

*Note: This proposal is for one position - Kinesiology Instructor/Head Men's Soccer Coach.*

### **Kinesiology Instructor/Head Coach Hiring Justification**

In the 2011, and 2012, APP & R document, the Kinesiology, Athletic, and Dance Department recommended the hiring of two full-time Kinesiology Instructors/ Head Coaches. One position for Women's Volleyball and one position for Men's soccer. The department has asked for the new hire positions since 2008. . The department currently has three full time instructors and one full time Head Coach. The department has 13 adjunct faculty and five part time Head Coaches. The addition of two full time instructors would assist in campus and department activities. These activities include, teaching of Kinesiology, Team, and Fitness courses as well as their respective Varsity sections. Other Department duties include committee membership, curriculum updates, coaching and recruiting. The department has grown due to increased enrollments in the Kinesiology Degree, Fitness Professional Certificate/Degree, and Kinesiology Transfer Degree. Also, the Dance Department is awaiting state approval of our Dance Degree. This increase of course offerings impacts the department in various ways, most notably, by asking Dance instructors to cross over and instruct Kinesiology and Fitness courses. Furthermore, all general students need two units of PE for their AS/AA Degree. By adding full time Instructors/Coaches, the college will then be able to offer a wider variety of classes in Kinesiology, Athletics and Dance.

The program review of 2005 recommended that during the 2005-06 academic year, the department put forward two full-time faculty positions. The departments last full time hire was 1989 with 10 full time retirements since 1998. Positions to be considered were Athletic Coach / PE Instructor and Dance / Fitness Instructor. This would provide leadership and increase enrollments for the athletic and dance / fitness programs. Due to a variety of circumstances, including severe budget restraints, this action took three years to accomplish. In 2007 a full time Dance / Fitness Instructor was hired and in 2008 a full time Women's Soccer Coach / Fitness Instructor was hired.

Since our last hires, the dance department has added six classes and 88 students.

Since the addition of a fitness instructor/ athletic coach, the TEAM courses Load has increased from 518 in 2006-/07 to a high of 663 in 2010/11. The college average load is 525. The success rate and retention rate is above the college average of 68% with a consistent score of 94%. Varsity courses have also increased. LOAD in 2007/08 was 395 and is now 499 for 2010/11. Success rate over the last 5 years has been 94% while the retention rate for the same time period has also stayed consistent at 96%.

The last full-time hire in the Canada College Athletics program was 2008. Before this 2008 hire, the last full time hire was in 1989. Between 1989 and 2008, ten full time faculty members retired and were replaced – all by part time faculty. In 2008, a full time Coach/Fitness Instructor was hired to help stabilize and grow the Athletic Department. As stated above, the TEAM and VARS sections have grown in course offerings, LOAD, success and retention rates.

Comparatively, at our sister colleges, CSM has eleven varsity sports with seven full-time head coaches while Skyline has seven sports with four full-time coaches. Canada has six sports with one full-time coach.

The Kinesiology Department now has a Degree offering along with the need to add more sections. The current Kinesiology 101 class has 45 students with a waiting list of 10. At this time, Kinesiology101 is offered in the Spring , Summer and Fall semesters. The Departments goal of offering Kinesiology in Fall, Spring, and Summer semesters was realized last year. The creation of this position will capitalize on a growing area of study in the fields of Kinesiology, Sports Management, Athletic Training, and Fitness Professional. At this time, the Wall Street Journal has reported that Personal Fitness Trainer is one of the fastest growing areas in the Fitness industry (date of article).

Head Coach responsibilities consist of teaching: Team and Varsity section of their specific sport. Another important role of the Head Coach is communicating on a daily basis with their student-athletes regarding their education, time management, lifelong values and career goals. The coach needs to find assistant coaches, attend conference and state meetings in their sport area. They also need to scout opposing colleges, make home visits towards recruiting, and attend year ending awards meetings to represent their student-athletes. The intercollegiate teams allow our student-athletes to complete general education requirements, maintain lifelong fitness, acquire skills in team and individual sports and compete in intercollegiate competition.

