability, calls for strategic planning efforts within the division and for the college as a whole. Most of the facilities in the division are outdated and need modernization. Students have options at other regional community colleges (Foothill, West Valley, San Jose, San Mateo, Evergreen) with upgraded physical education and athletic facilities, and these areas are a prioritized focus of those respective campuses to attract the best students in the South Bay. These colleges are also successful in athletic competition, many with state-ranked programs. De Anza College has great potential to be the regional leader in this area.

In the short term, the Physical Education & Athletics Division is launching the college's first attempt at the OKR (Objectives & Key Results) goal-setting framework – implementing strategies to increase enrollment in Fall 2020.

According to our campus Institutional Research, "primary declared majors for students enrolled" in 2018-19: Kinesiology ranked No. 11 of the 200+ degrees and certificates offered by the college. With 675 students declaring in 2018-19, the interest and demand are evident for our region/student population and this translates to similar data in the CSU system.

Student Success and Equity (Kinesiology)

The division has enjoyed consistent success over the years. For students in Kinesiology courses Success Rate by Unit has remained steady with 80% in 2016-17, 81% in 2017-18, and 80% in 2018-19. For students in Athletics (PE) courses, the data pattern is similar: 93%, 93%, 95%, respectively, over the last three years. The Massage Therapy program (ending in 2019), enjoyed success as well: 87%, 82% and 91%, respectively.

The division's best kept secret is found in online courses. Each of the last four years, student enrollments have increased: 708 in 2016-17; 728 in 2017-18; and 874 in 2018-19 (up 20% from the previous year). There is a priority to offer online course when we can, and encourage more faculty members to become online certified.

During the 2018-19 academic year, the division offered 25 online sections (not including five classes in the summer). Classes included Intro to Kinesiology; Orientation to Lifetime Fitness; Physical Stress Management; Health & Fitness; Intro to Sport in Society; and Interactive Cardio Fitness. All of them reached near capacity and/or had waitlists.

Over the past three years we have experienced a decline in our division as a whole. We are down 15% largely due to repeatability. Our decline in non-targeted population is down 16% and our targeted population has decreased by 14%.

According to Disproportionate Impact data, the division continues to outperform the rest of the campus in Course Completion: African American students (73% compared to 64%); Filipinx (80% vs 74%); Latinx (77% vs 69%); Native American (77% vs 72%); and Pacific Islander (82% vs 70%).

The division Enrollment Trends over the last three years reflect significant decreases – with the exception of Pacific Islander students: African American (-26%); Filipinx (-24%); Latinx (-20%); and Native American (-55%); Pacific Islander shows an increase of 25%. The decreases correlate with the overall reduction of division course offerings, but the data signifies enough concern to look deeper and address these areas.

Success Rates within the division have been relatively consistent over the last three years: African American (72% in 2016-17, 73% in 2017-18, 73% in 2018-19); Filipinx (84/84/84); Latinx (75/77/77); Native American shows increases (72/77/77) and Pacific Islander does as well (68/73/82). The data is consistent with the division's over Success Rate for students at exactly 80% each of the last three years.

We have created new curriculum to attract and retain students; and established curricular sequences in Soccer, Stretching, Yoga, and Cycling. Our Program Level Outcomes survey shows us that scheduling sequences of courses with Strength Development and Cross Training families (Core Conditioning, Body Sculpting and Total Fitness) provides students the opportunity to participate and achieve their fitness goals. Overall, we are seeing an increase in the number of males in classes such as Yoga, Cardio Kick and Pilates.

Student Success and Equity (Athletics)

Research supports that Athletics is the model for student success on any college campus. In our department there is only a 3% Student Equity Gap – much lower to the overall 12% gap throughout the college. We remain the most diverse division on campus and serve more targeted populations. The Success Rate of our targeted population is 82% – an increase of 3% over the last three years.

We have two programs in our area to help improve student success with support from our Office of Equity: FAST (Football Academic Success Team) and REACH (Reading, English, Athletics, Counseling and Humanities).

