



Administrative Leadership Unit Review (ALUR) Template for FY 2022-23

Date: 2/28/2022

Division: KAD

Division Dean/VP: Nomicos

Program(s) within your division: Kinesiology, Athletics and Dance

I. List the programs that fall within your Division.

Kinesiology, Athletics and Dance

II. Briefly describe any major changes to the Division or Programs' purview and functions during the past year.

Remote instruction has put a strain on division operations. Almost all curriculum and activities offered would fall into the "Hard / Impossible" to convert category. We have gotten athletics back on campus and operating. This has been a real positive for students and staff, but we see increased strain on our athletic training staff as they provide all the health and safety services related to COVID impacted operations. Athletic Training services was at capacity and understaffed prior to the pandemic. We also anticipate increased expenditures related to COVID for testing and transportation in the 22-23 budget cycle. For Kinesiology and Dance, we would view 22-23 as a "recovery" year with a need to begin investing toward offering a fully comprehensive program again starting in Fall 22.

III. Briefly describe the major challenges and achievements for your Division over the past year.

Major achievements were the conversion of essential curriculum to a DE format and the training of almost all faculty in on-line pedagogy. Another achievement was maintaining a diversity of offerings in an on-line format. We are the only district KAD program to continue offering an option in ADAP, COMB, DANC, FITN, INDV and TEAM in an on-line format. We continue to be the leading program in the district in awarding AA-T's in Kinesiology and among the leaders in California community colleges. A final achievement is that we got athletics back on campus for training and competition. Challenges to our new normal are going to be related to COVID and the recovery. We've lost about 25% of our enrollment. We anticipate that coming back to campus but it will be like flipping a switch, and it's going to be hard anticipating demand for face to face instruction in our area. Some of the questions to be answered are: What will be the impact on athletic programs with the disrupted nature of club and high school sports for 18+ months? Will students feel comfortable being in large (20+) group exercise classes indoors (we have limited outdoor offerings with our weather)? If there is an institutional shift to a greater on-line presence (30+ % of instruction remains on-line) what would that do to face to face class sizes since not as many students will be physically on-campus? For Athletics, coaching Stipend money for our college is an issue with coaches and staff due to the major difference our coaches receive when compared to College of San Mateo. We are in a new normal which our division is being hit hard with lack of resources compared to our sister colleges.



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IV. List and describe the major goals for your Division – What will the Division focus on achieving over the next 1-3 years? How do your Division goals align with the College’s [M-V-V](#) and [Education Master Plan](#)?

Recovery from COVID 19 Impacts: This is on the Build Back Better (BB&B) model adopted by the Biden Administration. We want to get our program back operating where it was before while capitalizing on our growth in on-line instruction. It’s critical to get our face to face programs back. This will require resources to address inflationary impacts on operations and money to fund some under-enrolled sections as we figure out demand levels. We don’t want to offer and then cut classes, due to a lack of enrollment, the first semester back.

Exercise Epidemiology: We believe the story of COVID, and how we can mitigate it’s impacts moving forward, has many chapters that will need to be written. One of those chapters will deal with exercise as a means of disease prevention (Exercise Epidemiology). Negative outcomes from COVID infections correlated with age. But, it’s also important to note the correlation of negative COVID outcomes based on heart disease, smoking, obesity and Type II diabetes. Educationally based exercise programs are uniquely positioned to fill this disease prevention need not only for college students but are larger community as well.

Equity: Equity ties into the piece on Exercise Epidemiology and our Women’s Athletic Programs. Not everyone has equal access to on-line exercise resources. Not everyone can employ a personal trainer to work with them remotely or can purchase expensive home fitness equipment. Not everyone benefits from watching you tube exercise videos or subscribing to online exercise resources. Our classes are a great access point for students and community members. Looking at COVID statistics, the disproportionate impact of negative outcomes can be tied to a lack of access to quality, accessible educational based activity programs such as ours. I also worry about our Women’s Athletic programs. Participation in on campus training has been most limited among our female students. A larger portion has opted out or is struggling to find and accessing testing. Our plan, prior to COVID, was to look at adding Beach Volleyball and / or Women’s Wrestling in the next one to three years. We’ll still focus on that, but don’t want to lose site that we need to continue to have testing resources on site and provide our female athletes with whatever necessary to support their successful return.

Community Connection: We would want to institutionalize our Dance Festival as soon as practical (Fall 2023). This was funded as a PIF to great local reviews but was not institutionalized. We are seeking that support. And, as always, we seek support for our KINE and Athletic programs as well related to our community. Athletic events are important but even more important is that our athletic programs draw 90+ percent of their participants from San Mateo and San Francisco counties and are a source of community involvement and pride

V. Using the boxes below, list the resource requests that the Division is moving forward for consideration. Please note that the resource requests should be in declining order of priority, as indicated in the upper left corner of each box. For each resource request, describe how it connects with your Division goals, and the potential consequences of not securing the requested resource. In sum, please explain why filling this request should be a priority for the College.



