

Proposal for Men's and Women's Intercollegiate Soccer Program Lake Tahoe Community College

I. INTRODUCTION

The Physical Education Department is proposing the development of an intercollegiate soccer program comprised of both a men's and women's team at Lake Tahoe Community College to further the goals and objectives outlined in the College's strategic plan. This document will outline the potential benefits of such a program; describe the proposed scope of the program and development timeline; provide an overview of regulatory compliance; and outline the financial requirements for development and operation.

II. RATIONALE

A men's and women's intercollegiate soccer program represents a potentially potent vehicle for helping LTCC achieve the goals and related objectives contained in its most recent strategic plan. From closing the participation and achievement gap that exists based on income and ethnic status to stabilizing enrollment and revenue streams and increasing community engagement, intercollegiate soccer represents a unique opportunity to move the College forward with its most important work.

Maximizing access to a postsecondary education, especially for low-income students and those in the ethnic minority will be supported by the development of an intercollegiate soccer program. As identified in the College's *Educational Master Plan*, Hispanic students are underrepresented proportionately at the College when compared to our community and service area. Recognizing the growing interest in soccer, particularly within the Hispanic community, in tandem with the growth in the Hispanic population within our community, an intercollegiate soccer program will serve as a pathway through the front door of the College, and toward a postsecondary education for those who have historically crossed this threshold less frequently than their non-minority peers.

An intercollegiate soccer program, moreover, has the strong potential for increasing and stabilizing overall college enrollment. The California Community College Athletics Association (CCCAA)—the governing body that oversees all athletics programs at two-year public colleges in the state—requires college athletes be full-time students during the term(s) of participation in their chosen sport. The creation of this program, therefore, could provide a consistent source of enrollment, and by extension, a consistent revenue stream based upon the current enrollment-based funding model utilized for California Community Colleges. Additionally, intercollegiate athletics will serve to attract and draw to the college, individuals who reside outside of our community, and thereby support the development of LTCC as a “Destination College.”

The creation of an intercollegiate soccer program also has the strong potential to increase student learning and success. While the relationship between participation in intercollegiate athletics and academic success is often assumed to be negative, research clearly shows that student athletes are engaged in effective educational practices, and by extension, succeed in college at or above the level or rate of their non-athletic counterparts (Umbach, 2004). A recent CCCAA study on student-athlete academic performance, moreover, showed that athletes transferred at higher rates to four-year postsecondary institutions, achieved higher GPA's, and were about twice as likely to earn a degree or certificate than their non-athletic counterparts (IEBC, 2011). This same study indicated that athletes graduate at higher percentages than the general population (77% to 61%) and earn higher salaries than their non-athlete peers once in adult life. Implemented effectively, a college athletic program has the strong potential to facilitate students' educational outcomes.

LTCC's strategic plan also states that it must “seek opportunities to further engage the community in new and innovative ways in order to support community development as well as College sustainability.” In addition to serving as a pathway to a postsecondary education, an intercollegiate soccer program would strengthen the south shore community through creating a connected campus and community “spirit” among the student body and residents, respectively. Research clearly shows the positive impact of an athletic program on the development of school pride and community engagement (Sylwester & Witosky, 2004).

III. PROGRAM FOCUS, RECRUITMENT AND SCOPE

Athletic recruiting is defined as any solicitation of an individual, a member of his/her family, legal guardian, or coach by a college staff member or by someone who represents the college’s interests with the focus of encouraging enrollment in that institution for the purpose of athletic participation. The head coaching staff will be primarily responsible for the recruitment of student-athletes. The CCCAA constitution has developed the policies and procedures for the recruitment of student-athletes. The Athletic Director and coaching staff will adhere to these policies. Unlike the NCAA, recruitment of student-athletes does not have a specific timeframe (e.g., national signing day). Recruitment of student-athletes is an on-going yearly process. However, most recruiting efforts take place during the off-season—winter and spring quarters.