The main goal of the FAST program is to create an “academic success” support system to provide student-athletes the very best chance for success in their first year of college; a place to meet with the program coordinator; a place to work with regular tutors; and a place to use a laptop to study.

In 2020, the division requested a full-time Head Football Coach/FAST Coordinator faculty position, but it was not recommended for funding. This position will remain on our priority list, as it also addresses the Equity Gap in our area.

In addition, the division is requesting a Program Coordinator II position (formerly the Academic Advisor position) to help grow our the FAST program to service all 17 intercollegiate teams; a larger student cohort – with daily supervision and management – to help our targeted student population with academic goals, including progress and increased transfer rates.

Since the inception of REACH, the goals have remained to increase student success of our under-represented populations by creating a supportive environment for attaining basic student

success skills, foundations of reading and writing and then further support them by moving them into transfer level courses. The program has increased the number of successful transfers, using a cohort which has classes with dedicated instructors, embedded counseling, a coordinator, and a head coach/instructor as a model for student success. The demographics of our athletics teams show that our program mix contains a majority of underrepresented populations.

Current data shows that female student-athletes succeeded at a rate of 93%, while male student-athletes succeeded at a rate of 95%. These percentages are better than other De Anza College students.

When the data is disaggregated by one more step – comparing student success of athletes to non-athletes within their targeted/underserved groupings (and excluding intercollegiate athletic courses) – student-athletes that are African-American, Latinx, Filipinx and Pacific Islander were at 93% success rates. The college targeted population success rate is 68%.

Success Rate by Unit: 93% (2016-17), 93% (2017-18), and 95% (2018-19). Athletics continues to have high success at 93% for targeted groups and 96% for non-targeted populations.

In Fall 2019, a report was conducted by the Institutional Research and Planning Office. The results show overall that athletes perform better academically than the general student population; and that student-athletes in targeted groups perform better as well.

Cal-Pass Plus Data:

Course success rates for De Anza student-athletes compared with all student-athletes statewide was collected from data available through Cal-Pass Plus. Cal-Pass Plus defined success rates as “The average among students in the percentage of courses completed with a grade of C- or better, a pass, or credit received out of the courses attempted during the reporting year.”

It is worth noting that Success Rates for non-athletes at De Anza were averaged for all students enrolled during the academic year, and not only full-time non-athletes.

Success rates from 2014-15 to 2017-18 were higher among De Anza athletes than other non-athlete students at De Anza and other athletes statewide. Athletes at De Anza had a course success rate average of 80% per academic year, compared with an average of 72% for non-athlete students, and an average of 77% for other athletes statewide.

Cal-Pass Plus Data: Completion of 30 or more units per Academic Year

Cal-Pass Plus defines this data as “The number of enrolled students who completed 30 or more units for the reporting year.” An average of 63% of De Anza athletes have completed 30 or more units in a given academic year, compared with an average of 26% of athletes statewide and an average of 22% for non-athletes at De Anza.

Course Success Rates: Out-of-State Athletes vs. In-State Athletes

There were no differences in success rates between out-of-state and in-state athletes. Both groups of athletes had an 81% average success rate over the past four years.

Non-Success Rates: There were no differences in non-success rates between out-of-state and in-state athletes. The four-year average for both groups was within a one percentage point difference.

Withdraw Rates: Out-of-state athletes had slightly lower withdraw rates (within 1-2 percentage points) than athletes who were in-state.

Retention Rates: Retention rates are calculated by the percentage of students who receive a valid grade without withdrawing from the course divided by all students enrolled including those who withdrew. The retention rates of student athletes were consistent at 93% for the past three academic years.

Cal-Pass Plus Data: Course Success Comparisons by Ethnicity

De Anza athletes from each racial/ethnic group had either achieved equal or higher success rates than their statewide athlete counterparts, with the exception of Pacific Islander athletes. However, the difference in success rates for Pacific Islander athletes could be due to a small population size, which was not reported by Cal-Pass Plus.