The Athletic Department would reduce the part time faculty load to stabilize and grow a specific Varsity sport and improve instruction in the Kinesiology and activity class offerings by hiring a full time Kinesiology Instructor/Head Coach. This is further information on why we are requesting a full time Coach/Kinesiology /Instructor position.

B.) How the position helps to meet the Colleges mission and its goals.

The Canada College Mission states ... “To ensure that students from diverse backgrounds have the opportunity to achieve their educational goals...”and “activities that foster student’s personal development and academic success”. Nowhere on the Canada College campus is this embodied more than in the Athletic Department. “ Our student athletes graduate and transfer at a higher rate than the general student body” while putting in long hours on the practice field and gym and, at the same time, representing the college in a respectful manner with honor and professionalism.

Our coaches also provide additional leadership for the varsity programs directed towards career development in the sport specific field for the first-time student athlete and returning student athletes. This program is nationally respected as well as at the top of the statewide programs and has been an important and integral part of the athletic curriculum at Canada College. Unlike many of our rivals, the Canada athletic programs are dominated by San Mateo county student athletes. We can truly say that we represent and serve our local community.

The Strategic Planning Committee recommendations (2003) report states: 4) Athletics: Expand college athletic programs. Just as student government, student clubs, and honors societies contribute to the growth of our students, so does college athletics. “Data indicates that our college athletes transfer at higher rates than the general transfer population while taking a greater number of units-college athletics have demonstrated positive externalities. Student athletes add non-athlete peers to our enrollments as well as broadening the college experience by taking math, English and other academic courses.

The department needs to have a designated full-time position of Head Coach/Kinesiology/Fitness Instructor to achieve the mission and goals of the college related to this program. The last full-time hire in the Canada College Athletics program was 2008. Before this 2008 hire, the last full time hire was in 1989. Between 1989 and 2008, ten full time faculty members retired and were replaced – all by part time faculty. In 2008, a full time Coach/Fitness Instructor was hired to help stabilize and grow the Athletic Department. As stated above, the TEAM and VARS sections have grown in course offerings, LOAD, success and retention rates.

Comparatively, at our sister colleges, CSM has eleven varsity sports with seven full-time head coaches while Skyline has seven sports with four full-time coaches. Canada has six sports with one full-time coach.

Our coaches actively recruit from the community’s rich cultural diversity by recruiting students from all ethnic and economic groups including international students. The diversity of the program has increased the last several years. Canada had four varsity sports in 2004 -05 and now has six sports including women’s volleyball, soccer and golf, men’s soccer, basketball, and baseball. Men’s Golf is currently on hiatus.

This additional position will improve the quality of both the specific varsity sport along with our kinesiology course offerings for the general student population who need two units to satisfy degree requirements. The hiring of a full-time head coach will increase enrollments and stabilize the Kinesiology / athletic program, allowing it to grow.

C.) Five year historical quantitative data to support the request. (Include relevant sections from the Bi-Annual Program Review Report

See numbers..

The number of full-time faculty in the Kinesiology / Athletics and Dance department is three. Mike Garcia is currently the longest tenured faculty member and is the current Athletic Director and Fitness Instructor. Ana Mildanova is a recently tenured faculty member who instructs Dance, Fitness, and Kinesiology courses. Kurt Devlin is the Women’s Soccer Coach and fitness instructor and is currently going through the tenure process.

The Department of Kinesiology /Athletics and Dance currently has 3 full time faculty (one assigned to coach), thirteen part-time faculty members, (five assigned to coach) and two full time classified employees who also are part time Instructors.

In closing, a full time faculty position for Kinesiology Instructor/Head Coach in Volleyball and Soccer is a critical need for the Kinesiology/Athletic Department, and the college, if we expect the Department to grow and develop our newly added Kinesiology Degree and Certificate program, and soon to be approved Dance Degree.

Our Dance/Fitness sections have been documented to have increases in course offerings and enrollments. Our 2011 Annual Program Plan shows increases in both TEAM and VARS LOAD, Success, and Retention rates that support full time hires. To ensure continued growth, and a high level of enrollment, requires the appointment of two full time Kinesiology/Head Coach positions for the fall of 2014.

Thank you for your consideration in this request.

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