

**COLLEGE OF MARIN**



**MARINERS**

**KINESIOLOGY & ATHLETICS**

**KIN, HE, ATHLETICS PLANNING, RESOURCES  
& ALLOCATION COMMITTEE PRESENTATION**

# KIN, HE, ATHLETICS: CURRENT STAFF

Athletic Trainer (1 FTE)  
Equip. Manager (1 FTE)  
8 head coaches (7 PT employees)  
Hourly Funds for PT:  
Sports Information  
Specialist, Student-Athlete Academic  
Support Coordinator,  
Fitness Center Front  
Desk Staff

Administrative Assistant  
(1 FTE)



Athletic  
Activity Health  
Physical Aquatic  
Training Physiologist  
marketing/journalist  
Personal Fitness  
Conditioning

Director Strength  
Adaptive Public  
Epidemiologist Sports  
Exercise  
**Kinesiology**  
Therapist Coach instructor  
Biomechanist

Kinesiology Faculty:  
2 FT Faculty  
15 PT Faculty (including  
7 PT head coaches)

Kinesiology TU's:  
Fall/Spring  
249.54 Total TU's  
198.54 PT Units  
Summer  
15.98 TU's  
12.98 PT Units

Note: We are down 3  
FTF Since Spring 2016



# KINESIOLOGY: ENROLLMENT TREND

Fall '16	Fall '18	Spring '16	Spring '19
651	701	611	738
	+8%		+21%

Athletic  
ActivityHealth  
PhysicalAquatic  
TrainingPhysiologist  
marketing/journalist  
Personal Fitness  
Conditioning  
DirectorStrength  
Adaptive Public  
Epidemiologist  
ExerciseSports  
**Kinesiology**  
TherapistCoachinstructor  
Biomechanist



# ATHLETICS: CURRENT PICTURE

- Women's Teams: Soccer, Volleyball, Basketball, Track & Field, Swimming & Diving, Beach Volleyball
- Men's Teams: Soccer, Basketball, Baseball, Track & Field, Swimming & Diving

Program	Rate of Full-time Undergraduate Enrollment		Rate of Participation in Athletics	
	Total Number	Percentage (%)	Total Number	Percentage (%)
Women	850	50.78%	57	44.88% *
Men	824	49.22%	70	55.12%
Totals	1674	100.00%	127	100.00%



# COLLEGE OF MARIN BASEBALL: A CASE STUDY

- Ave roster size of 26
- 30 units attempted per year
- 80% Transfer Rate (10 sophomores in 2018 + 1 drafted)
- 13 Conference Championships
- 19 State Playoff Appearances
- 2018-19 CCCAA Male Scholar Athlete of the Year (Will Zurcher, SRHS)
- No violations; No suspended seasons



# OTHER SPORTS STRUGGLE...

- Volatility in roster sizes
- Poor retention rates (10-15% lower than baseball)
- Suspended due to low numbers
- Poor recruiting outcomes
- Frequent turnover in head coach
- Transfer 1-2 student-athletes per year on average



# SUMMARY OF CHALLENGES

- DOWN 3 FULL-TIME FACULTY SINCE SPRING 2016, DESPITE ENROLLMENT INCREASE IN KIN, HE, ATHLETICS
- TWO ADDITIONAL RETIREMENTS FROM LONG-TIME PART-TIMERS IN AQUATICS AND YOGA
- CURRENTLY OFFERING 249.54 TU'S, 189.5 TAUGHT BY PT FACULTY (FALL/SPRING)
- CLAIMING "TEST 3" COMPLIANCE FOR TITLE IX: ACCOMMODATING INTEREST AND ABILITY OF UNDERREPRESENTED GENDER
- LAGGING BEHIND STATE AVERAGES IN ACADEMIC SUCCESS RATES FOR LATINX POPULATION
- HIGH TURNOVER RATE OF HEAD COACHES: EVERY HEAD COACH HAS TURNED OVER AT LEAST ONCE SINCE SPRING 2016, EXCEPT STEVE BERRINGER, CONSTITUTING 12 RECRUITMENTS (GOING ON 13).