High School Soccer Program Participants: 2012-13		
<u>South Tahoe:</u>	<u>Boys</u>	<u>Girls</u>
Varsity	24	28
Jr. Varsity	19	21
<u>Whittel:</u>	<u>Boys</u>	<u>Girls</u>
Varsity	17	23
Jr. Varsity	N/A	N/A

The California Community College Athletic Association (CCCAA) has defined recruiting districts (e.g., High Schools) connected to community colleges.

- **Lake Tahoe Community College District:** The high school that is “directly” connected to Lake Tahoe Community College District is South Lake Tahoe High School.
- **Continuous Districts:** The College can also recruit from two additional districts. These districts are considered “contiguous” and include Los Rios CCD (primarily Sacramento) and Sierra CCD (includes Tahoe City, Truckee, and north of the basin).
- **Unclaimed districts** - Two “unclaimed” districts are connected to LTCC from which the College can also recruit. These districts are Alameda and Alpine counties.
- **Out-of-State:** A college may also request to recruit from out-of-state. Many rural colleges and those near state borders have been approved for recruiting in the “connected” state. LTCC will pursue this as a possibility and follow-up with necessary forms to the conference and commission, if applicable.

Level of Interest: Significant enrollment exists in the high school soccer programs located on the South Shore. South Tahoe High School had a total of 43 participants in boys varsity and junior varsity programs, and 49 athletes in the girls program. Whittel High School had a total of 17 and 23 participants in the boys and girls varsity programs, respectively.

The College offers both indoor and outdoor soccer classes, each averaging approximately 20-28 students. Over the years, many students have expressed an interest in playing for a college soccer team. The various soccer programs in town—South Tahoe Club and High School teams—participate in Nevada and are well known. Should the College develop a soccer program, it is likely that interest would quickly spread to neighboring Nevada schools. In fact, many soccer-knowledgeable community members believe that even with the dissolution of the “Good Neighbor” policy, many out-of-state student-athletes would enroll at the College should they have an opportunity to participate on the team.

Further, since inception of the community led soccer/multi-purpose field located adjacent to the campus, there has been a high level of interest expressed by the community in having the college develop a soccer program. Although anecdotal in nature, the soccer community (parents, coaches, and interested participants) believes that additional students would enroll at the college and participate on a collegiate team; the ability levels of these students is such that the teams would be able to compete at the college level; and significant community support would materialize.

The proposed *scope of the program* would involve 20 participants on each of the two teams. Team tryouts and training would be conducted in August prior to the fall season of competition. The season would consist of approximately 18-20 regular season games, followed by additional tournament competition as warranted. It is projected that the College would host approximately half of the regular season games and travel via van to the Sacramento area for the others. Competition would usually take place on Tuesdays, Fridays and Saturdays. Playoffs and finals would take place in November and December. Weather limitations will require the bulk of home games take place earlier in the season. Athletic conditioning classes will be offered in the winter, spring and summer terms proceeding the regular season. These courses will meet the exemption criteria for repeatability and be subject to the associated limitations. Specific personnel and other requirements associated with establishing and maintaining an intercollegiate athletic program will be described in subsequent sections of this document.

IV. ATHLETIC PROGRAM DEVELOPMENT TIMELINE

Quarter-Year	Month	Due Date - Topic
Winter 2013	January	<ul style="list-style-type: none"> An initial proposal is drafted and presented to PAC, CLC and Academic Senate for review and feedback. Revisions to proposal to be made beginning in late January.
	February	<ul style="list-style-type: none"> Proposal updated and reviewed by PC on February 5th and PAC on February 12, 2013. Update on efforts-to-date reported to Board of Trustees as a discussion item on February 12th, 2013. Conduct Community Forum. Update on efforts-to-date reported to IEC (Feb 21st) Academic Senate (Feb 22nd), CLC (Feb 28th).
	March	<ul style="list-style-type: none"> Attend Big 8 Conference meeting Finalize proposal based on remaining feedback Final proposal to Board of Trustees – Discussion Item Final proposal to PC, PAC, IEC, Academic Senate, and CLC.
Spring 2013	April	<ul style="list-style-type: none"> Final proposal to Board of Trustees – First Reading Create athletic program steering committee to facilitate the design of program and associated systems and processes, including academic support and compliance, fundraising, etc. Begin process for creating team name-mascot Submit new curriculum for athletic conditioning courses. Discussion with City of South Lake Tahoe, Parks & Recreation regarding utilization of soccer field.
	May/June	<ul style="list-style-type: none"> Final proposal to Board of Trustees (May) – Second Reading Submit Big 8 Conference application (May) Establish job descriptions for Athletic Director, Coaches, etc. and hiring committee timelines, committee make-up, etc. Establish name of team and mascot.

