

# The Student Affairs Program Review Narrative Report

## 1. COLLEGE: *Laney College*

**Discipline, Department or Program:** *Athletics*

**Date:** November 25, 2012

**Members of the Student Affairs Program Review Team:** *John Beam/Josh Ramos/Johnnie Williams*

---

## 2. BACKGROUND INFORMATION

Laney College's Athletic Department provides opportunities to male and female students to compete in intercollegiate athletics.

Currently Laney College currently fields seven intercollegiate sports programs: two men's teams – football and baseball, and five women's teams – volleyball, water polo, track and field, basketball and swimming. On these seven teams, this year we have had 172 athletes participate in games. Our athletic department also had between twenty and thirty athletes, either gray shirt or red shirt this season, and they did not actively participate in games. These athletes did participate in practice and team functions. Overall our athletic department had 200 student athletes involved with sport teams.

Our student athletes take an average of 17.8 units per semester. At Laney College, 52% of the student body takes six or less units, and only 21% take twelve or more units. We employ six full time coaches and sixteen part time stipend coaches. We have one athletic trainer who splits his time 50 % as equipment manager and 50 % as athletic trainer. This year we added an academic support liaison who works twenty hours a week, working with coaches and student athletes, setting up study halls and tutoring sessions, and liaisoning between athletic department and academic services on campus.

Laney College Athletic Department coaches, administrators and support staff are committed to providing educational and athletic opportunities for both male and female student athletes, to grow and develop academically, athletically, physically and socially. We are committed to teach, motivate, team build and instill character and sportsmanship. We understand and embrace the diversity of our community. Our goal is to see our athletes transfer, graduate or complete a certificate program.

Our staff is actively involved in the recruitment of student athletes to Laney College. Our coaches visit schools, attend community events, we send literature and letters to prospective student athletes, we make home visits to share our information not only with student athletes, but with their parents as well; we offer clinics and workshops on campus to expose potential student athletes to coaching expertise and to experience the college atmosphere.

All student athletes meet with our academic counselor to develop two year academic plans. Our academic counselor also programs all student athletes for their classes each semester. We provide study hall and tutoring services for our athletes and monitor their academic progress with progress reports and support services.

Our coaches meet with coaches and representatives of four year schools to help our student athletes transfer and receive academic and athletic scholarships.

**B. Provide your program/service area goals and how they are measured in light of the college’s priorities and goals.**

From the tables below, you can see that we have accomplished our goals. We have retained over 60% of our athletes from year to year, and over 80% of our athletes graduate or attend a four year college. In the last three years, we have not had to forfeit or drop a sport because of lack of participation. All of our teams are competitive within their conference, and some rank at the top not only in their conference, but at the state level.

**INDIVIDUAL SPORT RETENTION AND GRADUATION RATE**

FOOTBALL

Year	FRESHMAN STATISTICS			SOPHOMORE STATISTICS					
	INC	TR/AA	DNR	RETURN	RET %	INC	TR/AA	DNG	GR/TR %
2005	28	1	4	37	85.70%	0	31	6	83.80%
2006	55	3	22	24	60.00%	2	19	4	76.00%
2007	35	1	1	30	97.10%	0	27	3	90.00%
2008	45	1	18	33	60.00%	5	33	4	88.20%
2009	48	0	9	26	83.25%	1	22	2	95.00%
2010	38	1	11	39	71.00%	0	36	3	92.00%
2011	48	4	16	26	67%	1	26	1	96%
2012	40								

BASEBALL

Year	FRESHMAN STATISTICS			SOPHOMORE STATISTICS					
	INC	TR/AA	DNR	RET %	RETURN	INC	TR/AA	DNG	GR/TR %

2005									
2006	20	0	7	65.00%	8	0	8	0	100.00%
2007	11	0	3	72.70%	13	0	12	1	92.30%
2008	16	0	9	43.80%	8	0	6	2	75.00%
2009	17	0	4	76.50%	7	0	7	0	100.00%
2010	15	4	5	65.00%	7	4	10	1	90.00%
2011	14	5	7	60.00%	9	2	10	1	90.00%
2012	13	4	4	43%	6	4	8	2	80.00%

### VOLLEYBALL

Year	FRESHMAN STATISTICS			SOPHOMORE STATISTICS					
	INC	TR/AA	DNR	RET %	RETURN	INC	TR/AA	DNG	GR/TR %
2005	8	0	8	0.00%	0	0	0	0	0
2006	6	0	5	16.70%	0	0	0	0	0
2007	9	0	9	0.00%	1	0	1	0	100%
2008	9	0	6	33.30%	0	0	0	0	0
2009	7	0	5	29%	3	0	3	0	100%
2010	8	0	4	29%	2	2	4	0	100%
2011	5	1	3	60%	4	2	5	1	83%
2012	8	0	3	63%	1	1			

