

Division Dean APRU statement

Name of Dean/Administrator: Coleen Lee-Wheat

Dean's/Administrator's Comments: **Highlights and Changes since April 2014**

Preface: Since the Comprehensive program review there have been MANY changes in the Division. This update is lengthy.

Physical Education:

The Transfer Degree in Kinesiology to CSU has been approved. As a result demand for seats in PE 30, Introduction to Kinesiology has increase. There were 44 ADTs in Kinesiology in 16-17 which represents an increasing pattern of 42% completion rate. We have increased sections with emphasis on online and hybrid modes of instruction.

Since April of 2014, SLO assessments have been planned and are scheduled to be completed by the end of Spring, Quarter 2017. We are very close to completion of SLOAC and PLOAC assessment cycles for Kinesiology, Massage and Athletics.

Equity team members consisting of the REACH and FAST coordinators attend core team meetings as they can. Due to the fact that coaches are occupied by coaching duties it is difficult to attend. The REACH and FAST programs are proving to be strong cohort models for student-athlete success and retention.

The effects of Repeatability and Priority Enrollment legislation, the retirement of 5 FT instructors and College mandated course reductions from 2010 are factors that have impacted our enrollments. Enrollment patterns are taking on a new look. The increase in full-time students for example, may be the reason that our classes are filled the week after the last pay to stay drop date and then after the first week a number of students drop after they are added into other courses that they needed. The general pattern of late commitment to our courses still stands, however.

Massage Therapy: We have brought in an entirely new set of faculty and staff to the program since Dr. Forman retired in the Spring of 2014. Instructors are collaborating fully, sharing ideas, enthusiastically teaching and finding solutions to create an equitable learning environment. The State of California has partnered with the CAMTC to ensure that Massage Therapy becomes a legitimately recognized vocation independent of the adult entertainment industry. In the summer of 2016, De Anza became an approved CAMTC school. It is now one of a limited number of institutions able to educate potential massage therapists.

We created and assessed two PLOs on March 25, 2015. One PLOAC was conducted and completed that day. We held a student focus group. Each of the four student participants strongly encouraged us to provide a place for the students to practice their skills on campus. Our instructors have held office hours on campus between and after class. We have incorporated a Perkin's funded allied health specialist/tutor for classes and sports massage. Students have commented that his practice has been very helpful.

We reinstated the De Anza Student/Graduate Specialized workshops. The students and alumni benefited from a "free experience" given by Dr. Forman. These workshops continue to stimulate further interest in the vocation, and bring alumni back to campus.

A general decline in enrollment and retention started occurring during 2013. The addition of new instructors who are committed to ensuring the continuation of this program has been changing our enrollment patterns slowly. Certificate of Achievement completion has soared. Due to the adoption of an accelerated program (1 year sequence of core classes), we will have 33 students who have attained the certificate. We are now mandating that the students meet with the program counselor to apply for the certificate before they finish the course sequence.

The background check process has been successfully implemented in the Fall of 2016. Several student incidences and increased awareness of Title IX legislation relative to sexual harassment, abuse, violence and other unlawful behaviors has been the stimulus for this action.

A FT instructor/coordinator will be critical to ensuring the sustainability of the program's success. CTE, Program Review, Equity, Title IX compliance and education and now CAMTC certification requirements will require more attention than a Dean can afford to supply. Funding by Strong Work Force for this program and leadership through a Dean of Career Technical Employment could carry this program into the future.

Athletics --

The most notable change has been the reintroduction of "priority enrollment status" for student-athletes. This has especially our sophomore athletes achieve their educational plan of transfer as well as helped the coaches in their recruitment efforts.

Student retention in the REACH program is notable at over 95%.

FAST coordinators have changed every year since the program's inception. This became an issue this year especially in the Spring Quarter when the coordinator had to leave for graduate school. However, as a preview to next year's APRU, the new coordinator was able to connect with the Men of Color group during the Winter of 2018 and the program is now standing on solid ground.

Facilities construction affected practice times and in turn affected student-athletes. Baseball players had to practice off-campus. But, the Flint Center mitigation funding and strong planning for this project helped tremendously. The fact that the soccer teams and football had to share one field was challenging for the athletes as their practices were moved to 11:30am. This impacted class scheduling and their work schedules. Our pre-existing challenge of not enough staff support became very apparent (athletic trainers and equipment managers) had extremely long days and we had to hire TEAs just to meet the regular schedule.

The following did not change in 2016-17 and should still be noted:

De Anza is in good standing as far as accommodating what OCR considers the underserved population (women) via the CCCApply Survey. De Anza is not in compliance with the law as far as facilities, team locker rooms, etc. There is a lack of team rooms for women's teams and the Softball facility for women is non-compliant relative to conference facility requirements.

De Anza Athletics was a state leader in implementing an Athletics Title IX Survey as part of the application process thru CCCApply. De Anza was used a pilot program for the state. This is a supplemental survey to the CCCApply application process. This satisfies Test 3 of Title IX.

It is essential, in the era of periodic budget cuts, that De Anza College does not eliminate women's sports programs if the college wants to continue to use Test 3 to satisfy Title IX. Some colleges are being investigated due to the fact they use Test 3 but still dropped women's programs.