Summer 2013	July/August	<ul style="list-style-type: none"> • Post coaching position openings-Begin hiring process • Establish Booster Club and begin to solicit community support per fundraising plan. Note: Fundraising will continue throughout the year. Fusol and other tournaments may be hosted as fundraising events in winter and spring, 2014 terms.
Fall 2013	September	<ul style="list-style-type: none"> • Complete hiring process for coaches • Establish Athletic Director position-Tim Johnson
	November	<ul style="list-style-type: none"> • Athletic Director & Coaches- Commence team planning and recruitment efforts.
Winter 2014	Jan/Feb/March	<ul style="list-style-type: none"> • Athletic Director & Coaches- Continue planning and recruitment efforts. <ul style="list-style-type: none"> ○ Receive game schedule from conference ○ Secure facilities. Establish process and procedures for various regulatory/ compliance mandates (e.g., eligibility, academic progress, etc.) ○ Purchase equipment, etc. ○ Update catalog and board policy on athletics program • Coaches – Adjunct faculty teaching two sections of Fusol as a way to begin recruitment efforts • Establish AASP Program
Spring 2014	April/May/June	<ul style="list-style-type: none"> • Athletic Director & Coaches- Continue planning and recruitment efforts. • Coaches – Adjunct faculty teaching credit athletic conditioning courses
Summer 2014	July/August	Pre-season team training class – start August 17th On-campus pre-season college tournament – LTCC host
Fall 2014	Sept - Dec	Official competitive season – 1 st year
		Intercollegiate Soccer – Men (class)
		Intercollegiate Soccer – Women (class)

V. REGULATORY BODIES, REQUIREMENTS AND OTHER MANDATES

CCCAA: The California Community College Athletic Association (CCCAA) is the governing body responsible for oversight of intercollegiate athletics at California community colleges and is the membership organization functioning under the jurisdiction of the Commission on Athletics. The purpose of the CCCAA is to establish and oversee the enforcement of the [rules and regulations](#) and to guide the administration of the intercollegiate athletic programs of the California community colleges.

Conference Affiliation: Conferences serve as the administrative units of the California community college athletic programs. Conferences have jurisdiction over all athletic relations within the respective conference. LTCC has the right to seek conference affiliation. Deciding on which conference to join should be based upon conference philosophy, school locations, athletic strength, and cost analysis (travel costs).

Big 8 Conference: The Big 8 Conference (primarily Sacramento teams) is the desired affiliation for the LTCC Soccer Program. The [by-laws](#) established for the Big 8 Conference reflect the regulations and requirements of the CCCAA. The schools in this conference include, American River, Consumnes River, Diablo Valley, Modesto, Santa Rosa, Sierra, Sacramento City, and San Joaquin Delta. Previously, LTCC participated in the Golden Valley Conference that contain Butte, College of the Redwoods, College of the Siskiyous, Shasta,

Feather River, and Lassen. The College is interested in joining the Big 8 Conference for a variety of reasons, including the level of competition and travel costs.

