



**Instructional Program Review – Annual Update
2022**

Date:	April 2, 2022
Program and Department:	Kinesiology, Recreation and Athletics
CTE Program?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Additional programs included in this review:	Sports Medicine
Date of last comprehensive review:	2018/2019
Submitted By:	Kim Ensing / Chris Stevens
Attachments (* as needed):	<input type="checkbox"/> 6-year assessment plan – All programs, when applicable <input type="checkbox"/> 2-year scheduling plan <input type="checkbox"/> Justification for Resource Requests (if needed)

I. Alignment of the Program with the AHC Mission

AHC Mission: Allan Hancock College fosters an educational culture that values equity and diversity and engages students in an inclusive learning environment. We offer pathways that encourage our student population to achieve personal, academic, and career goals through coursework leading to associate degrees, certificates, transfer, and skills building.

a. Have there been any changes that would require a change to your Program Mission?

There have been no changes that would require a change to the Program Mission. Program Mission below:

The Kinesiology, Recreation and Athletics Department is committed to providing educational opportunities to students which will provide students the knowledge and ability to employ lifelong skills with regard to overall health and wellness. Additionally, educational opportunities will provide our students with viable career paths and basic core course requirements in enabling them to seek transfer and be properly equipped in the work place in the field of Health, Physical Education, Athletics and Recreation.

b. Explain how your program mission aligns with the college mission.

Many student athletes earned athletic scholarships to support their to transfer to four year institutions.

As a department, our mission statement focuses on “lifelong skills with regard to overall health and wellness”. We also are providing career paths and enabling to seek transfer in the fields of health, physical education, athletics and recreation. Our mission statement aligns with the college mission statement in that quality educational opportunities enhance student learning. As a department, we are focused on student success, innovation, mutual respect, lifelong learning, diversity, academic freedom, shared governance, and excellence. We share the mantra with the college ‘start here, go anywhere” and we want to “change the odds” for all students.

The college mission and values can be found here: <https://www.hancockcollege.edu/about/mission.php>

II. Student Success, Program Accessibility and Program Capacity

*NO data analysis required this year.

- a. Describe how the program works to promote student success (completions job placement, transfer). Include teaching innovations and use of academic and student support.

Sports Medicine program actively places students in four-year University programs in order to pursue their Bachelor’s degree and gain necessary student athletic training experiences among major athletic programs.

Recreation Management program actively places students in the work force during the pursuit of their two-year degree. Community recreation programs employs over half of AHC students who are actively enrolled in program.

Kinesiology students are exposed to a variety of career opportunities and make choices in matriculation based on their desired outcomes.

Athletic programs are supported by a dedicated counselor in order to assist student athlete matriculation. Academic compliance requirements are carefully implemented so that students are academically eligible to transfer per the prescribed timelines.

- b. List any notable accomplishments of the program (student awards, honors, or scholarships can be listed here also)

III. Quality and Innovation in the Program and Curriculum Review

- a. Are you on track in your assessment plan for course and program SLOs? If not, please explain why.

Yes, we are on track in assessment for course and program SLOs

- b. Have you shared your assessments or improvement plans with your department, program or advisory committee? If so, what actions resulted? If not, how do you plan to do so in the future?

Yes. Department and Program Advisory committees in multiple disciplines agree that quality of facilities hinder progress.

- c. Did any of section, course or program improvement plans indicate that your program would benefit from specific resources in order to support student learning and/or faculty development? If so, please explain.

Yes. The following course improvement plans indicated the need for the following resources:

PEIA Courses: New backboards for the gym, updated shot clock for the backboard, starting blocks for swimming pool, synergy camera system, rubber floor for the outdoor weight room, Cover for the outdoor weight room, permanent bleachers for football/soccer field, sound system for N15, hammer/disc cage, concession stand and changing areas for baseball/softball, paved and lighted parking lot at baseball/softball fields, WIFI at baseball/softball, motion sensor lighting on the west side of baseball/softball, finish landscape at baseball/softball, entrance signs to baseball/softball similar to other campus entrance signs, concessions for the football field, storage for the athletic training room, high rise camera setup, computer stations for K11A, an overhaul of HVAC in building N, and new 'transportation' golf cart for KRA programs. Installation of new backboards for gymnasium. Extensive equipment list found in additional resource request section.