# **[CONSISTENT] HEAD COACHES = STUDENT SUCCESS COACHES**

- Outreach/Orientation (recruiting)
- Connect students with Student Services: Enrollment, Counseling, Financial Aid, etc.
- Advising and Mentoring
- Goal Development (Ed Plan, Transfer Plan, Career Goals, Personal Goals)
- Outbound recruiting with 4-year institutions
- Oversight, coordination and leadership of facilities
- Recruiting, retaining and day-to-day managing of assistant coaches





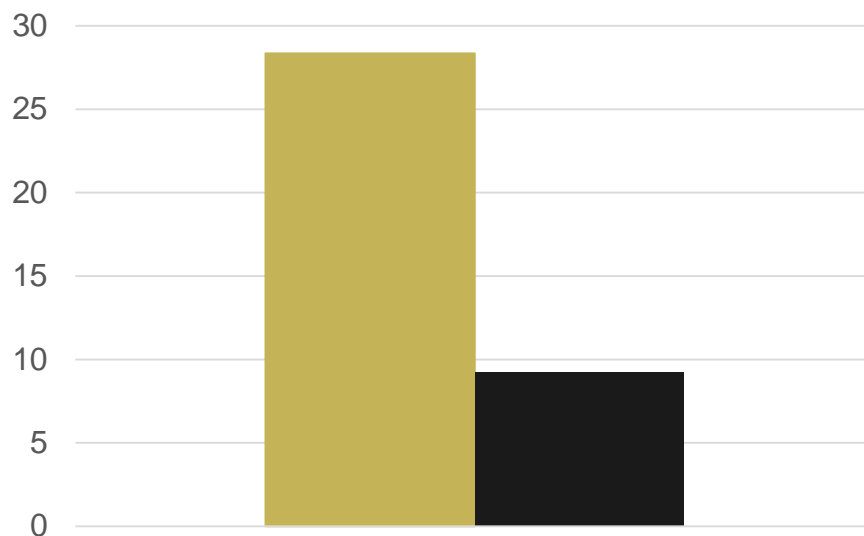
# CONSISTENCY IS



- Consistency with the Head Coach allows for a greater number of full-time students, who will be more likely to stay engaged, persist, complete and transfer
- These students will be taking classes in several disciplines, but are generally required to complete transfer level math and English
- Consistent turnover of head coaches = Poor retention and success for students