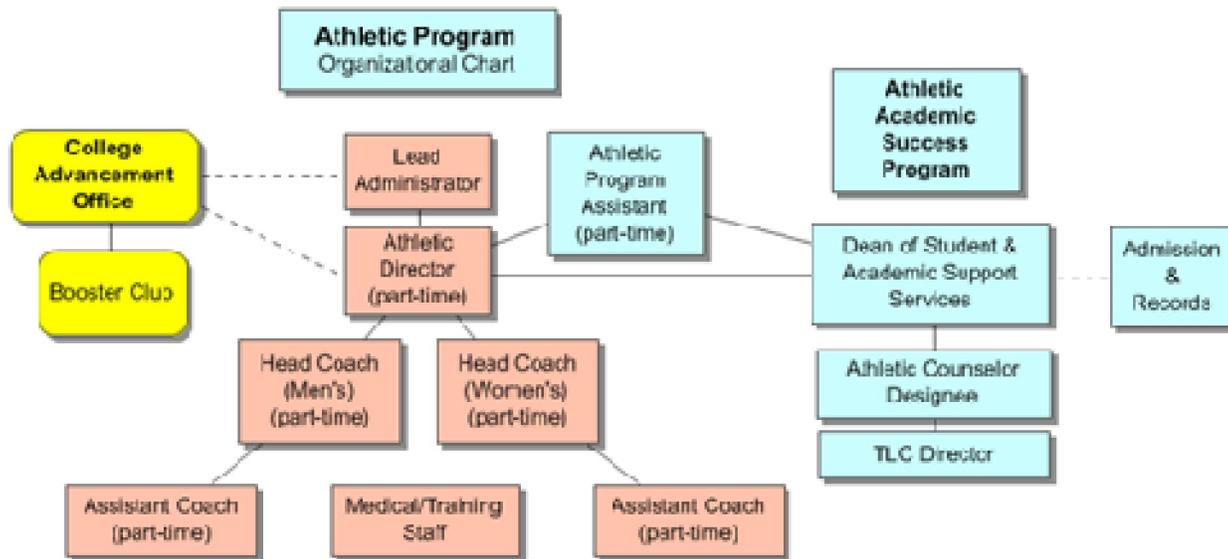
- **Philosophy** – LTCC goals and missions mirror the Big 8 conference policy statement in encouraging excellence in performance in athletics as well as academic pursuits.
- **Location and travel** – Travel costs are a major concern. Being connected with schools primarily from the Sacramento area, the travel load will be less than if affiliated with other conferences. Fewer miles will be traveled, keeping costs down. Travel time will also be minimized, allowing students to return back to Tahoe to complete other duties (e.g., school, work). Costs will be further reduced by not having to stay overnight at away game locations.
- **Athletic strength** – The Big 8 Conference is comprised of five men’s teams, and eight women’s teams. The Big 8 is a very competitive conference with a long history of post-season competition (state playoffs). While it is impossible to predict, those in the community involved in competitive soccer believe the College can put together a team of players that can compete well in this conference.

Federal Statutes: Title IX of the Education Amendments of 1972, 20 U.S.C. Sect. 1681 (20 United State Code section 1681) et sep. (Title IX), is a Federal statute that was created to prohibit sex discrimination in education programs that receive Federal funding assistance. Nearly every educational institution is a recipient of Federal funds and, thus, is required to comply with Title IX. The regulation implementing the Title IX statute is at 34 C.F.R. (34 Code of Federal Regulations) Part 106. The Office of Civil Rights (OCR) of the U.S. Department of Education enforces Title IX. OCR has authority to develop policy on the regulations it enforces. In regard to athletics programs, OCR developed an Intercollegiate Athletics Policy Interpretation that was issued December 11, 1979, 44 Fed. Reg 71413 et seq (1979). The 1979 Policy Interpretation remains current policy. The Title IX statute does not reference athletics programs. Athletics program requirements are specifically addressed at 34 C.F.R. Sect. 106.41 of the Title IX regulation. Title IX, states that “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance...” Athletic programs are subject to Title IX, even though there is very little direct federal funding of school sports. Compliance with Title IX can be articulated three ways: proportionality of men to women, equal accommodation, and as a result of a student interest survey. LTCC will be in compliance by offering a Men’s and Women’s soccer team program.