There is a need for a 3rd athletic trainer because of an increase in the number of student-athletes as well as the expansion of seasons of sports.

PE and PEIA Courses: Locker rooms need updating. Showers need to be updated.

In the last two years, 2 full-time faculty have retired and not been replaced. This will hinder the department's representation with curriculum, senate, and other important college governing bodies to appropriately represent our discipline.

- d. In reviewing your outcomes and assessments have you identified any and all that indicate a modification should be made to the course outline, the student learning outcomes or the program outcomes? Please state what modifications you will be making.

Modification are a direct result of access to appropriate facilities and equipment.

Yes ... all CORs, SLOs, and Program outcomes are included in the review process. Any and all modifications will be made, as necessary, to reflect currency and accuracy for all CORs, SLOs and Program outcomes.

For student-athletes, there is a great need to access an academic counselor who is specifically knowledgeable about athletic governing bodies and transfer, during the summer. The onboarding process for athletes begins in the summer and access to the athletic counselor has been challenging. Our department recommends the athletic counselor is staffed in athletics for 11 months and that the job description outlines the requirements for assisting student-athletes in transfer based on CCCAA, NCAA, and NAIA governing bodies.

- e. Have all course outlines been reviewed within the last 5 years? If not, please explain the plan to bring course outlines up to date and include timelines for the review and submission to AP&P.

All CORs have been reviewed during each program review process. Additionally, select CORs have been modified to reflect updated changes per instructor/department needs

- f. For **CTE courses/programs only**, as per §55003, have prerequisites, corequisites and advisories (PCAs) for courses and/or programs been reviewed within the last 2 years?

Yes.

IV. Focus and Engagement of the Program

- a. Summarize major trends and opportunities as well as challenges that have emerged in the program

Opportunities for recreation management students to secure employment in the industry have been increasing as we continue to emerge from the pandemic. Sports medicine students continue to have local opportunities to work in the industry. Kinesiology students continue to transfer.

There is a great need by industry of recreation management to expand their labor force. REC Advisory participants expressed great need for employees and willing to recruit current students who are on the recreation management path.

- b. List any (internal or external) conditions that have influenced the program in the past year.

In the second year of the pandemic, returning to “normal” has been challenging for sports medicine staff, student-athletes, coaches, administration and student support staff. It has been extraordinary planning, patience, diligence and effort for all those concerned within our department. We have been at the forefront compared to most community colleges in return to athletic competition, in person classes and testing requirements.

Our recreation management students are now realizing opportunities that were diminished because of remote teaching and additional causes from the pandemic.

CCCAA legislation has allowed for expansion of football in spring. This will require additional support from athletic training personnel.

The number of full time coaches to support student athletes is severely deficient. Faculty positions have not been available and retirements have not been replaced. The outcomes of athletic programs are diminished by lack of available full time coaching staff. Management/Classified type positions would enhance access to appropriate coaching personnel.

Data for Program with Vocational TOP Codes (CTE):

https://misweb.cccco.edu/perkinsv/Core_Indicator_Reports/Default.aspx

Please review the data and comment on any trends.

- c. Current industry employment and wage data (please cite sources) Suggested sources: [ONet Online](#) and [EDD LMI site](#)

Sports Medicine:

As of Mar 26, 2022, the average annual pay for an Athletic Trainer in the United States is \$47,828 a year.

Just in case you need a simple salary calculator, that works out to be approximately \$22.99 an hour. This is the equivalent of \$920/week or \$3,986/month.

While ZipRecruiter is seeing annual salaries as high as \$77,500 and as low as \$22,500, the majority of Athletic Trainer salaries currently range between \$37,500 (25th percentile) to \$52,000 (75th percentile) with top earners (90th percentile) making \$73,000 annually across the United States. The average pay range for an Athletic Trainer varies greatly (by as much as \$14,500), which suggests there may be many opportunities for advancement and increased pay based on skill level, location and years of experience.