### WATER POLO

Year	FRESHMAN STATISTICS			SOPHOMORE STATISTICS					
	INC	TR/AA	DNR	RET %	RET	INC	TR/AA	DNG	GR/TR %
2005	5	1	4	20.00%	1	0	1	0	100.00%
2006	11	3	3	72.70%	0	1	1	0	100.00%
2007	5	2	3	40.00%	5	0	3	1	60.00%
2008	8	0	6	25.00%	0	0	0	0	n/a
2009	4	1	0	100.00%	2	2	3	1	75.00%
2010	11	1	2	82.00%	3		2		67.00%
2011	4	1	1	75%	6		2		50%
2012	11		na		2		na		

### SWIMMING

FRESHMAN STATISTICS	SOPHOMORE STATISTICS
---------------------	----------------------

Year	INC	TR/AA	DNR	RET	RET %	INC	TR/AA	DNG	GR/TR %
2005	3	2	1	0	66.70%	1	1	0	100.00%
2006	4	1	2	0	50.00%	1	1	0	100.00%
2007	8	3	4	1	50.00%	0	1	0	100.00%
2008	6	3	3	1	50.00%	0	1	0	100.00%
2009	8	0	3	0	62.50%	2	2	0	100.00%
2010	8	3	1	5	60.00%	0	3	2	60.00%
2011	7	1	5	4	50.00%		3		75.00%
2012	8	1	na						

### TRACK AND FIELD

Year	FRESHMAN STATISTICS				SOPHMORE STATISTICS				
	INC	TR/AA	DNR	RET %	RETURN	INC	TR/AA	DNG	GR/TR %
2005									
2006	9	1	5	44.40%	4	0	4	0	100.00%
2007	5	0	2	60.00%	3	1	4	0	100.00%
2008	5	0	1	80.00%	4	1	5	0	100.00%
2009	10	1	4	71.40%	9	2	10	0	90.90%
2010	4	0	0	70.00%	7	0	6	0	85.00%
2011	5	0	0	75.00%	3	0	2	1	67.00%
2012	5			100.00%	5	1			

### BASKETBALL

Year	FRESHMAN STATISTICS				SOPHOMORE STATISTICS				
	INC	TR/AA	DNR	RET %	RETURN	INC	TR/AA	DNG	GR/TR %
2005									
2006									
2007									
2008	6	0	3	50.00%	0	0	0	0	n/a
2009	7	0	1	85.70%	3	1	3	0	75.00%
2010	4	0	1	75.00%	2	2	4	0	100.00%
2011	4	0	1	75.00%	3	1	4	0	100.00%
2012									

### MEN'S SPORTS

TRANSFER / AA DEGREES	90.50%
RETENTION RATE	65%

#### WOMEN'S SPORTS

TRANSFER / AA DEGREES	82%
RETENTION RATE	71%

### **C. Student Demographics of Those Using the Program/Services**

The students that we serve are primarily Bay Area residents. The most common age group we serve range from 18-20 years of age. We also have a part of our group that range from 21-25 years of age. We currently serve 141 male students and 51 female students. Out of our 192 student-athletes they approximately range in ethnicity by 50% African American, 20% Caucasian, 10% Latino, and 10% Asian Pacific Islander.

## **1. STUDENT PERFORMANCE AND FEEDBACK**

Laney College student athletes receive AA degrees or transfer to 4 year colleges at a 3 times higher rate than Laney College's general student body. 86% of Laney College student athletes transfer or receive an AA degree while only 30% of Laney College's general student population accomplishes the same goal. The retention rate among Laney College student athletes is 68% while the retention rate for Laney College as a whole is 59%. (*Laney College graduation, retention, and transfer rates are provided by the College Navigator Web Site [www.nces.ed.gov/collegenavigator](http://www.nces.ed.gov/collegenavigator)*) The high level of achievement displayed by Laney College student athletes is represented by both the male and female athletes.

Women's track and field has won the California Junior College women's team championship 2 consecutive years while placing more than 10 women in Division 1 universities on full track scholarships over the past 3 years. A member of Laney's track team also qualified for the United States Olympic trials in 2012. Laney's male athletes represented by the baseball and football teams have a transfer and AA completion rate of over 90%. Laney football and baseball alumni have received over 40 4-year scholarships over the past 3 years. Laney College student athletes are performing at a high level in their team sports as well as in the classroom.

