

2013-2014 Unit Report

Department of Athletics & Recreation

Mission:

The mission of the Department of Athletics and Recreation is to aspire to the values and goals that excellence, hard work, perseverance, teamwork, sportsmanship, and the importance of academic as well as athletic achievement is equal. As a department, we must strive to provide an experience which is competitive, exciting, and fun, but which is also an integral component of the educational mission of the university. Our challenge will be to adapt to change while maintaining our belief in, and adherence to, the immutable principles that reside at the core of the NCAA Division III Philosophy.

Vision:

The intercollegiate athletic program at Kean University operates on the premise and belief that a properly administered athletic program contributes to the total educational process of the individual student-athlete. The ultimate goal of the athletics program at Kean is that after competing and graduating, each of our student-athletes will contribute in some positive way in society.

In harmony with the mission of the University, the NJAC satisfactory progress rule provides clear intent of our commitment to help our student-athletes strive toward making the most important line-up, the one at commencement.

Participation in intercollegiate athletics is secondary to the academic obligations of our student-athletes. Toward this end, it is the responsibility of the athletic administrators and coaches to schedule the length of playing seasons, the frequency of practice sessions, and the number of contests so that they shall not unreasonably conflict with student obligations to attend classes regularly, to study, to develop their intellectual, moral and social responsibilities while working towards graduation.

Student-athletes shall be amateurs in intercollegiate sports, and their participation should be motivated by education, with the protection from exploitation by professionals and commercial enterprises. The health and welfare of all participants is a primary concern with a strong commitment to good sportsmanship and fair play.

Both the men and women of the program shall be treated fairly and equitably and the discrimination of any individuals based upon sex, religious preference, race or sexual orientation will not be tolerated.

Winning is a highly desirable goal of our athletic program and the goals of the student-athletes we recruit. Winning is not the ultimate aim, when we have to sacrifice the aforementioned entities that must be dealt with if our student-athletes are to graduate.

Goals and Objectives

A) 2013-2020 Strategic Plan Goal #2: ***“To attract and retain more full-time, first-time undergraduate, transfer and graduate students”***

Note: As per the President's request, our focus should be on first-time, full-time undergraduates. The Athletics Department focuses on first-time, full-time because we believe the student-athlete will mature both physically and mentally, and learn our systems/style of play during his/her 4-years. We also think they'll have a better chance to graduate from college.

1) Objective A.1 - To win conference, regional and national championships. Student-athletes aspire to be a part of winning programs, and are more likely to remain (retention) a part of successful programs. There are many examples of increased admission applicants after an intercollegiate team's successful season.

- a) **Implementation plan for this objective:** Improved recruiting efforts for WB and MB by targeting a more complete student-athlete, and changed the scheduling philosophy for WB and MB. Continued success of remaining teams.
- b) **Description of the measure(s) you will use to monitor your progress throughout the year:**
The in-conference and overall win/loss records will be monitored. Specifically, we are looking for each team to improve their win/loss record and conference/regional/national standing each year.
- c) **If applicable, what level on your measure(s) do you expect to achieve by the end of the 2013/14 academic year? 2014/15? 2015/16?:** Overall winning record, but specifically, a steady improvement of each team's record. As reported in the Athletics 2012/13 Assessment Report, each team's winning percentage and post-season success is detailed. The goal for each program is to improve during the 2013/14 academic year.

Winning percentages for 2012-13

Field Hockey	.421
Women's Soccer	.682
Women's Tennis	.462
Women's Volleyball	.718
Football	.556
Men's Soccer	.450
Women's Basketball	.217
Men's Basketball	.333
Softball	.594
Women's Lacrosse	.684
Men's Lacrosse	.833
Baseball	.750
Men's Volleyball	.765

Winning percentages for 2013-14

Field Hockey	.750
Women's Soccer	.643
Women's Tennis	.429
Women's Volleyball	.632
Football	.200
Men's Soccer	.475
Women's Basketball	.600
Men's Basketball	.533
Softball	.729
Women's Lacrosse	.500
Men's Lacrosse	.833
Baseball	.667
Men's Volleyball	.765

Department Overall Win/Loss Total: 202-134-5 (.600)

Department Overall Win/Loss Total: 223-124-4 (.641)

