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Crafton Hills College Intercollegiate Athletics Proposal Spring 2014



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42 **I. Mission Statement**

43 When established, the Crafton Hills College intercollegiate athletics, will function as a
44 program within the CHC Kinesiology and Health department which is committed to
45 providing opportunities for students to gain current knowledge of physical fitness facts,
46 healthful living practices, leisure time pursuits, stress management techniques, and to
47 receive instruction in the skills necessary for successful participation in activities,
48 optimum health and physical efficiency. Participation in the athletics program will
49 augment the student’s formal education and will teach the life skills of cooperation,
50 teamwork, perseverance and mutual respect. Crafton Hills College intercollegiate
51 athletics will provide the student athletes with opportunities that will lead to academic
52 success, personal development and self-fulfillment. The CHC intercollegiate athletics
53 program will abide by the rules and regulations set forth by the California Community
54 College Athletics Association (CCCAA), the Athletics Conference in which the college is
55 attached, and the Crafton Hills College Mission, Vision and Values statements. The
56 addition of athletics is a part of a broad strategic growth plan for CHC.

57 **II. Executive Summary**

58 In the fall of 2013, the CHC academic Senate approved resolution F13.01 – Resolution
59 on Intercollegiate Athletics at CHC, which reads as follows:

- 60 • Whereas, Intercollegiate athletic programs adhere to the same academic
61 standards for student learning required of all instructional programs, and
62 • Whereas, Intercollegiate Athletic Programs enhance student engagement,
63 fosters a positive campus identity, increases community involvement and broad-
64 based support.
65 • Resolved, the CHC Academic Senate for Crafton Hills College research the costs
66 and requirements associated with establishing an intercollegiate athletic program
67 in coordination with existing athletic facilities and programs; and
68 • Resolved, the Crafton Hills College Academic Senate assist with the
69 development of a plan to establish an intercollegiate athletic program as an
70 essential component of our comprehensive educational institution fostering
71 student retention, success and achievement for a diverse student population.
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77 This plan is designed to strategize goals and outline institution and program
78 requirements for the implementation of an athletics program at Crafton Hills College.
79 The implementation requirements include: Athletics Administrative Oversight,
80 Compliance Oversight, Athletics Trainer(s), Coaches, Academic and Student Support
81 Staff, Curriculum Development, Proposed Sports and Associated Costs. The plan
82 incorporates some suggestions from the Folsom Lake College 2013 athletics plan and
83 the CHC Spring 2009 sports report. The 2009 report was generated from the Student
84 Interest Sport Focus Group and issued at the request of the Crafton Hills Academic
85 Senate to inform the conversation regarding the possibility of commencing
86 intercollegiate athletics at CHC.

87 **III. Introduction**

88 Currently Crafton Hills College does not offer any athletics programs. Although San
89 Bernardino Valley College (SBVC) offers an athletic program, the Academic Senate at
90 CHC believes there is room in the district for CHC to offer sports that SBVC does not
91 offer including men's and women's: swimming, water polo, tennis and golf. In many
92 ways CHC is already prepared to offer these athletic program's as there are existing
93 facilities in place to support the identified programs. CHC employs both full-time and
94 part-time faculty and staff who have expertise in these identified areas. Additionally, for
95 swimming and water polo CHC already owns most if not all of the equipment necessary
96 to start both of these sports.

97 **IV. Justification for Athletics at CHC**

98 In light of the improving economy and the College's desire for enriched campus life,
99 growth and expansion, CHC has taken on the challenge to develop action plans to
100 address the following areas of improvement:

- 101 • Student life
- 102 • Public recognition
- 103 • Events on campus
- 104 • Increasing student enrollment
- 105 • Increasing student retention, transfer, and graduation rates

106
107 Concerning the increasing of FTES enrollment, the following serves as one example of
108 what a sports program can accomplish in this regard. With about 2,000 students,
109 Feather River College in Quincy, northeast of Sacramento, was one of the smallest
110 schools in the California Community College system. Seventeen years ago it started a
111 football program to boost its number of full-time students. Within five years, it had 418
112 full-timers, 83 of whom were football players, or about 1 in 5. While the CHC plan does

113 not include a football program, this example does serve as a model of what an
114 intercollegiate athletics program could potentially accomplish in regard to increasing
115 student enrollment. The CHC Office of Institutional Effectiveness, Research, and
116 Planning (OIERP) reported that in 2012, 51% of community college students (or 5,500)
117 living in Crafton's core service area of Yucaipa, Calimesa, Redlands, Mentone,
118 Highland and Beaumont ~~were choosing~~ choose to attend a community college other
119 than Crafton Hills. The CHC athletics plan as presented could bring in an additional 135
120 FTE students athletes from our service area which equates to a 2.4% reduction in the
121 number of students who are going elsewhere.