VI. PERSONNEL & OTHER PROGRAM REQUIREMENTS

CCCAA regulations require that an athletic program have specific personnel including an Athletic Director, Coaches, Assistant Coaches, Trainers and other support personnel. Additionally, a successful athletic program will possess strong eligibility verification processes and academic support programs for student athletes. Developing an Athletic Academic Success Program (AASP) will be essential to not only ensuring eligibility and other mandated compliance measures, but to support, direct, and promote student development, academic achievement and progress toward graduation. The services and procedures of the AASP will incorporate mandated compliance requirements with the institution's educational mission and academic policies.

The organizational structure required to support the College athletics program will consist of the following personnel and departments; Lead Administrator, Dean of Student and Academic Support Services, Director of the TLC, the Athletic Director, Head and Assistant Coaching Staff, Counseling Faculty, and Admissions and Records staff.



Lead Administrator: Responsible for coordinating the entire athletic program, including the instructional and curricular components. This position has direct supervision over the athletic program and its ongoing operations; provides leadership to the athletic director and the athletic counselor; and oversees Title IX regulations.

Dean of Student Services: Responsible for overseeing and coordinating the AASP, including all student and academic support services.

Athletic Director: Provides administrative direction and oversight for all intercollegiate athletics staff, programs, facilities and activities. The director is responsible for ensuring compliance with all federal, state, conference and college athletics regulations, administering departmental funds and accounts in a fiscally responsible manner and sustaining a culture of sportsmanship, professionalism and respect at all levels. The director also collaborates with Admissions & Records, Counseling, etc. on the recruitment, eligibility, and retention of student athletes.

Athletic Counselor: Responsible for counseling and advising student athletes. Responsibilities would include career and educational planning; eligibility and progress monitoring, and transfer advising. The Athletic Counselor will be well versed in eligibility and transfer rules applying to NCAA (National Collegiate Athletic Association), NAIA (National Association of Intercollegiate Athletics), and CCCAA (California Community College Athletic Association/Commission on Athletics).

TLC Director: Support AASP Program and monitor student athletes' participation in mandatory academic support services.

Admission & Records: Supports athlete eligibility verification processes.

Head Coach: Responsible for team athletic training, recruitment of student-athletes, budget management, eligibility follow-up, rules enforcement, competition scheduling, conference attendance, and travel.

Assistant Coach: Responsible to assist the head coach in all aspects of coaching the team, training, and travel.

Athletic Program Assistant: Responsible to providing administrative support and assistance to the Athletic Director and coaching staff in the administration of the program.

Medical Staff: Per CCCAA requirements, each school shall obtain the services of a licensed physician to oversee the implementation of the sports medicine program. The team physician (volunteer) is responsible for supervision of all medical aspects of the athletic health and welfare of the program. The college may also utilize a volunteer (intern) athletic trainer. The physician and trainer would assist the program during home games and any follow-up care with the student-athletes.

College Advancement Office: Coordinate all philanthropic support associated with the athletic program. Provide support for and leadership to the Booster Club.

(1) VII. BUSINESS MODEL Curriculum

	Fall Quarter	Winter Quarter	Spring Quarter
Curriculum	Intercollegiate Athletics -Women's Soccer	Fitness for the Competitive Athlete (2 classes) or other	Fitness for the Competitive Athlete (2 classes) or other
	Intercollegiate Athletics -Men's Soccer		
	College Success for Athletes		

(2) Competition –Sport Overview (example – dates will change per calendar year)

Max.# of Contests	1 st Practice	1 st Game	Conf.Comp Ends	Seeding Meeting	Regional Round #1	Regional Round #2	Regional Round #3	Regional Round #4	State
18 games (min) 21 games (max)	Aug 15	Aug 27	Nov 16	Nov 19	Nov 21	Nov 23	Nov 26/27	Nov 30	Dec 6-8