Based on recent job postings on ZipRecruiter, the Athletic Trainer job market in both Santa Maria, CA and the surrounding area is very active. An Athletic Trainer in your area makes on average \$48,669 per year, or \$841 (2%) more than the national average annual salary of \$47,828. California ranks number 9 out of 50 states nationwide for Athletic Trainer salaries.

Recreation Management:

As of Mar 26, 2022, the average annual pay for a Recreation Coordinator in the United States is \$36,650 a year.

Just in case you need a simple salary calculator, that works out to be approximately \$17.62 an hour. This is the equivalent of \$705/week or \$3,054/month.

While ZipRecruiter is seeing annual salaries as high as \$54,000 and as low as \$21,000, the majority of Recreation Coordinator salaries currently range between \$29,500 (25th percentile) to \$42,500 (75th percentile) with top earners (90th percentile) making \$52,000 annually across the United States. The average pay range for a Recreation Coordinator varies greatly (by as much as \$13,000), which suggests there may be many opportunities for advancement and increased pay based on skill level, location and years of experience.

Based on recent job postings on ZipRecruiter, the Recreation Coordinator job market in both Santa Maria, CA and the surrounding area is very active. A Recreation Coordinator in your area makes on average \$37,295 per year, or \$645 (2%) more than the national average annual salary of \$36,650. California ranks number 26 out of 50 states nationwide for Recreation Coordinator salaries.

Currently, there is 3 Recreation Coordinator positions open. Two with the city of Santa Maria and one with Lompoc.

d. Industry employment and wage trends

Sports Medicine:

As of Dec 31, 2020, the average monthly pay for an Athletic Trainer in the United States is **\$3,986** a month. While ZipRecruiter is seeing monthly salaries as high as \$6,458 and as low as \$1,875, the majority of Athletic Trainer salaries currently range between \$3,125 (25th percentile) to \$4,333 (75th percentile) across the United States.

Recreation:

As of Mar 25, 2021, the average annual pay for an Outdoor Recreation in the United States is \$32,945 a year. Just in case you need a simple salary calculator, that works out to be approximately \$15.84 an hour. This is the equivalent of \$634/week or \$2,745/month.

e. TOP code employment CORE indicator report

Recreation MGT:

Core 1 - Skill Attainment, GPA 2.0 & Above: 91.00% Performance Goal - (2015- 2016)
Core 2 - Completions, Certificates, Degrees and Transfer Ready: 88.00% Performance Goal - (2015- 2016)
Core 3 - Persistence in Higher Education: 90.00% Performance Goal - (2015- 2016)
Core 4 - Employment: 72.00% Performance Goal - (2015- 2016)
Core 5 - Training Leading to Non-traditional Employment: Greater than 18.89% Participation & 22.17% Completion - (2015- 2016)
Source: CCCC MIS Database, EDD Base Wage File, CSU Chancellor's Office,

f. Advisory committee recommendations

Recreation Management: Advisory met on 4/20/22 and suggested minor curriculum modifications to include possible courses in grant writing, GIS experience, and facilities management.

Sports Medicine: Advisory will meet in the Fall of 2022 and discuss addition of certificate and coursework to support students enrolled in athletic training program. Specifically, a 1 unit lab class is offered in the summer to introduce students to the discipline. Additionally, a course to introduce students to admission and records standards and practices for sports medicine.

V. Continuous Improvement of the Program

a. Status of Final Plan of Action – Post Validation

Summarize the progress made on the recommendations from your last comprehensive program review plan of action

PLAN OF ACTION	ACTION TAKEN/RESULT AND STATUS

b. List any new resources that the program received in the past year and the results

Source	Specific Resource	Est. Amount \$	Impact on program or course outcomes
Permanent bathroom baseball/softball		\$1,000,000	Nicer, cleaner for athletes and spectators than portable bathrooms
Resurfacing gym floor and new logo	Facilities	\$95,000	Modernizes and updates gymnasium for athletic competition and activity classes.
Soccer scoreboard installed	Grounds Budget	\$15,000	Spectators and athletes can see up to minute time and score during competition
High Rise Camera system	Equipment Prioritization	\$5,500	Efficient for student athlete feedback and broadcast of contests
5 Desk Top Computers	Equipment Prioritization	\$5,000	Use by students in study hall
Starting Blocks/Swimming Pool	Fixture and Furniture	\$35,000	Expands opportunity for student athletes to practice necessary skills
Hi-boy, Whirlpool, Taping station	Equipment Prioritization	\$14K	Access to equipment by sports medicine students

c. List any new or modified recommendations below, including rationale for these in the table.