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122
123 An athletics program that contributes to the overall educational experience here at CHC
124 will contribute to all of these issues identified. In addition to these concerns, NCAA data
125 supports that student-athletes, particularly in the sports being discussed at CHC, have
126 higher GPAs and graduation rates than the campus average in High School. NCAA
127 data shows the federal graduation rate for swimming at 72% for men and 76% for
128 women. Tennis is at 64% and 68% respectively and water polo at 86% and 75%.
129 These numbers should be compared to the national average for all students of 63%.
130 All are federal rates and measure the percentage of entering students who have
131 achieved a degree within 6 years of enrolling. In addition, at a local community college
132 student athletes have also been shown to be statistically significantly and substantially
133 more likely to be transfer prepared, earn 30 or more units, earn an AA/AS Degree, and
134 transfer to a four-year institution (Wurtz, Fall 2009).

136 V. External Analysis and Factors

137 In August 2011, the Institute for Evidence Based Change (IEBC) released the *California*
138 *Community College Companion Report on Athletics*, the first report of its kind to provide
139 a statewide look at the academic success of California community college student
140 athletes in comparison to their nonathletic counterparts (general student body).

141
142 This collaborative effort between the CCCAA and the California Partnership for
143 Academic Success (Cal-PASS) demonstrates that students participating in athletics
144 program *generally have higher grade point averages (GPA's), greater persistence,*
145 *completion, and transfer to four-year institutions in higher percentages and at faster*
146 *rates than their nonathletic counterparts.* The data for minority athletes are most
147 compelling and demonstrate a significant closing of the achievement gap. Participation
148 in intercollegiate athletics may serve as a premiere student success program.

149
150 In addition, athletics can assist in building networks and goodwill with the surrounding
151 community. Mitchell Williams, an assistant professor in the doctoral program in

152 community college leadership at Old Dominion University (Virginia) states that, “More
153 and more colleges regard having an up and running athletics program as an extremely
154 effective way to expand access to higher education, not only for student athletes, but for
155 those in the community who become interested: If a two-year colleges wins a league
156 championship in basketball or football, the excitement from the surrounding community
157 can be great.” (Community College Times, August 1, 2008). This data, along with the
158 development of athletic facilities at CHC, including an aquatics center with an Olympic
159 sized pool, suggests that this may be an **timely appropriate and timely** venture for CHC
160 **at this time.**

161
162 Additionally, for some students, athletics programs can be a deciding factor in choosing
163 a college (Horton, 2009). Athletics not only builds campus and community pride, but
164 competitions bring visitors to the area who spend money at local restaurants, gas
165 stations and hotels. Further, athletics programs create jobs for local vendors who
166 supply the goods and services needed to support athletics programs. Athletics can be a
167 regional economic driver (Van Horn, Harrell, Zuercher, Sullivan-Torrez & Plascencia,
168 2010). (Cypress Hall).

169
170 **Requirements from Outside Sources**
171 The primary legal requirement are spelled out in Title IX, granting equality in terms of
172 male/female participation. This primarily becomes an issue in regards to larger team
173 sports. For example, football, where it is difficult to field a commensurate female athletic
174 team in size. This, assumedly, is not an issue to commence a sports program at Crafton
175 Hills, as in terms of realistic athletics programs to begin - including swimming, water
176 polo, tennis and golf – as there tends to be a natural equal distribution of participants
177 from both sexes in these athletic contexts. That being said, Crafton Hills College will
178 have to ensure the equal distribution as per Title IX requirements.

179
180 Crafton Hills College would be required to develop and add athletic curriculum to its
181 current schedule and comply with the requirements set forth by the California
182 Community College Athletic Association (CCCCAA). As athletic courses are developed,
183 these would need to be created with the athlete in mind to support the requirement that
184 the athlete carry a full-load of classes during “in-season.” The best explanation for
185 Athletic Academic Requirements comes from the Commission on Athletics bylaws as
186 follows:

187
188 **CCCCAA Bylaws state the following in regards to athletic eligibility:**
189 1.3.1 In order to be eligible for non-conference, conference, and PC, a student
190 athlete must be continuously and actively enrolled and attending class in a
191 minimum of 12 units at his/her California community college during the season of

192 sport. Students dropping below 12 units are not eligible for competition until they
193 are once again actively enrolled and attending class in at least 12 units.