(3) Cost Analysis

Start-up Costs					Total: TBD
Athletic Program	Bleachers				?
	Game Equipment		balls, flags, benches, water jugs, cups		\$ 500
	Medical Supplies		Tape, pre-wrap, ankle braces, etc.		\$400
	WOMEN'S TEAM	Cost	MEN'S TEAM	Cost	Total
Uniforms	Warm-ups sweats (\$75/suit x 20)	\$1500	Warm-ups sweats	\$1500	\$3000
	Jersey's – shirt/shorts (home and away - \$75 x 20)	\$1500	Jersey's – shirt/shorts (home and away- \$75 x 20)	\$1500	\$3000
	Coaching Attire (shirt, war-up top)	\$ 200	Coaching Attire (shirt, war-up top)	\$ 200	\$ 400
	Goalie Accessories (sliders, jersey, gloves)	\$ 100	Goalie Accessories (sliders, jersey, gloves)	\$ 100	\$ 200
	Bags (\$35/bag x 20)	\$ 700	Bags (\$35/bag x 20)	\$ 700	\$1400
Training Equipment	Practice Balls/bags (\$15/ball + \$80 bag)	\$ 350	Practice Balls/bags (\$15/ball + \$80 bag)	\$ 350	\$ 700
	Training Accessories (pennies, discs, ladders, pop-up goals, hurdles, etc.)	\$ 400	Training Accessories (pennies, discs, ladders, pop-up goal, hurdles, etc.)	\$ 400	\$ 800

Ongoing Costs (Annual)						Total: TBD
Athletic Program	College Insurance	Increase due to athletic program				TBD
	CCCAA Membership	\$1500/institution + \$425 per sport x 2 sports				\$2500
	Conference Dues	Big 8				TBD
	CCC Athletic Director Assoc.					\$100
	Medical Supplies	Tape, pre-wrap, ankle braces, etc.				\$400
Athletic Director	Faculty Stipend/Release					TBD
Athletic Program Assistant						TBD
Athletic Counselor						TBD
A&R Staffing and Other						TBD
	WOMEN'S TEAM	Cost	MEN'S TEAM	Cost	Total	
Head Coaching Stipend	Per Contract 2010-11 = \$6915 Recommended increase - negotiable	\$8-10,000	Per Contract 2010-11 = \$6915 Recommended increase - negotiable	\$8-10,000	\$16-20,000	
Assistant Coaching Stipend	Negotiable	\$2000	Negotiable	\$2000	\$4000	
Referees	9-10 home games x \$100- 125/game	\$900-1250	10 home games x \$100- 125/game	\$900-1250	\$1800-1500	
Transportation	9-10 away games – 15 seat van- \$99/day to 250 miles x 2 vans	\$2000	9-10 away games – 15 seat van-\$99/day to 250 miles x 2 vans	\$2000	\$4000	
Travel - food	Away games only, 22 persons x \$5- 5/person x 10 games	\$1000-1320	Away games only, 22 persons x \$5-5/person x 10 games	\$1000-1320	\$2000-2640	
Training Equipment	Supplementing used/lost equipment	\$250	Supplementing used/lost equipment	\$250	\$500	

(4) LTCC Athletic Trust (Booster Club):

This “booster” club will be formed under the auspices of the College Advancement and Community Engagement (CACE) Office. This club will draw together coaches, college employees, alumni, and community members to assist the LTCC athletic program in fundraising and acquiring volunteer support. Funds may be used to defray the costs of textbooks for student-athletes and travel costs; to purchase equipment and training supplies; and to assist in providing an annual awards banquet. Volunteer support could come in the form of hosting hospitality rooms for coaches and officials, setting up, running and supervising gate and concession operations, promoting merchandise sales at home games, and planning and staffing events such as tournaments and banquets. The club will also liaise with businesses in the community to solicit support for the soccer program.

References

The Institute for Evidence-Based Change, IEBC (2011, August). California Community College Student-Athletic Academic Performance: A statewide study. Paper presented to community colleges from the California Community College Athletic Association (CCCAA).

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