

2018-2019

**Program Review & Planning
Request for Full-Time Faculty Position**

Please upload and submit this completed form through the SurveyMonkey program review module.

Note: Staffing Prioritization Task Force will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.

Department	Kinesiology
Position Title	Kinesiology Instructor / Women's Volleyball Coach

1. How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)

1. Acceleration
2. Guided Student Pathways
3. Student Validation and Engagement
4. Organizational Health

Our Kinesiology Instructor/ Women's Volleyball will support all four of Cuyamaca's four strategic priorities. A full time coach will increase the number of women volleyball players at Cuyamaca College. It has been shown that full time coaches are able to recruit, retain and matriculate more students than adjunct coaches. The college will benefit from students who are motivated to transfer in two years (due to NCAA and NAIA rules) to matriculate and play at universities (acceleration). These students must enroll in at least 12 units per semester with a majority taking between 15-18 units per semester (acceleration). A full time coach will be able to direct their student/athletes to the services that will help these students succeed. Individual Education Plans are mandatory for all student/athletes (guided pathways). The women volleyball student/athletes will represent Cuyamaca College and perform in front of their peers during competitions (organizational health & student validation and engagement).

2. Describe why this position is essential to your program and/or service area. How will this new position improve student learning and achievement? (Rubric Criterion 3)

Cuyamaca College is not in compliance with Federal Legislation of Title IX. These regulations insure that women are offered the same opportunity to learn as the male athletes. With the retirement of our Women's Tennis coach/ Kinesiology Instructor (Fall 2017), we currently have two full time men's team coaches (basketball and track) and only one women's team coach (soccer). We are not in compliance with Title IX regulations with the number of coaches and the number of women student/athletes able to benefit from the advantages of having a full time coach.

3. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 3)

(150 words or less)

With the retirement of our Women's Tennis Coach/ Kinesiology Instructor, we are in need of a full time women's coach/ Kinesiology instructor. As the college endeavors to replace retired full time faculty, the college needs to replace our faculty loss in Kinesiology. Women's Volleyball was chosen as the next full time coach. The athletics faculty voted 90% to have a Women's Volleyball Coach as our next full time hire. Moreover, a study in the Grossmont Union School District indicated that incoming women high school students were more interested in Women Volleyball (31%) than any other women's sport. Furthermore, a full time Kinesiology instructor will bring consistency to numerous classes that we offer. As stated above, a full time Women's Volleyball Coach/ Kinesiology instructor would get us closer to compliance with Title IX regulations.

- 4. Has there been or do you believe there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)**

As stated previously, the student survey indicates there is an increase demand for a full time Volleyball Coach/ Kinesiology Instructor rather than the other women's sports that we offer such as golf, tennis or cross country. Volleyball teams consist of 12-15 students. Our previous full time position (Women's Tennis) had teams between 5-7 students. By hiring a full time Volleyball Coach/ Kinesiology Instructor will we be doubling the number of women students this coach will impact. This instructor will be able to recruit, retain and matriculate twice the number of student/athletes when compared to our previous position (Women's Tennis).

- 5. Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)**

As stated previously, this position is a replacement for a retirement that occurred in the Fall of 2018. Our department with the aid from our community survey has chosen to have this position be a full time Volleyball Coach/ Kinesiology Instructor because it will benefit more women at Cuyamaca College. As stated throughout this request, the Kinesiology Department is still in desperate need of hiring full-time faculty to help with our college's compliance with Title IX to say nothing of our desire to better support and lead one of our disproportionately impacted populations (which is the specific purpose of the 1972 Title IX Legislation).

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- 6. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to inform, in part, the prioritization process.**
{ X } Yes, I understand.

The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)