194
195 1.3.2 If the season of sport spans two (2) semesters or quarters, a student
196 athlete who was not enrolled in 12 units at the end of the first semester or quarter
197 cannot become eligible until the second semester or quarter has begun and the
198 student is actively enrolled in at least 12 units. Students becoming ineligible
199 during a sport season which goes over two (2) terms and who do not reestablish
200 eligibility, i.e. 12 unit requirement, during the first term may not become eligible in
201 that sport until the first day of instruction of the second term.

202
203 1.3.3 Of the 12 units, at least 9 shall be attempted in courses counting toward
204 remediation, career technical education/certificate courses, associate degree
205 requirements, transfer/general education, and/or lower division theoretical major
206 preparation courses as defined by the college catalog and/or articulation
207 agreements and be consistent with the student athlete's educational plan.
208 *(Approved April 4, 2008, Effective July 1, 2008)*

209
210 In addition:

211
212 1.6.1 Once a student competes in any scheduled game, meet or match, as
213 defined in Bylaw 1.15, the student must complete and pass 24-semester/36-
214 quarter units to be eligible for the second season of that sport. Furthermore:
215 A. The 24-semester/36-quarter units must be successfully completed at an
216 accredited postsecondary institution(s). The 24-semester/36-quarter unit count
217 begins with and includes the units taken during the first semester/quarter of
218 competition for that sport and must be successfully completed prior to the
219 beginning of the semester/quarter of the second season of sport.

220
221 Community members and students in particular will expect the college to expand sports
222 offerings and to fully utilize taxpayer funded facilities. By choosing to support mandates
223 as identified in the U.S. Department of Education/Office of Civil Rights Title IX
224 requirements, the college has chosen to implement programs which have a high level of
225 interest in our surrounding communities and feeder high schools, and as such will
226 attract students to Crafton Hills College to continue their post high school intercollegiate
227 athletics careers.

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VI. Requirements

Requirements for the implementation of athletics at Crafton Hills College include:

- A. Administrative Oversight
- B. Compliance Officer
- C. Certified Athletics Trainer
- D. Coaches and PE Faculty/Staff Needs
- E. Academic and Student Support Needs
- F. Curriculum Development
- G. Proposed sports and Associated Costs

A. Administrative Oversight (Athletics Director with the assistance of a Part Time Athletic Director) (see Appendix A for the SBCCD Athletics Director job description)

The impact of an intercollegiate athletic program on faculty and/or staff as well as the financial impact at CHC is largely determined and dependent upon the amount and type of athletics the college implements. However, regardless of the type of athletics offered, what is first required for administrative oversight is an Athletics Director; pending the nature of the athletics chosen, this could begin as an additional assignment for the current SBVC Athletics Director with the support of a Part-time Athletic Director. The Part Time Athletic Director could be a percentage of reassigned time for a current CHC Full-time staff member or a stipend based position with the intent of growing the position into a Full-time Athletic Director for CHC. The Athletics Director and Part Time Athletics Director could report to a Dean or directly to a Vice-President and would be responsible for the planning, organization, management and administration of the CHC intercollegiate athletic program.

B. Compliance Office

Athlete eligibility could be managed by the SBVC compliance officer for the first two to three years of the program. As the athletic program grows CHC would need to appropriate funds to retain a part-time and eventually a full-time CHC compliance officer.

C. Certified Athletics Trainer

A certified athletics Trainer must be present for all competitions and must be made accessible to all athletes for at least one hour before and after each competition. A part-time (19 hour per week) certified athletics trainer would need to be retained the semester before the college offers its first athletics sport (SBCC district classified employee position). As the athletic program grows CHC would need to appropriate funds to retain a full-time athletics trainer.

D. Coaches and Staff Needs

In addition to obtaining an Athletics Director the CHC athletics program would require coaches. Coaches are presumably, though not necessarily, faculty. Presumably these coaches would at first be mostly part-time although current full-time faculty may coach proposed teams. The faculty coaches would need to meet the current minimum qualifications to instruct in their respective departments and possess experience with the sport.