## **5. PROGRAM EFFECTIVENESS**

The football team has created a distinctive program with winning seasons year after year, including six bowl appearances and four bowl wins in the last eight years; and a high transfer

rate to four year colleges. Last year the football program transferred or awarded AA degrees to 24 out of 26 sophomore athletes. Three players from last years' football team were accepted to CAL and are now playing there. This makes four in the last two years to be accepted to CAL. Also, another one of our players was a class valedictorian last year with a perfect 4.0 GPA, while attending Laney College. Our women's track team went to state finals in 2010, 2011, and 2012, finishing First, sixth, and First respectively, and set many records. They also won the Coast Conference the last three years. Our women's swimming and water polo team are coached by a part time coach who puts in full time coaching hours. The women's aquatics program has made steady improvement, has had consistent strong showings at the conference championships. Annually our water polo team hosts a tournament which has a strong turnout. Last year was the second year when our baseball team was using the new baseball facility. They won the conference championship for the first time since 1997, and hosted a state playoff game. Last year our baseball team had a number of players transfer to division one schools on scholarship. Our basketball team has won the conference championship twice in the last three years and has been consistently ranked in the top twenty in Northern California. Our women's basketball team does a tremendous job with outreach, running camps and clinics year round for the community. Volleyball has continued to improve each year, and has had one all conference player in each of the last three seasons. The volleyball team this year raised money for cancer cures and implemented a faculty appreciation for home games, where players selected faculty members to honor at each game.

---

## **6. RESOURCES - Describe the Current Resources of the Unit**

*The Athletic Department has five full time head coaches, and an athletic director who has .5 release time and also is a fulltime Head football Coach. The break down is as follows for each sport:*

(M) Football: 1 full time head coach, 1 full time assistant coach, and seven stipend positions.....

(M) Baseball: 1 full time head coach, and two stipend positions

(W) Track: 1 full time head coach, and one stipend assistant

(W) Water Polo: 1 part-time head coach, and one stipend assistant

(W) Swimming: 1 full-time head coach, and 1 stipend assistant

(W) Volleyball: 1 full-time head coach, and one stipend assistant

(W) Basketball: 1 part-time head coach, and one stipend assistant

Athletic Department support staff:

1 Athletic Director (.5 load)

1 Administrative Assistant (half of her duties are in Physical Education and half are in Athletics)

1 Part Time Academic Counselor

1 Athletic Trainer (split ½ equipment manager/ ½ athletic trainer)

Laney currently has an eleven year old football track stadium. Our Mondo track has been declared defective by both, the Mondo Company and our own facilities department. The track has been deteriorating over the last six years and has reached an unsafe condition. The deterioration of the track has created a safety hazard not only for our track athletes, but also for

our football players. Also, the football field has reached the end of its useful life, and has become compacted and worn out, and presents a safety hazard as well. The usual life of the field turf fields is eight years, and we have just completed year eleven. The new field when put in needs to have an additional five yards width of turf on the sidelines, to meet today's standards for safety.

We have two pools – one is a competition eight lane pool. Our second pool is a shallow cool down pool, or beginning swimmers pool.

We have a gym that seats approximately 2000 people. The bleachers for these 2000 spectators need to be replaced and refurbished for safety reasons. One of the baskets does not go up and has been broken for over a year. The gym floor needs to be resurfaced and new NCAA court markings need to be painted on. Also, once this is done, the gym floor needs to be cleaned on a daily basis to keep it safe for students and student athletes. Our gym needs a PA sound system for both athletics and physical education classes. The cost of the PA system would be under \$20,000.

Currently our women's swimming, volleyball, basketball and water polo teams do not have varsity team rooms. With the building of our field house and football and baseball moving out to the field house, there are two team rooms available in the men's locker room in the gym. If we could re-purpose the two old men's team rooms for the women's use, it would meet our women's varsity's needs. Our new baseball field and field house have been a great success and improvement over our old facilities. On the baseball field we still have inadequate lighting on the bull pens. We have been trying to work with the District, General Services and the Contractor to improve to safe standards. In our field house we still have a few issues to work out, such as HDMI hook up for our three projectors was not put in, alarm system set up and operational for security, key pad entry for the building, and audio docking station in the weight room. The District still has not allocated the final \$20,000 in FF&E so we can finish purchasing weight room equipment. Also we have \$30,000 in allocated Measure A money that we would like to use on the field house.

In 2008-2009, our athletic budget was approximately \$242,000. In 2012-2013 our proposed budget was approximately \$160,000 and at the start of the fall semester, baseball's \$20,000 was eliminated and to be made up with money from facility rentals. From 2008 to 2012, our budget has been cut by \$100,000 and all of our teams have either increased the number of athletes or maintained the same level. At the same time the cost of travel and supplies has risen substantially. It has put our athletic department in a real critical situation at this time. Our coaches have done an unbelievable job of maintaining the services and quality of programs provided to our student athletes even though there has been a near forty percent cut.

Our athletic trainer works full time at Laney servicing 200 athletes and seven sports, yet is classified only as a 50% athletic trainer and 50% equipment manager. We would like to see his position reclassified as a full time trainer, and hire another fulltime equipment manager or a half time equipment manager and half time trainer.