The targeted population enrollments continue to be strong in athletics and higher than the college percentages. The targeted groups in athletics is now at 55%. The college's targeted population is 35%

Top Majors

The top three majors declared by De Anza College student-athletes over the past four academic years were:

- 13% (324) selected Kinesiology for Transfer
- 9% (217) selected Liberal Arts –Science, Math & Engineering
- 9% (210) selected Business Administration for Transfer

The athletic program is an integral part of campus life, which is a foundation for student success. According to Dr. Myles Brand, former President of the NCAA and former President of Indiana University, "a student bond with the institution via clubs or sports contributes to academic success."

Participation in high school athletics is at an all-time high in California. This should be strongly considered in possibly adding sports at De Anza College; to increase campus enrollment and offer more opportunities for students. Athletics promotes ethnic and cultural diversity – and is a gateway to college, especially for minority groups.

Commendations:

Kinesiology

The Kinesiology Division continues to experience increases in degrees awarded – including an increase of 121% since 2014-15. Kinesiology is one of the top majors at De Anza College and California four-year institutions. In 2018-19, the division awarded 51 Associate in Arts-Transfer degrees. This was a significant jump from 2017-18 (37 degrees), 2016-17 (44), 2015-16 (31) and 2014-15 (23).

The division has completed 100% of SLOs. After several years of adjunct faculty evaluations falling behind, all were completed during the academic year.

Since the hiring of a new dean, new tenure track faculty members onboard, the retirement of support staff members, and the loss of two programs (massage; fitness center memberships), the division is experiencing a shift in operations and culture. By the end of the 2018-19 academic year, the division will also have new representation and/or new assignments in areas of Department Chair/Scheduler, Academic Senate, Curriculum Committee, Facilities Committee, and Student Discipline Panel.

Division faculty and staff members continue to participate on district hiring committees, and we have representation on the Technology Committee, African American and Latinx Student Empowerment Conferences, DASB/ICC activities, and several other campus affiliates.

Athletic Department

In athletic competition, De Ana College continues to be home of championship-caliber programs. During the 2018-19 academic year, De Anza won the Coast Conference All Sports Trophy for the 12th year in a row, marking another outstanding year for the college athletics program. The award is given each year for best overall performance in the 17-member intercollegiate sports conference, based on points awarded for season standings in every sport.

There were strong performances by several teams, including women's badminton, cross country, track and volleyball – all four finished second in the conference – and men's soccer, which earned a third-place standing. De Anza's football team won its conference championship this year – although that didn't affect the tabulation for the All Sports Award because the football team competes in a different conference.

The college has won the All Sports trophy 25 times in the last 35 years – a testament to hard-working and dedicated coaches, support staff members, and the many student-athletes.

The department recognizes the top scholar-athletes, all-conference members, and honor roll students at its annual athletic awards celebration. Many of our student-athletes overcome personal hardships to earn their degrees and transfer to four-year institutions on scholarship.

Because of the De Anza College reputation – and the longtime state leadership by athletic director Kulwant Singh – the school has been selected as a CCCAA championship site, including two events last calendar year. We hosted the state finals for Men's and Women's Swimming & Diving in May and Men's & Women's Soccer in December. Both events not only brought the top athletic programs to De Anza, but also drew hundreds of visitors to the Cupertino community - bringing revenue to local businesses, including hotels, restaurants and retail. With De Anza College able to host and organize first-class events, (including the hard work of our coaches, support staff and temporary employees), our college has become a major destination for the CCCAA to return these events in the future.

Singh represents De Anza College on several statewide and national committees, including California Community College Athletic Directors Association (president), CCCAA Management Council (water polo rep), and the National Alliance of Two-Year College Athletic Administrators (convention and scholar awards committee). The division dean is the statewide director for Coaches vs. Cancer, in affiliation with the CCCADA and CCC Men's and Women's Basketball Coaches Associations. The college would benefit greatly by having more senior administrators serving roles on CCCAA committee and board organizations.