277 **E. Academic and Student Support Needs**

278 Theoretically, the needs of an athletic program would be no different than any academic
279 program. Existing student support staff may be adequate in terms of absorbing the relatively
280 low increase in FTES realized at the onset of an athletics program at CHC. The addition of an
281 athletics program at CHC would likely result in a less than one percent increase in overall FTES.
282 One of the existing CHC counselor's job descriptions could be modified to include the support of
283 student athletes.

284
285 **F. Curriculum Development**

286 Courses would need to be developed to coordinate with each competitive athletics team CHC
287 offers. Course outlines would be needed for each athletic course offered. Current courses could
288 be tailored to fit the athletic context as well. CHC could develop courses that are aligned to the
289 in-season and off-season athletics course currently offered at SBVC as provided in the sample
290 listing below:

- 291 • In-season, see SBVC catalog link, PE/V100-103, Intercollegiate Sports Activities
292 (Varsity), two units.
- 293 • Off-season, see SBVC catalog link, PE/T 100-132, Team Sports Activities, one unit,
294 currently no individual sports are offered athletically at SBVC

295
296 **E. Proposed Sports and Associated Season**

- 297 a. Men's and Women's Swimming (Spring)
- 298 b. Men's and Women's Water Polo (Fall)
- 299 c. Men's and Women's Tennis (Spring)
- 300 d. Men's Golf (Spring)
- 301 e. Women's Golf (Fall)
- 302 f. Men's and Women's Cross Country* (Possible but not currently planned)

303 **VII. Planning Matrix**

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Item	Action	Initial Cost
Athletics Director (V1 – A)	Develop a plan to work with the SBVC AD Plan for future FT Hire (\$82,560)	0
Part Time Athletics Director (V1-A)	Retain a Part Time Athletics Director (.2 Release) (will need to be negotiated with CTA)	\$10,000
Compliance Officer (V1 – B)	CHC athletic compliance issues will be handled by the SBVC compliance officer Plan for future FT Hire (\$29,888)	0
Certified Athletics Trainer (ATC) (V1 – C)	Initiate classified hiring request for a Certified Athletic Trainer (19 hours per week for 26 weeks) Plan for future full time hire (\$44,400)	\$10,502
Coaches (V1 – D)	Initiate a hiring plan for Head coaches for each sport (\$6,764 as per current CTA contract)	\$6,764

	Initiate a hiring plan for assistant coaches (plan for assistant coach as needed \$3,642)	0
Student services – Student athlete support (V1 – E)	Work with the counseling department to develop a support plan for student athletes including counseling, Admissions and Records, and related eligibility requirements.	0
Curriculum development (V1 – F)	Develop sport-specific course outlines for student athlete enrollment Work with CCCAA and align sports into athletic, including Curriculum development, associated budget, FTE allocation, and staffing to support the new programs	No Cost
Sanction Individual Sports (V1 – E)	Begin the CHC athletics program as additional offerings under the existing athletics program at SBVC – conference pays to host sport (\$300 per sport)	
Fall 2015	WM Water Polo debuts at CHC	\$600
Spring 2016	MW Swim debuts at CHC	\$600
Spring 2016	MW Tennis at CHC	\$600
Fall 2016	MW Golf debuts at CHC	\$300
Identify specific budget needs for each sport	Identify capital equipment expenditures for each sport and establish a budget for funding equipment and/or related sport team training aids	Appendix B
Identify specific budget needs for each sport	Establish plan to hire officials, and retain scoreboard operators, statistician(s), public address announcers, game timer(s), photographer, etc. as required by CCCAA and NCAA bylaws and regulations.	Appendix B

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VIII. Conclusions

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This plan addresses the rational, issues and costs related to implementing and growing an athletics program at Crafton Hills College. The CHS state of the art Aquatics venue will draw additional community interest and should increase revenues through sponsorships opportunities during meets from our local businesses. Most importantly, through thoughtful execution of this plan, CHC will provide much needed competitive experiences for our student athletes and will attract degree seeking high school graduates. Intercollegiate athletics has the potential to be a premier student success program and can enhance the reputation of CHC as a full service 2-year educational institution.

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316 **IX. Appendix A – SBCCD Director of**
317 **Athletics Job Description**

318 **DEFINITION:**

319 Under the general direction of the Dean of Physical Education, & Athletics, the Director of
320 Athletics is a management position responsible for the planning, organization, and
321 administration of the intercollegiate athletic program.