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Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount \$
1	Increase FTE for Athletic Trainer from .4 to 1.0	Classified Professional FTE	Athletics	51,300-91,000
<p>Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.</p> <p>We currently have one athletic trainer working full-time on a 12-month schedule (100%) and a part time trainer working 10 months (40%). This request is to increase our part-time athletic trainer to a 12-month employee (an increase of .40 FTE to a 1.0, 12-month position) to supplement the services currently being offered. We currently have limited availability of training services which began in June 2021. Demands on the training room have expanded exponentially due to COVID making this additional support critical. The need for testing, scheduling, administration and reporting, contact tracing, sanitizing, symptom checking and physical assessments related to athletic training operations makes additional help in the training room a requirement not a luxury. I anticipate COVID measures will be in place for the foreseeable future.</p> <p>In addition to the workload cited above, currently, Skyline College offers the lowest amount of athletic training service among district schools. College of San Mateo (CSM) has three full-time 12-month athletic trainers. An argument can be made that CSM needs this as the program is larger than Skyline. But Canada College, which is smaller than Skyline, has one full-time 12-month athletic trainer and one part-time 12-month athletic trainer insuring access on a year around basis.</p> <p>A skilled athletic trainer can reduce exposure to insurance claims by properly treating, referring and rehabilitating student-athletes. The easy and time saving thing is to refer a student to a physician. This can be expensive if the student has no or limited insurance. It's also an equity issue. The more difficult thing is to assess and treat the student so that going to the doctor is not a necessity. This keeps costs down, enables our students to return to practice / competition more quickly and is a way of mitigating any risk to the district. It also creates greater equity in outcomes for our students impacted by injury. We have also gone to a 7-day operation with COVID cancelations of games and re-scheduling. Dealing with injuries and missing time on the court/field due to injuries is one of the greatest impacts on student-athlete's mental health. Providing more athletic training services to assist the athletes will have a positive impact.</p>				



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2	Assistant Coaches Stipends	Other	Athletics	100,000-200,000
<p>Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.</p> <p>We currently have a budget of 65,000 for coaching stipends. Our sister College, College of San Mateo has a budget for “like sports “of \$265,000. I am asking for an increase of 100,00—200,000 dollars so we can align with College of San Mateo. This has a huge impact in serving the underserved students in our community, and narrowing the equity gap between the colleges. Our programs survival depends on the assistant coaches to be active in the community and recruit 175+ student athletes.</p>				

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount \$
3	Part-time .50 FTE 10 Month Equipment Manager/ Game operational Set up	Classified Professional FTE	Athletics	25,000-50,000
<p>Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.</p> <p>We are currently operating without an employee in this position for game operations, set ups and break down of events. Because of limited resources at the college, currently the Dean is responsible to physically set up facilities for home events. We currently offer about 85 home events a year in our Athletic department. Also, with COVID the necessity to clean the equipment and uniforms has gone up by 50%. By adding this position, we will align with College of San Mateo.</p>				



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4	Operating Budget Augmentations for operations and COVID	Other	Athletics	44,000-300,000
<p>Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.</p> <p>We will be needing these resources for COVID requirements related to testing and transportation along with inflationary impacts on our programs. We were scheduled to receive this funding as part of a three-year budget plan that started in 2018-2019. Account information is in our Athletics ARR for 2021-22. We will also need to raise our stipend allocation for assistant coaches to align with College of San Mateo.</p>				
Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount \$
5	FTE for Dance Program Recovery	Faculty/ Adjunct FTE	Dance	30,000
<p>Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.</p> <p>We anticipate having to offer at least four technique or major courses face to face that will be under enrolled in the next academic year. We are asking for this fiscal support to offer those courses to help build back the program.</p>				



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6	FTE for KINE Program Recovery	Faculty/ Adjunct FTE	KINE	60,000
<p>Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.</p>				
<p>We anticipate having to offer at least eight major courses that will be under enrolled in the next academic year. We are asking for this fiscal support to offer those courses to help build back the program.</p>				

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount \$
7	Hourly FTE for Athletic Program Recovery	Temporary Hourly Workers	Athletics	30,000
<p>Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.</p>				
<p>We anticipate having to hire additional assistant coaches in 21-22 due to COVID requirements potentially related to transportation, contact tracing and social distancing. The funding could also be used for contract transportation or to hire drivers.</p>				

Order of Priority	Resource Request Title	Type	Program(s) Impacted	Amount \$
8	Institutionalize Dance Festival	Other	Dance	20,000
<p>Describe how this request impacts program/division operations, and how it will further completion of the Division goals stated above.</p>				
<p>This is a higher priority, and the dance festival is in the fall and it does seem realistic that it could happen in Fall 2023.</p>				

If you have additional resource requests, please copy and paste new boxes below, and be sure to update the priority ranking.