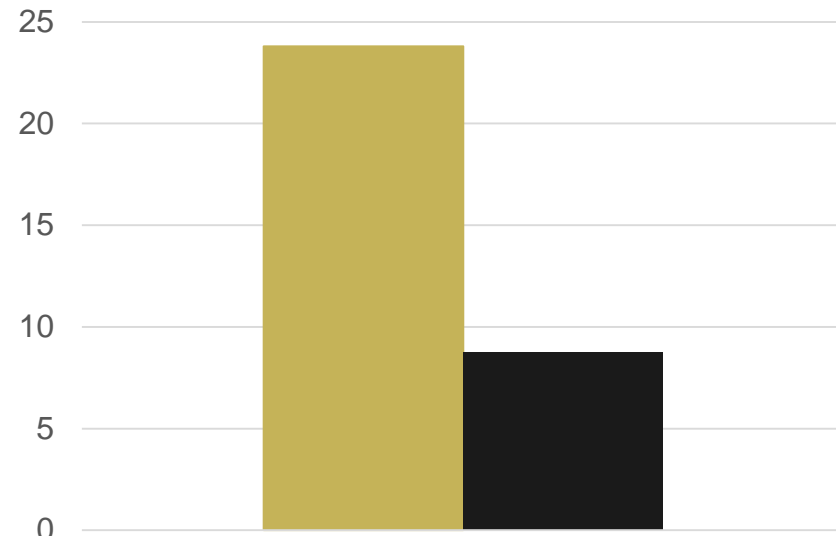


# STUDENT-ATHLETE SCORECARD MEASURES: UNITS ATTEMPTED & COMPLETED



Units Attempted Per Year 28.36 vs 9.23

■ Student-Athletes ■ Non-Athlete Students

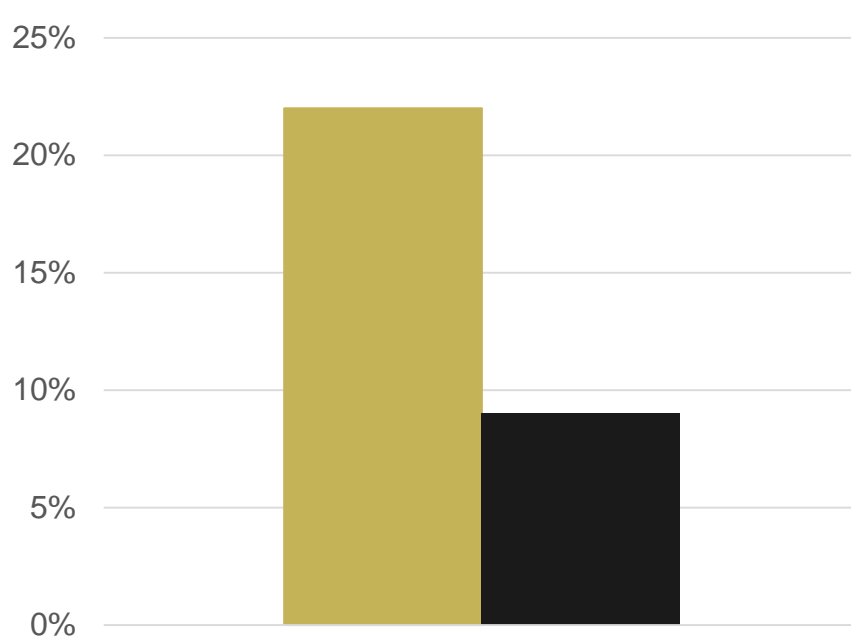


Units Completed Per Year 23.8 vs 8.76

■ Student-Athletes ■ Non-Athlete Students

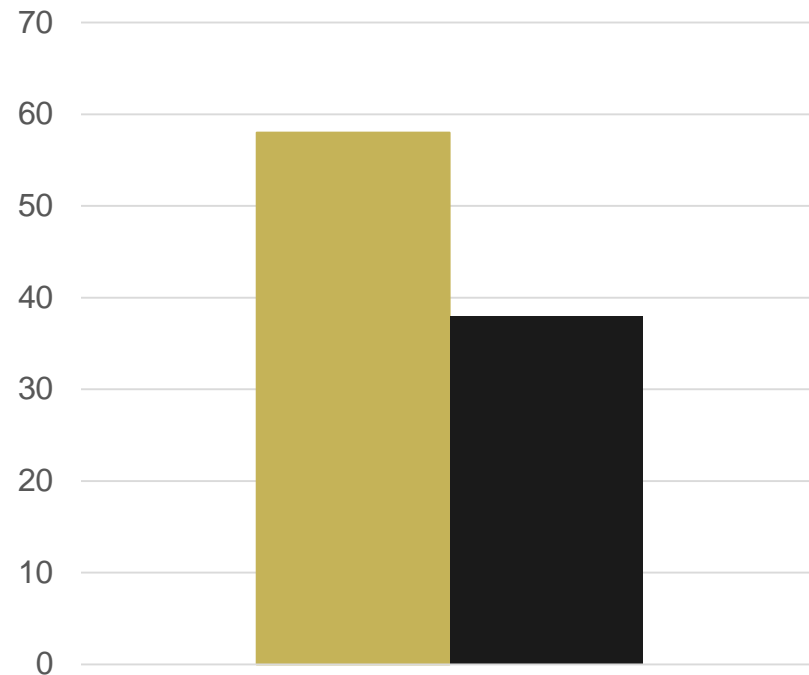


# SCORECARD MEASURES: DEGREE COMPLETION & TRANSFER TO 4-YEAR COLLEGE



% Received Associate's Degree 22% vs 9%

■ Student-Athletes ■ Non-Athlete Students



% Trans. to a 4-Year College 58% vs 38%

■ Student-Athletes ■ Non-Athlete Students



# GOALS

- **Help College of Marin meet CCCCO Vision for Success goals (specifically benefiting Degree Completion, Transfer and Achievement Gaps)**
- **Improve recruiting, retention and transfer rates in women's sports and men's soccer to meet or exceed level set by baseball**
- **Become compliant with "Test 1" of Title IX by making our participation rates in intercollegiate athletics proportional to our full-time enrollment by gender**
- **Close the equity gap for Latinx population in intercollegiate athletics through men's and women's soccer, our only sport that is majority Latinx (74% of men's team and 57% of women's team)**
- **Help College of Marin meet budget reduction goals over next 3 years**

# PROPOSAL

- **3 Full-Time Faculty positions to coach 7 intercollegiate teams**
- **Bundle Teaching Units from companion sports to create “2 for 1” opportunities**
- **Convert 86 of the 189.5 part-time units to full-time units**
- **Convert \$27,000 per year for independent contractor at IVC pool to 4 coordinator units**
- **Add women’s water polo by converting units and suspending men’s and women’s track & field**



# PROPOSAL ACCOMPLISHES GOALS AND GENERATES SAVINGS

- CURRENTLY OFFERING 249.54 TU'S ANNUALLY, 189.5 TAUGHT BY 14 PT FACULTY (of which 10 are benefits eligible) – Could add 3 FT Faculty to teach 90 of the 189.5 units, which would reduce benefits eligible PT faculty to 3, saving approximately **\$1200/month (\$14,400 YEAR 1; \$28,000 YEAR 2; \$43,000 YEAR 3)**
- CONSOLIDATE units by offering companion sports (like women's water polo and swimming), which would require conversion of TU's for Track & Field to water polo. Combine men's and women's soccer into one FT position. 3 FT Coaches for 7 teams. Save with leadership stipends and 2-4 units per year: **\$18,000-23,000 per year.**
- IVC MIWOK CENTER – collaboration with Community Ed to sell “memberships” to Fitness and Aquatics Center. **\$TBD**
- Convert \$30,000 per year for independent contractor at IVC pool to 4 coordinator units to program. **\$10,000 per year**