322

323 **EXAMPLES OF DUTIES:**

- 324 1. Plans, directs, supervises and assumes primary responsibility for the safe and efficient
325 conduct of all events involving San Bernardino Valley College athletic teams.
326 2. Develops, directs, and supervises the men's and women's intercollegiate athletic
327 program including scheduling, staffing, budget development and management, and
328 game management.
329 3. Provides leadership that encourages student-athletes, coaches and support personnel to
330 demonstrate the highest levels of sportsmanship, scholarship and civility at all times.
331 4. Ensures compliance with all rules, regulations, procedures and policies for the
332 intercollegiate athletics program as established by the Commission on Athletics (COA),
333 Foothill Athletic Conference and the San Bernardino Community College District.
334 5. Assumes responsibility for the program's compliance with Title IX objectives and
335 conducts regular meetings and training to promote strict adherence among personnel
336 and student athletes to conference and State athletic rules, regulations, and codes
337 including student eligibility guidelines.
338 6. Works closely with academic counselors to encourage academic excellence through the
339 program and to prepare student-athletes for successful transfer to four-year colleges and
340 universities.
341 7. Promotes SBVC throughout the community; maintains close working relationships with
342 local high school coaches and athletic administrators.
343 8. Works closely with the San Bernardino Valley College Foundation to plan, organize and
344 conduct a variety of special events and fundraising efforts on behalf of the program and
345 the department.
346 9. Supports the mission and goals of the entire division, participating in professional
347 development activities, campus governance by serving on college committees and
348 participating in and attending all department and division meetings in accordance with
349 college policies.
350 10. Supervises, evaluates and participates in the selection of coaching and assigned
351 support staff.
352 11. Performs other related duties as assigned.

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MINIMUM QUALIFICATIONS

358 **Education and Experience**

- 359 1. Possession of a master's degree from an accredited college or university.
360 2. Minimum of three years of experience as a head coach or athletic administrator,
361 preferably at the collegiate level.
362 3. Demonstrated sensitivity to and understanding of the diverse academic, socioeconomic,
363 cultural, disability, and ethnic backgrounds of community college students.

364
365 **Special Requirement**

366 Possession of a valid Class III California Driver's License and maintenance of a safe driving
367 record during the course of employment. Out of state candidates will be required to obtain a
368 California permit within 10 days after appointment.

369
370 **KNOWLEDGE AND ABILITIES**

371 **Knowledge**

372 Knowledge of the rules and regulations of the intercollegiate sports offered by the college;
373 knowledge of the rules and policies of the NCAA, NCIA and the COA which govern community
374 college sports; coaching techniques; the philosophy, objectives, and functions of California
375 community college system; general principles of organization, management and employee
376 supervision and training; budget development and management; program planning and
377 evaluation; state reporting systems and procedures; and local community needs.

378
379 **Ability**

380 Ability to plan, organize, direct and administer a program of intercollegiate athletics; analyze,
381 evaluate and recommend innovative changes to existing programs; direct the work of others;
382 communicate effectively both orally and in writing; reconcile divergent views; establish and
383 maintain cooperative working relationships with people at all levels of the organization including
384 management, faculty, staff, and students; and be sensitive to and understanding of the diverse
385 academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college
386 students.

387
388 **Special Conditions**

389 Hours of work may not coincide with the hours of normal campus activity. Weekend and
390 evening work required.

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395 **X. Appendix B - Sport Team Estimated**
396 **Annual Operational Budget Needs**

397 ****NOTE: THESE PROJECTIONS DO NOT INCLUDE ONE TIME CAPITAL EXPENDITURES FOR**
398 **START UP EQUIPMENT, UNIFORMS, AND SUPPLIES. THOSE AMOUNTS ARE IN APPENDIX C.**
399

400 **WOMEN'S SWIMMING (Estimate)**

Meals, Lodging (5200)	\$1600
Event Fees (5200)	\$500
Dues and Membership (5300)	\$300
Total Budget	\$2,400

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MEN'S SWIMMING (Estimate)

Meals, Lodging (5200)	\$1600
Entry Fees (5200)	\$500
Dues and Membership (5300)	\$300
Total Budget	\$2,400

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WOMEN'S WATER POLO (Estimate)

Meals, Lodging (5200)	\$1600
Entry Fees (5200)	\$500
Dues and Membership (5300)	\$300
Total Budget	\$2,400