During the Spring of 2019, the athletic department was successful in establishing its first-ever Student-Athlete Advisory Council. This student leadership committee, consisting of two/three captains per team, provides insight on the student-athlete experience and offers input on the programs and services that affect student-athletes' lives on campus. Led by four executive officers and two advisors, SAAC earned official DASB club organization status – and continues to be positive ambassadors for the college.

Staff and Faculty Levels

The total Physical Education & Athletics Division FTEF in 2018-19 (17.8) represents a slight decline over the previous four years. In 2014-15, full-time FTEF was 20.5.

With declining enrollment overall and the elimination of repeatable courses, the trend toward an increased percentage of instruction being taught by full-time is likely to continue. We are fortunate to have an experience pool of adjunct faculty members to teach popular courses during evenings and weekends. In 2018-19, part-time faculty load was 5.5 (34.4%) – the lowest since 2013-14.

Ideally, all athletic programs should be staffed with full-time head coaches; with some individuals coaching more than one team – as we currently do with Cross Country/Track & Field and Water Polo/Swimming & Diving.

The division anticipates at least two full-time faculty retirements within the next two years.

Immediate needs for hires include: full-time Head Football Coach/FAST Coordinator faculty position; full-time Program Coordinator II; full-time Sports Information Director; full-time Strength & Conditioning Coordinator; part-time Athletic Trainer. We have also discussed the need for a full-time professional in athletics, who specializes in Mental Health. Many of our

students deal with depression, anxiety, stress, and other mental health issues, and the campus resources are often booked weeks or months out in advance.

Equipment and Facilities

As the division focuses efforts in its first OKR model, faculty/staff will also prioritize the equipment changes in the PE 610 (Fitness Center), PE 11 and possibly PE 14 and 15. Led by faculty, the division created a Fitness Center Taskforce to take a new look at the equipment needs in these areas to better serve our students and 17 intercollegiate teams. These classrooms have outdated fitness equipment and lack workout machines and supplies that are more current. The division has great potential to compete with other regional community colleges (many with new and modern PE facilities) and local fitness clubs/gyms. By adding new features and improving the layout, the division anticipates an increase in class enrollment, improved health and fitness for sport programs, better overall flow for pedagogy, and a more enjoyable educational experience. These items are included in the resource allocation requests.

Improved use of technology-enhanced instruction, whether in a traditional face-to-face class, a hybrid class, or a fully online class, is vital to the success of our programs and our students. Replacing/upgrading existing equipment in classrooms (PE 11, PE 14, PE 15) and adding state-of-the-art equipment will help us keep pace with social change and assure our students and graduates are well prepared to succeed in employment or after transfer. Some of our multimedia equipment is more than five years old and is not industry standard. In addition, there is a clear need for increased wifi access and greater bandwidth in all buildings, including faculty offices, classrooms, and all athletic fields (baseball, softball, soccer, track, football, tennis). The department also needs more classroom space for FAST (Student Success Center) and team meetings.

Budget

B-Budget augmentation is needed for athletic team transportation (charter buses), travel accommodations (hotels, meals), statewide dues, staff and faculty development, professional development, and for better alignment of courses and norming standards. The division is able to purchase supplies, equipment, athletic uniforms, medical/software items through IPBT's Lottery and Instructional Equipment resource allocation process. The athletic department – including head coaches, athletic director, dean, athletic trainers, coaches and students – continues to fundraise to help off-set expenses. Our dedicated employees have been creative in utilizing email campaigns, facility rentals, camps/clinics, tournaments, community education, and advertising partnerships to raise thousands of dollars each year.