Program Improvement Plan (Program ,Priority Number, year)	Anticipated Outcome (Goal)	Program Goal Status (Indicate if this goal is ongoing from a previous Annual Or Comprehensive Program Review or new this year).	Alignment to Strategic Directions and planning goals (see " Alignment to Strategic Directions" Attached	Activities	Justification (Evidence of need)	Resource Request (From table Below)	Anticipated Completion Date or On-going
Remodel Building N, Kinesiology/ Athletics Facility	Improved Instructional space Overhaul of HVAC system	Ongoing	IR3	Facility Master Plan, Facility Committee	See Comprehensive program review student feedback		On-going

Replace Retired Faculty	Hire Faculty		IR3	Faculty Prioritization?	FTEs		On-going
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d. Summary of request for resources. Please list the type of request (facility, technology, staffing, equipment, other) and rank their priority.

Resource Requests (Program, RRX year)	Item	Program Goal	Type	One-time cost	On-going cost (per fiscal year)	Anticipated Completion Date or On-going
Sports Medicine	10 Month, Full-time, Classified Staff-Athletic Trainer				\$78,000	
Modification of N10	Install Office space for Athletic Counselor			\$45,000		2022-23
Intercollegiate Athletics	New backboards for gym			\$9,800		2022-23
Intercollegiate Athletics	Updated shot clock for backboard			\$8,500		2022-23
Intercollegiate Athletics	Introduce Management type positions to serve as full-time coaches.				??	
Kinesiology/Athletics/REC	Update Counseling Job Description to include necessary functions of athletic counselor. Expand athletics counselor to 11 month contract.				1 month of faculty salary	
Intercollegiate Football	Endzone Camera			\$5,300		2022-23
Kinesiology/PE	Expand rubber floor for outdoor weight room, Shade, Fence			\$82,000		2022-23
Sports Medicine	Knee Braces			\$5,500		2022-23
Intercollegiate Athletics	permanent bleachers for football/soccer field			\$750,000		2022-23
Kinesiology/PE	sound system for N15			\$30,000		2022-23
Intercollegiate Football/Soccer	Installation of artificial turf on competition field			\$1.5 million		??

Intercollegiate Athletics	hammer/disc cage relocation/installation			\$113,000		2022-23
Intercollegiate Athletics	concession stand and changing areas for baseball/softball			TBA		2022-23
Intercollegiate Athletics	Finish landscape with security lighting and WIFI for baseball/softball			TBA		2022-23
Intercollegiate Athletics	Paved and lighted parking lot with blue emergency phone for baseball/softball and appropriate entrance signs			TBA		2022-23
Intercollegiate Athletics	concessions for football field			TBA		2022-23
Intercollegiate Athletics	Endzone Camera			\$1,200		2022-23
Intercollegiate Athletics	Uniform Replacement for All Sports			\$35,000		2022-23
Intercollegiate Athletics	Installation of Safety Netting between Softball/Baseball Fields and throwing area/softball outfield			\$30,000		2022-23
Intercollegiate Athletics	Assistant Coach Stipend Support			\$30,000		2022-23
Kinesiology/PE	Overhaul of HVAC system for Bldg N			TBA		2022-23
Kinesiology/PE	New 'transportation' golf cart for K.R.A programs			\$10,000		2022-23
Intercollegiate Football	Helmets and Shoulder Pads			\$12,000		2022-23
Intercollegiate Baseball/Softball	Lockers for Changing Rooms			\$55,000		2022-23