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MENS WATER POLO (Estimate)

Meals, Lodging (5200)	\$1600
Entry Fees (5200)	\$500
Dues and Membership (5300)	\$300
Total Budget	\$2,400

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411 **WOMEN'S TENNIS (from FLC plan)**

Meals, Lodging (5200)	\$3,076
Entry Fees (5200)	\$360
Dues and Membership (5300)	\$135
Total Budget	\$3,571

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414**MEN'S TENNIS (from FLC plan)**

Meals, Lodging (5200)	\$3,616
Entry Fees (5200)	\$360
Dues and Membership (5300)	\$155
Total Budget	\$4,131

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417**WOMEN'S GOLF (from FLC plan)**

Meals, Lodging (5200)	\$2,750
Entry Fees (5200)	\$500
Dues and Membership (5300)	\$115
Total Budget	\$3,365

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420**MEN'S GOLF (from FLC plan)**

Meals, Lodging (5200)	\$3,358
Entry Fees (5200)	\$650
Dues and Membership (5300)	\$115
Total Budget	\$4,123

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XI. Appendix C - Sport Team: Capital Outlay Equipment/Uniforms/Supplies

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Women's Swimming

QTY	ITEM	PRICE EACH	TOTAL
25	Suits	65.00	\$1625
25	Swim Bags	55.00	\$1375
25	Warmups	110.00	\$2750
			\$5750

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Men's Swimming

QTY	ITEM	PRICE EACH	TOTAL
25	Suits	55.00	\$1375
25	Swim Bags	55.00	\$1375
25	Warmups	110.00	\$2750

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Women's WaterPolo

QTY	ITEM	PRICE EACH	TOTAL
20	Suits	65.00	\$1300
20	Swim Bags	55.00	\$1100
20	Warmups	110.00	\$2200

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Men's Water Polo

QTY	ITEM	PRICE EACH	TOTAL
20	Suits	55.00	\$1100
20	Swim Bags	55.00	\$1100
20	Warmups	110.00	\$2200

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Women's Tennis

QTY	ITEM	PRICE EACH	TOTAL
13	Uniforms	65.00	\$845
13	Gear Bags	55.00	\$715
13	Warmups	110.00	\$1430
			\$2990

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Men's Tennis

QTY	ITEM	PRICE EACH	TOTAL
13	Uniforms	55.00	\$715
13	Gear Bags	55.00	\$715
13	Warmups	110.00	\$1430
			\$2860

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Women's Golf

QTY	ITEM	PRICE EACH	TOTAL
10	Uniforms	65.00	\$650
10	Gear Bags	55.00	\$550
10	Warmups	110.00	\$1100

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Men's Golf

QTY	ITEM	PRICE EACH	TOTAL
10	Uniforms	55.00	\$550
10	Gear Bags	55.00	\$550
10	Warmups	110.00	\$1100
			\$2200

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XII. Appendix D - Athletics Roll Out Grid

Position	.2	.4	.6	.8	Full-Time
Athletics Director	Spring 2015	Fall 2015	Spring 2016	Fall 2016	Depends on the addition of more sports
Compliance Officer	Spring 2016	Fall 2016			Spring 2017
Certified Athletics Trainer (ATC)	Spring 2015	Fall 2015	Spring 2016	Depends on the addition of more sports	Depends on the addition of more sports
Student services – Student athlete support (Counseling)	N/A				

	FALL 2015	SPRING 2016	SPRING 2016	FALL 2016	SPRING 2017
Sport	Men's & Women's Water Polo	Men's & Women's Swimming	Men's & Women's Tennis	Women's Golf	Men's Golf
Head Coach(es)	FALL 2014	SPRING 2015	SPRING 2015	FALL 2015	Spring 2016
Assistance Coach(es)	Not Required for startup				
Support Classes	Off Season Conditioning: S14 Pre-Season Conditioning: TBD	Off Season Conditioning: F14 Pre-Season Conditioning: TBD	Off Season Conditioning: F14 Pre-Season Conditioning: TBD	Off Season Conditioning: S15 Pre-Season Conditioning: TBD	Off Season Conditioning: F15 Pre-Season Conditioning: TBD
Total New Instruction FTEf	Off Season: 0.143 In Season: 0.286				
Adjunct Reqs	Off Season: 0.143 In Season: 0.286				
FT Faculty Hire Reqs.	TBD	TBD	TBD	TBD	TBD