In the Fall of 2014, the athletics program was mandated to come into compliance with the new State regulation in Title V which limits apportionment for athletics i.e. 350 hours of apportionment per student athlete per sport per year. The department has created new curriculum. And FA has worked successfully with coaches regarding their contracts.

ACA, Affordable Care Act legislation stimulated positive changes for our department. Mandated hourly wages for our part-time coaches relieved Head Coaches from the full responsibility of compensating their assistants. Also, as a result assistant coaches are earning a total salary greater than the season's award that given before the recession.

External legislation has also impacted athletics in other ways. The new CCCAA State rules for teams regarding inputting statistics for contests. This is a requirement at times faculty simply don't have the time to take care of this additional responsibility. There are severe penalties for non-compliance including entire Athletic Departments being put on probation and/or suspension of coaches. A part time Sports Information would be a great addition to the staff to promote sports and would ensure compliance of the CCCAA rules. CHP regulations we have not been in compliance with. All of our vehicles require drivers with a Class B license.

In Jan, 2016, a full time counselor was hired and is housed in the Physical Education and Athletics Division. In addition to improving the number of opportunities for student athletes to receive personal advice and guidance from an academic counselor, she has and will develop workshops, develop and support student-athlete orientations and performed plans for Kinesiology majors and Massage Therapy students. She is also being embedded in the cohorts. She has attended class sessions, made routine reoccurring appointments with identified "at risk" student-athletes. She is also an integral part in reviewing "Success Navigator" assessment results. These results not only identify individual weaknesses in many areas but a group analysis is also provided. The FAST cohort show low to moderate assessment results in all indicators related to "student-hood". A post-test using Success Navigator is planned for early July for the FAST cohort. She is going to be a key factor to student success and creating an equitable learning environment in our Division.

Personnel changes in athletics have had a positive outcome despite the retirement of 5 FT instructors. We have increased the women's equipment and locker room attendant from 50% to full time status. And, we have added three very enthusiastic part-time coaches in baseball, softball and women's basketball. Fundraising efforts by these coaches are strong. The Baseball coach is an integral part of the team that is fundraising to replace key structures in the facility e.g. dugouts, fencing, batting cage etc.

Facilities

No changes in the requests since the last APRU, Title IX issues relative to facilities should be highlighted again. Access to locker rooms for women need to match those of the men. The softball field facility needs to be brought into compliance with NCAA requirements. A new PE complex will be a College discussion item as it was proposed for input on the College Facilities Master plan.

The Future in the Division

In the Physical Education Department, the faculty have secured the personal trainer instructor certificate curriculum. A Sport Sociology, Physical Stress Management and Orientation to Lifetime Fitness, KNES 50A are being taught online. Course enrollments are full with waiting lists on the first day of classes every quarter. However, the face-to-face PE70A courses are suffering enrollments are dwindling. We have decreased from 7-10 sections per year to 3. In the Fall of 2018, there will be a new online activity class that can be paired with KNES 50A. This should help the division immensely.

Massage Therapy Program: The clinic class in 2017-18 has grown enough to increase revenue to support the program assistant when combine with Strong Work Force funding. In addition, the CAMTC's approval of the Massage Therapy program has started to play a role in completion trends. The number of State approved programs have already been significantly reduced since the implementation of this legislation in January of 2016. Considering all of these factors, we have great potential to reestablish an independently funded program. This program provides an opportunity for people to change careers and earn supplemental or primary incomes. As upcoming research supports the newest techniques such as "myofascial release" demand for services in the health services industry are growing. In light of all of these changes, the need for a Full time Instructor/Coordinator for this program is reaching a critical turning point. The responsibilities for coordination are reaching beyond what a Dean can manage. A new faculty member will inherit a program that has reestablished a strong foundation for growth.

In Athletics, continuation of cohort program pilots into sustainable programming will hinge on continued equity funding, finding and training enthusiastic instructors for REACH, securing a permanent position for a coordinator for FAST and embedding assessment practices and counseling.

There continues to be a critical need to hire a Full-time head Football coach. This program is too large for an adjunct to manage. The coaching team needs leadership. They recruit, coach and retain and assist in transferring students year-round. The head coach is in contact with 50 - 150 underserved/targeted young men year-round. The viability of this program at the league level where it currently resides requires the attention that only a full-time employee is capable of providing. Recruitment of student-athletes who possess the potential to play at the highest level of community college football also hinges on the reputation of the coach and knowledge that the College is committed to the program. Lastly, this becomes a safety issue for the

athletes themselves. If the coach cannot attract and retain top level recruits the potential for injury increases as we are in the "A" league where the young men are physically very large and strong.

In addition, an additional certified athletic trainer is needed to support athletics. This should be noted as the IPBT has not supported the hiring of a faculty member to support a new certificate program in Athletic Training.

A permanent addition to the base lottery fund for athletics has been requested. The number of athletes participating between years 2000 to 2014 has grown about 40% to 440. The current lottery base does not cover the cost for uniforms for the athletes.

Lastly, our faculty have been making time to participate in on shared governance activities. We have participated in the Partner's and Learning Conference, the Convocation and Opening Days with our faculty and staff sharing stories about student-athletes, their struggles and triumphs in their voyage through De Anza College. They have expressed that they need more training about the "equity" and assessment methods.

Reviewed by Division Dean: Yes