---

## 7. ACTION PLAN

One issue that the Athletic Department needs help with is getting accountability from our custodial support for pre- and post- event set up and clean up. We realize that with budget cuts, staffing can be short and may not be available, but we have given services schedules and timelines way in advance so that game set up should not come as a surprise. It becomes very frustrating for coaches and players, that instead of pre game warm-ups they are setting up chairs and pulling out bleachers for games or matches.

We need to do a better job and develop a more comprehensive tutoring program. We need the tutors to be available to our student athletes, in ways that fit both, their practice and game schedules. We would like to have a dedicated tutor so the athletes can build a rapport and relationship with these tutors. .

In the last two years our student athletes were given priority registration to help them get in to the classes they need to meet AA requirements. Three years ago we lost our part time athletic counselor and we have been in transition for the last two years, with the majority of our students having a new counselor each year. If we can keep the same counselor for more than one year, I think we can develop a comprehensive and dedicated counseling program for our student athletes. We are now in our third semester of our learning community for our student athletes, where they take English 1A and Stats together. We would like to expand this to offer the prerequisite to these classes: English 201 and Math 203.

Many of our student athletes are first generation college students who come from diverse backgrounds, culturally and socio-economically. Financial aid is a huge factor in their success in college. Student athletes must take a minimum of twelve units and have practice and games that may encompass six days in the week. They have no time left to work part time to help pay for college expenses. We need workshops and follow through to help them navigate the financial aid nightmare, so they won't have to drop out because of their financial hardship. Many of our recruited athletes don't even know that they will be coming to Laney until a couple weeks before school starts and they are already so far behind in filing their paperwork, and then they have a full class schedule and full practice schedule, that they have no time to see a financial aid counselor. It would be valuable to make some flexible hours available, where these students could meet with a counselor and be able to get a check before the first semester is over. This year, having a workshop for coaches and students to understand the financial aid process and then be able to help their student athletes navigate the financial aid system has been a big help.

The biggest key to maintain the quality athletic programs we have currently at Laney, is to restore our budget back to pre-2009 levels. If we do not restore our budget, there is no way we can continue to provide the quality programs and coaching that our student athletes deserve. Also, without a new track and football field, we will be in jeopardy of having to cancel these programs at Laney, and having to move them to an alternative site that will provide a safe and competitive venue for our student athletes. The track and the football field are not only sporting venues, but also classrooms. Students cannot learn in an unsafe environment. Money needs to be provided for new football helmets to met new



safety standards for concussions that have just been developed in the last year. In the last year forty helmets have been rejected because they have not met the new standard. We have two head coaches that are still adjunct faculty. We could possibly address this by adding them to full time status. This would greatly enhance our program. We hired a new football assistant coach and full time instructor. We are still short one of our three coach allocations. Our athletic programs have become a vital fabric of our community and have offered a beacon of hope for the multicultural population in Oakland and the East Bay. These programs have become something the whole campus community can be proud of.

<b>Division:</b>	<b>Department/Program:</b> <i>Athletics</i>			<b>Contact:</b> John Beam	
<b>Item Identified in Program Review (justification)</b>	<b>Human Resources (Staffing)</b>	<b>Physical Resources (Facilities)</b>	<b>Technology and/or Equipment</b>	<b>Supplies Budget</b>	<b>Curriculum</b>
All listed in program review	2 Full-Time Physical Education Instructors	New Football Field	Purchase new computers for all full-time staff	Athletic Budget \$250,000 Total Travel, Supplies, Assistance coaches, Uniforms	
	2 Full-Time Physical Education Attendants	New Track	4 PC to use in the Athletic Field House	\$10,000 Replace 50 Football Helmets to Meet new concussion standards	
	1 Instructional Assistant for Athletics	Resurface Gym Floor	30 New computers or I Pads for Student use in study Hall	Swimming pool budget of 3,000 dollars	
	1 Full-Time Athletic Trainer	Replace Gym Basket, Board and Motor	New sound system in gym		
	1 Full-Time Equipment Manager	Repair Gym Bleachers Bull Pen Lighting	New sound system in stadium		

**Attachment D 2 – FACILITIES NEEDS TABLE**

Please list needs in order of priority within a particular category.

**Maintenance**

Deferred	Preventative	Ongoing	Emergency
	Fitness Center Equipment, Pool Cover, football grass field. Field House Windows, Doors, Floors, and Railings	Fitness Center Field House Weight Room and Locker Room Floors and Equipment, Gym Floor cleaned, Main PE Locker Room and Showers football grass field	Football Field, Track, Gym Floor Resurface, Basketball Hoops

**Reconstruction**

Refurbish	Remodel	Renovate
	Turn old men's team room into women's team room	Switch men's and women's locker rooms

**New Construction**

Short Term 1-2 years	Mid Term 2-3 years	Long Term 3-5 years
	New physical education facility	