

PROPOSAL FOR PROGRAM DEVELOPMENT

Discipline/Department: Physical Education, Athletics, Health and Wellness

Division: Physical Education, Athletics, Health and Wellness

Date: 10-3-10

Audience: Deans, IPBC, Foundation, IPRC, Vice President of Academic Services, Group(s) responsible for institutional planning

Purpose: A "Proposal for Program Development" is a new project or expansion of a current project that supports college goals or improves student learning. The project may require the support services or additional and/or outside funding. The information you provide will facilitate and focus the process for finding appropriate support.

Instructions: Please fill in the following information, as it applies to your proposal. It is not necessary to complete all boxes.

Project Objective:

Increase the number of full-time faculty positions/coaches in our discipline.

Replace the positions that were lost due to retirements.

Correct gender inequality in Physical Education and Athletics programs, particularly around the current imbalance as far as Title IX is concerned.

Project Description:

Hire new full-time faculty to replace the retirees and to possibly hire a woman coach to augment our coaching staff.

From Fall 2007 through Spring 2009, Physical Education has offered an average of 12.27 FTEF worth of classes. During this same time, only 40% of Las Positas College's Physical Education classes were taught by full-time faculty. The State recommends that at least 75% of classes be taught by full-time faculty. Las Positas College needs to substantially increase the number of Physical Education full-time faculty to make progress towards the 75:25 State recommended ratio.

Furthermore, of the 5.5 full-time faculty in Physical Education 5.0 are men. Las Positas College needs to make substantial gains in gender equity among both its Physical Education full-time faculty and Intercollegiate coaches. Currently all the full-time faculty head coaches are men; there are no full-time female Head Coaches to date. Hiring a new full-time Women's Basketball Coach is the most obvious choice for a new hire, but that could be adjusted due to needs and conditions at the time of hiring.

How does your project support the college's mission, strategic goals/objectives, and/or student learning outcomes (Address all that apply)?

Las Positas College is committed to excellence in teaching and learning. Increasing the number of full-time Physical Education will enhance the learning experiences for students. If the full-time faculty/coach is on-campus full-time, then the new faculty member will be accessible to students to help, encourage and guide the student-athletes with their time management and associated areas. An additional full-time faculty/coach will help the department make progress toward the departmental SLO's related to recruitment, academic success and transfer of student athletes. This hire will help support teaching and learning by increasing the number of full-time faculty available to serve on campus committees.

In addition, Las Positas College is dedicated to increasing diversity, equity and inclusion through dialogue, reflection and ACTION. Las Positas College should take immediate action to resolve the gender inequity in its Physical Education and Athletics program. 5.0 of the 5.5 FTEF are male. Significant efforts to recruit and hire qualified female faculty/coaches should be taken.

How is your project expected to benefit student learning?

Replacing the faculty lost due to retirement and hiring a full-time faculty member will aide in the departments' academic and professional responsibilities. Our students will not only benefit in the classroom, they will benefit on the playing courts and our athletic department will benefit due to a full-time role model and example that can encourage and guide the student-athletes. At this point in time our department is unable to serve on all the committees due to our relatively small division. The Physical Education and Athletics programs should provide model equitable opportunities for women in sports and movement.

Expected Project Outcome:

Increase in FTEF. Better performance in the classroom for our women basketball student-athletes and a potential increase in transfer rates for our basketball students.

Plan to Accomplish the Objective:

PLAN (simple description)	TIMELINE/BENCHMARKS (OR TARGET COMPLETION DATE)
Request a position at the Planning and Budget Committee and write a job description for the position.	Fall 2010-Spring 2011

How will you measure the effectiveness of your objective?

Discipline/Cluster Data Sheet would indicate an increase in FTEF taught by full-time faculty compared to part-time faculty. For academic improvement, we could use a student survey and/or a community survey, which could measure the number of student-athletes recruited, and/or student success in the classroom as measured by GPA.

Estimated Resource Requirements:

CATEGORY	DESCRIPTION	ESTIMATED COST (If known)
Personnel	Full-time Faculty/Coach replacement	\$60,000.00?
Supplies	N/A	
Facilities	N/A	
Other	N/A	

Proposed personnel workload may be covered by:

- New Hires: XX Faculty # of positions 1 Classified staff # of positions _____
- Reassigning existing employee(s) to the project; employee(s)' current workload will be:
 - Covered by overload or part-time employee(s)
 - Covered by hiring temporary replacement(s)
 - Other, explain _____

At the end of the project period, the proposed project will:

- Be completed (onetime only effort)
- Require additional funding to continue and/or institutionalize the project (obtained by/from): _____

If applicable, discuss methods by which the proposed project could share resources with other programs in the College and/or District.

Will the proposed project require facility modifications, additional space, or program relocation?

XX No Yes, explain: _____

Will the proposed project involve subcontractors, collaborative partners, or cooperative agreements?

XX No Yes, explain: _____

Do you know of any grant funding sources that would meet the needs of the proposed project?

XX No Yes, list potential funding sources: