



New Classified Hiring/Position Justification

Hiring Division/Department: Athletics **Position Title:** Program Services Coordinator

Classification

Position type: Permanent X Full Time X # of months 12
Part Time _____ % of Full Time _____ # of months _____

Position: General Funds X
Allocation: External Funds* _____ Expiration Date _____

Budget Information

Grade 27 Step 1 Annual Salary 58092.00

Justification

Please respond to the following questions in electronic format to the appropriate Dean, Manager or Vice President. Additional information may be provided as relevant for position justification.

1. Describe the specific needs for the position requested and the duties of this position in a brief statement.

Cañada College's Athletics Department provides an environment for student-athletes to achieve their highest academic, athletic, and personal aspirations. As a department, all seven sports, baseball, women's soccer, men's soccer, women's volleyball, women's golf, women's tennis, and men's basketball, compete in the Coast or the Central Valley Conferences. At Cañada College, the number of student-athletes has risen over the past 10 years. The department, therefore, has identified the following needs:

- Coordination of logistics for athletic department supporting each program in and out of season.
- Student support based on student needs and available program services
- Communication with student athletes and various instructional and student services departments
- Liaison on and off-campus with partners to promote the athletics department

Currently, the athletics department serves roughly 160 students-athletes who all require specialized recruiting, academic counseling, academic support and retention efforts. With only one counselor working with the entire athletics department just a few hours a week on average and with no other designated staff, coaches often serve as liaisons between athletes and various instructional and student

services for their student-athletes. With only two full-time faculty members in men's and women's soccer, the other five teams rely on adjunct faculty to provide this additional support, which is not realistic. If the coaches do not provide this additional support, it is unclear if and how support is given to this specialized student population. It is paramount for the athletics department to create innovative opportunities for support outside of counseling and sport specific coaches to ensure academic success of all student-athletes.

2. Explain how this position aligns with and supports the mission and strategic goals of the college.

The incorporation of an Athletics Program Services Coordinator would provide sustainable and learning-centered support for Cañada's 160 student-athletes. In accordance with the SMCCCD Strategic Plan the funding of this position supports goals #1 and #3, which are the need to: "develop and strengthen educational offerings, and support programs that increase student access and success" and "program delivery options, including the expanded use of instructional technology, to support student learning and success."

Cañada College's mission includes "ensuring that students from diverse backgrounds have the opportunity to achieve their educational goals by providing transfer, career/technical, basic skills programs, and lifelong learning", and this position has been strategically designed to do so for the college's student-athletes.

3. Explain how adding this position will strengthen the department or division.

Cañada College's Community of Learning through Sports (COLTS) consists of a cohort of intercollegiate student-athletes who want to achieve both in the classroom and in their respective sport. Participation in COLTS is designed to help students take advantage of academic resources on campus, and to help them to build strong study skills, communication skills, and writing abilities with the goal of improving their overall educational performance. For the past two semesters the learning community has included two COLTS designated courses within each term.

The position will help strengthen these efforts without putting the responsibility on the teaching faculty, coaches and other support staff to volunteer their time, which is also unrealistic and unsustainable. The Athletics' department would like to replicate the success of programs like College for Working Adults, serving a similar sized student population with this kind of support. Specific to athletics, CSM learning community "Writing in the End Zone," includes support staff, which has proven to be successful.

The Athletics Program Services Coordinator will act as a bridge between athletics and academics by collaborating with instructional faculty in the COLTS Learning Community, coaches, and most importantly, the students, to help ensure that each student-athlete achieves success in the classroom.

In addition, this position will help support institutionally [disproportionately impacted](#) students on campus.

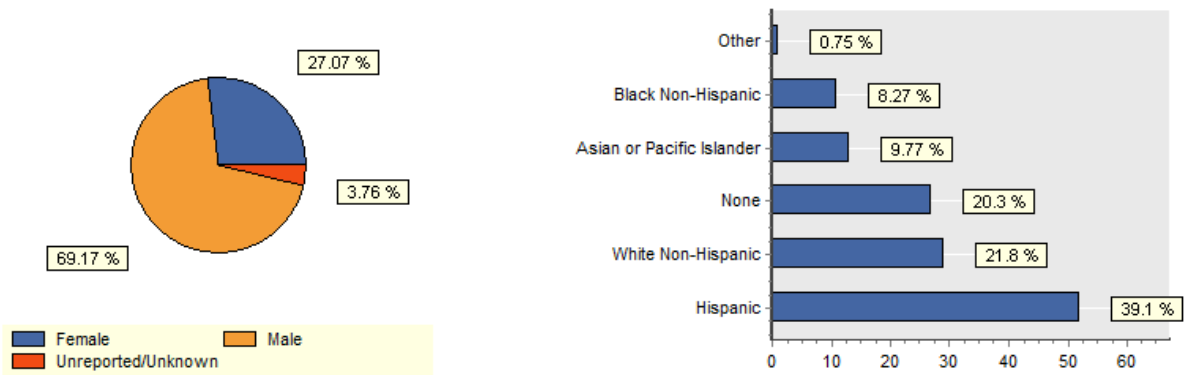


Figure 1 Profile of students participating in the COLTS Learning Community

4. Explain how this work will be accomplished if the position is not filled.

Innovative projects like Cañada College’s Community of Learning through Sports (COLTS), initiated by three faculty members without structured support during the fall 2015 semester, need to be institutionalized rather than being dependent on the goodwill of faculty.

Please submit completed Classified Position Hiring/ Position Justification electronically to the responsible administrator in your division or department.

This position has been reviewed by the department or division and is recommended for hiring.

Dean / Director / Hiring Supervisor

Date