The newest project requiring funding will be the college's adoption of the new "Mountain Lions" mascot and logo. Updates will need to be made with uniforms/team apparel, marketing materials, campus/facility/scoreboard signage and any other areas required for branding. In addition, DASB has cut athletics funding from \$102,000 (in 2016-17) to \$45,000 (in 2020-21). This is a 62.5% loss over a three-year span. DASB funding helps pay for student meals, lodging, and entry fees.

Challenges and Opportunities

Kinesiology

In 2019, the new division dean led a group of campus directors through professional development training with an OKR (Objectives & Key Results) expert. The dean introduced this new OKR goal-setting framework to all division employees during a Summer Retreat in July. The first OKR project for the Physical Education & Athletics Division simply sets the target of increasing enrollment for each kinesiology class. During the 2019 winter quarter, the dean shared this first OKR (for Fall 2020) and encouraged all division employees (faculty/staff/directors) to work towards this common goal; where everyone plays an important role related to student engagement, quality customer service, and facility improvements.

Strategies to increase awards and complete the OKR may include a variety of activities: student surveys, emails to students, updating the division website, hosting information booths on campus, utilizing social media, creating marketing materials, increasing faculty/staff attendance at campus meetings and workshops, hosting regular faculty office hours, and more attention to facilities. The department chair/scheduler will also meet with fellow-chairs, including Biological, Health and Environmental Sciences Division – since required classes from this area are needed for Kinesiology majors and class listings don't always work for student-athletes due to scheduling conflicts; 324 student-athletes (declared KNES majors) since 2015.

The division is also proposing a new certificate program in Manual Therapy - utilizing existing courses (with some modifications) and faculty members. With the ending of the Massage Program, this new certificate will target many students who seek careers in fields of adapted PE and sports therapy. Since Kinesiology is one of the top majors at De Anza College, this will also offer another opportunity – including credited internships in Adapted PE and Sports Medicine – for our population. We have dedicated and experienced faculty/staff members driving this new program – including the former division dean, local chiropractors/physicians, and athletic trainers. The goal is to start the new certificate by the end of the 2021-2022 academic year.

In Winter of 2019, three faculty members and the division dean participated in a Guided Pathways workshop to complete Program Mapping for the area (entered on Canvas). Attendees were provided with the tools and information they need to make decisions about shaping their paths, including data related to current program degrees, certificates, and transfer.

New curriculum in the areas where students have shown strong interest continue to be developed and will continue to evolve as the culture and trends in fitness change. The new division dean has encouraged faculty members to research new equipment and fitness classes – as some of the workout machines in our areas are outdated and nothing new has been introduced in quite a while. The division will continue to study trends in the field, including emerging sports such as eSports video gaming (started this year at Irvine Valley College) and partnering with the De Anza College community education programs (sports camps/clinics). As a whole, we will seek newer methods of teaching to add to our pedagogy of teaching, add new curriculum – and ultimately increase student enrollment.

Athletics

The De Anza College football program completed Phase I of Viability. The dean, athletic director, and head football coach presented an update to Instructional Planning and Budget Team on Nov. 18, 2019. The “Football Cost Reduction Plan” addresses a reduction in comp/overtime for support staff; improved staff scheduling; combining a TEA/assistant coach position for FAST; reduction in faculty load; expense transfers, including charter buses to be paid from fundraising; and an increase in overall football fundraising.

The athletic department demonstrated that the football program is on track – even surpassing Phase I goals – and ready to begin Phase II. The next phase also includes faculty load reduction. The fundraising goal of \$10,000 last year was topped with \$12,446 from several activities and the help of students.

The addition of a full-time Head Football Coach/FAST Coordinator faculty position would help address all of these areas – and more. With a part-time head coach, the time demands and full attention to dedicate is challenging. The current coaching staff has done an admirable job under the circumstances. Programs in viability or once in that category makes it difficult to recruit student-athletes to commit to the college and believe the long-term future provide stability.

A variety of other challenges and opportunities are ahead for the athletic department, including:

- Esports
- Facilities
- Funding
- Marketing
- Mascot Change
- Recruiting
- Social Media
- Staffing

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