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 increased. We have increased sections. We are also offering hybrid and online. All formats are popular. ADT degrees have increased.

Since April of 2014, SLO assessments have been planned and are scheduled to be completed by the end of Spring, Quarter 2017. Equity team members have attended monthly core team meetings. Due to the fact that coaches are occupied by coaching duties, a division equity team meeting has been scheduled for the end of the Spring IC season. We have a partially completed 5-year Equity plan.

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. There was an accreditation visit in January by a CAMTC evaluator. We are very confident that De Anza will be approved. Our program will become one of a limited number of institutions able to educate therapists that will be eligible to take a certification examination and work in the State of California. We will have confirmation by July 1, 2016.

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 will be holding their office hours in PE 12L so that students can gather in this room.  And we have asked for Perkins funding for a supervisor for this area also.

The students also encouraged us to provide videos of the class demonstrations.  A pilot will take place in PE 54 this Spring.  The panelists hope that this will help students listen to the instructor more carefully instead of being distracted by their own efforts to take videos with their phone or other devices.

We are also reinstating the De Anza Student/Graduate Specialized workshops in this Spring.  Special topics and guest speakers are recruited and paid through Perkins Funds so that students can have a "free experience".  These workshops 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. The true measure of change will be fully apparent when the class of Fall 2015 enters into the clinical practicum course Winter, of 2017, if there is a class enrollment of 25 or more our program will be the true indicator that the program is well on its former track of strong enrollment patterns.

We are currently constructing a background check process that will be 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.

**Athletics:** 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 assistants 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 simple 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.

Since Fall 2014, student-athletes no longer receive a higher level of Priority Enrollment. This is a major problem for the academic progress of student athletes. There are numerous National, State and Conference regulations that student-athletes must abide by that full-time continuing students do not. Since student-athletes must be full time students year-round in order to be and remain athletically and academically eligible priority enrollment for this group is critical. Most student-athletes only have a small window of time to take academic classes, from 8:30am to 11:30am, because they have to travel to games. Also many teams practice as early as 12:30pm due to scheduling or facilities availability. None of the outdoor facilities have sports lighting, so practices cannot be pushed back to later in the day accommodating more time for academics. The change in District Priority Enrollment policies has greatly affected student-athletes opportunities to achieve both their academic and athletic goals.  Several examples: Many of the softball players were transfers students and took classes to be eligible instead of the "right" classes. The W. Badminton team lost one player mid-season, and in Men's and Women's Tennis players did not practice together because many of the "right" classes simple were not available to them since classes filled up very quickly.

This academic year, the CCCAA has implemented an “academic reform” measure. The initial data collected is showing a significant percent of underserved/targeted student-athletes are losing eligibility during their season, and after losing athletic eligibility they are dropping out of school. This is extremely concerning! De Anza's data is consistent with the Statewide data. The usual indicator, a high school GPA of 3.0 or more for an incoming freshman is no longer a valid sign for coaches that these students have College level “student-hood” skills. We implemented mandatory tutoring for students with high school GPAs of 2.5 or less this year. The new football coach, for example is mandating that all incoming freshman participate in our new cohort program, FAST. Previously, a 2.5 GPA in high school or any quarter at De Anza was the threshold. This cohort was developed with the express purpose of assisting "targeted/underserved populations"  African Americans, Pacific Islanders and Latino males.  The first year of the pilot was funded by a DARE grant.  15-16 is funded by Equity funding.  We have encouraging statistics since Fall, 2014 with a total of 32 for the 14-15 group:
 Pacific Islanders 5/10 transfered; 3/10 attained AA; 4/10 returning for year 3;
 African Americans: 3/7 transferred; 3/7 returning for year 3;
 Latinos: 5/8 transferred; 1/8 returning for year 3;
 White:  4/7 AA; 3/7 returning for year 3.  Overall: 5 drops/32.
The coordinators of FAST have found through random inquiries in one-one interviews of FAST students that: Students are not retaining or do not understand information regarding eligibility rules or many of the facets about financial aid; Students try to get away with not buying books; Working with students on their educational plan needs to include a conversation about the "BIG" picture--athletics may be a stepping stone, but you need to take advantage of the educational opportunities;  We needed more help counseling and identifying the more at risk students earlier; Students need to learn how to manage their time and organize their work; Students like laptops not Ipads; the leadership team needs to meet biweekly to ensure that we are recognizing where more help is needed and to find solutions faster.

We have also implemented an equity-funded cohort, REACH-Reading, English, Athletics, Counseling and Humanities.  The first pilot started W'2016.  Basic Skills Reading and Basic Skills Writing yielded amazing results for a first year cohort.  Lydia Hearn wrote:

*“This Winter, we began the REACH  program with 24 student-athletes taking a LART211 (READ/EWRT) class, the majority of whom come from underserved populations.  We had a 100% retention rate with a 96% success rate.   With the students' work evaluated through the English department portfolio process, we had affirmation from English department faculty external to the program that the students who passed the portfolio were writing and reading at a level to be ready for EWRT1A.  These are amazing numbers not only for this special population but for ANY class!

It was challenging, but by the end of the quarter, the students pulled through and began to see themselves as scholars in addition to being athletes.  Some of them even commented in their portfolios that they enjoyed being in a class where they were not stereotyped as "dumb jocks" and were encouraged to see themselves as intelligent students. . . .

We will continue the program into the Spring quarter as students take an EWRT1A with me and a HUMI1 class with Sal Breiter. "*

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 perform ed 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.

 We have held MW track and field, MW Soccer, W Badminton, MW polo NorCal and/or State Championships.  These events will bring more notoriety to the College but a corresponding strain on College resources relative to maintenance, repair and custodial assistance. Both venues continue to potential for netting revenue for the college and funding to help the division maintain its facilities in the future. The possibility of replacing the baseball field and the soccer field playing surfaces is pending approval of a package linked to the Flint Center parking structure. Next year’s update should be interesting.

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 Physical Education Department, the faculty are have secured the personal trainer instructor certificate curriculum. A Sport Sociology, Physical Stress Management and Orientation to Lifetime Fitness, PE70A 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 6. Enrollment management still needs to be honed.

Massage Therapy Program: This year Perkins funding for the program assistant’s salary was withdrawn. Hence this year we have a small budget crisis. However, we are expecting the Clinic class in 2017 to have 25 or more students. This could double the massage clinic revenue that we have had in the past 3 years. In addition, the CAMTC’s approval of the Massage Therapy program will play a critical role in the enrollment trends in the future. 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 “myofacial 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 is 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.

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 they voyage through De Anza College. They have expressed that they need more training about the “equity” and assessment methods.

Reviewed by Division Dean: Yes