**TOTAL SAVINGS ESTIMATE = \$42,000 PER YEAR IN YEAR 1**

**\$127,000 OVER 3 YEARS**



# PROPOSAL DETAILS

## POSITION 1: AQUATICS, KIN, MIWOK COORDINATOR

Fall	Spring
9 units of Women's Water Polo 4 units for Aquatics Fitness classes 2 units for coordinating the Miwok Center usage, promoting water safety, IVC Summer Swim	9 units of Men's & Women's Swim & Dive 4 units for Aquatics Fitness classes 2 units for coordinating the Miwok Center usage, promoting water safety, IVC Summer Swim



# GIRLS WATER POLO

## PARTICIPATION RATES IN MARIN COUNTY



High School	Participants
Marin Academy	22
Marin Catholic	20
Novato	19
Redwood	40
San Marin	18
San Rafael	14
Drake	30
Tamalpais	38
Terra Linda	24



225 local high school participants...and growing



# HIGHLIGHTS FOR POSITION 1

- **Assumptions:**

- The district would continue to operate the coordinate use of IVC pool and adjacent facilities. We would be successful in recruiting a women's water polo team

- **Risks:**

- May not be as much interest in women's water polo as anticipated

- **Benefits:**

- Objective Title IX compliance
- Bolster swim program by having Water Polo student-athletes swim in off-season
- Improve student recruitment, retention, success and transfer rates
- Operate/coordinate Miwok Center internally
- Provide stable and excellent Aquatics instruction to the department.
- Savings on benefits of 1 instructor (\$1200 per month)



# PROPOSAL DETAILS

## POSITION 2: MEN'S AND WOMEN'S SOCCER HEAD COACH AND KINESIOLOGY INSTRUCTOR

Fall	Spring
15 units of Men's and Women's Soccer	12 units of Kinesiology lecture and activity 3 units of off-season Men's and Women's Soccer classes



# HIGHLIGHTS FOR POSITION 2

- **Assumptions:**

- Soccer continues to be among the most popular sports in the region and a pathway to academic success for Latinx students.

- **Risks:**

- **Scheduling:** Will have to schedule as many double-headers as possible
- **Burnout:** Coaching two sports in one season and recruiting for two teams can be very exhausting

- **Benefits:**

- Help close the equity gap for Latinx student-athletes by improving student recruitment, retention, success and transfer rates
- Bolster gender equity by providing balanced men's and women's roster sizes and availability of coaching
- Provide full-time faculty balance in terms of Fall/Spring sport with Steve Berringer, who is in-season in the Spring
- Savings on benefits for 1 instructor (\$1200 per month)



# PROPOSAL DETAILS

## POSITION 3: INDOOR AND BEACH VOLLEYBALL HEAD COACH AND KINESIOLOGY INSTRUCTOR

Fall	Spring
9 units of Women's Volleyball 6 units of Kinesiology courses	9 units of Women's Beach Volleyball 6 units of Kinesiology courses



# HIGHLIGHTS FOR POSITION 3

- **Assumptions:**

- Beach Volleyball maintains/continues to increase in popularity.

- **Risks:**

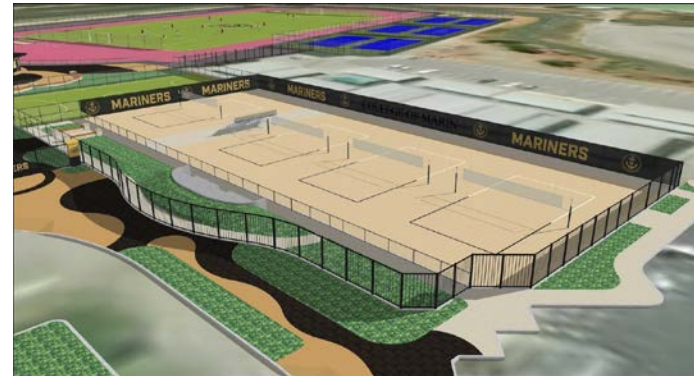
- Popularity of Volleyball and Beach Volleyball may decline, making it more difficult to field a team

- **Benefits:**

- Bolster gender equity
- Improve student recruitment, retention, success and transfer rates
- Capitalize on the popularity of beach volleyball to drive growth of the sport in the region
- Provide another teaching faculty member who can teach lecture courses in KIN and Health Ed.
- Savings on benefits for 1 instructor (\$1200 per month)



# PROVIDE OVERSIGHT AND COORDINATION SUPPORT FOR NEW FACILITIES



# QUESTIONS?



[SEE MORE IN-DEPTH STUDY AND ANALYSIS BY  
CLICKING ON THE LINK HERE](#)