2012-13 Highlights

Men's Volleyball won Skyline Championship and advanced to the NCAA quarterfinals

Women's Soccer won ECAC Championship and advanced to the NJAC final

Women's Volleyball advanced to the NJAC and ECAC semi-finals

Softball advanced to the NJAC Championship game and qualified for the NCAA Regional Championship

Baseball advanced to the NJAC semi-final, won the NCAA Regional Championship and advanced to the College Worlds Series

Men's Lacrosse advanced to the Skyline Championship game

Women's Lacrosse advanced to the Skyline semi-final

Men's Soccer advanced to the NJAC quarter-final

2013-14 Highlights

Women's Soccer won ECAC Championship and advanced to the NJAC quarterfinals
Women's Volleyball won the ECAC Championship and advanced to the NJAC semi-finals
Field Hockey advanced to the ECAC semi-finals
Women's Basketball won the ECAC Championship and advanced to the NJAC semi-finals
Men's Basketball advanced to the ECAC Championship and to the NJAC semi-finals
Men's Volleyball won Skyline Championship and advanced to the NCAA quarterfinals
Women's Lacrosse advanced to the NJAC semi-final and ECAC quarterfinal
Men's Lacrosse advanced to the Skyline Championship game
Baseball advanced to the NJAC semi-final and NCAA Regional Championship game
Softball advanced to the NJAC Championship game, won the NCAA Regional Championship and advanced to the NCAA Super Regional Championship game

Actions to be Taken Based on Data Collected:

- No action to be taken at this time.
 - o With another year of recruiting for some of our newer coaches (women's basketball, tennis, men's volleyball, and women's lacrosse, and those teams that now have their own coach (field hockey, women's volleyball, women's lacrosse, men's volleyball), I expect continued improvement.
 - o Improved athletic facilities (new stadium turf, lights for tennis, softball and baseball, and video boards for Harwood Arena) should benefit recruiting and retention.

2) Objective A.2 - To ensure at least 90% of our student-athletes meet our required 2.0 GPA and 24 credits earned per year. For our student-athletes to remain athletically eligible to compete in intercollegiate athletics, each student-athlete must be in good academic standing at Kean, which is represented by a 2.0 GPA. In addition, our conference requires each student-athlete to make "progress towards a degree", which is defined as earning 24 credits per year. We believe a 90% success rate is very strong, however, based on a 95% success rate in 2012/13, we can adjust the 2013/14 standard to 95%.

- a) **Implementation plan for this objective:** We recently hired a Compliance Officer who will oversee and provide academic monitoring and guidance to our student-athletes. In addition, our coaches will have regular meetings with our student-athletes to map out improved academic plans. Unfortunately, there have been challenges in the past with academic guidance and our department also faced major NCAA infractions in 2011-12. By hiring a Compliance Officer, we are not only increasing our academic support of student-athletes, but we are demonstrating an institutional commitment to NCAA compliance.
- b) **Description of the measure(s) you will use to monitor your progress throughout the year:** At the conclusion of each semester, we will measure the number of credits earned and GPA obtained by each student-athlete.
- c) **If applicable, what level on your measure(s) do you expect to achieve by the end of the 2013/14 academic year? 2014/15? 2015/16?:** Increase the number of student-athletes above a 2.0 GPA.

Fall '12 results: 15 (3.93%) out of the 382 student-athletes we tracked had below a 2.0 GPA.
Spring '13 results: 19 (5.09%) out of the 373 student-athletes we tracked had below a 2.0 GPA.
Fall '13 results: 13 (3.51%) out of the 370 student-athletes we tracked had below a 2.0 GPA.
Spring '14 results: 18 (5.27%) out of the 341 student-athletes we tracked had below a 2.0 GPA.

Actions to be Taken Based on Data Collected:

- Our Compliance Officer is no longer employed at Kean University. When we move through the hiring process for this position, we will try to place an emphasis on finding a candidate with student-athlete support services experience.
- We are working with Dr. Bakker, our FAR, and the OCIS department to enhance our online Progress Reporting methods.

B) 2013-2020 Strategic Plan Goal #7: ***“To establish a revenue flow, and financial planning and resource allocation processes that are sufficient, dependable, and consistent to support Kean University’s ongoing financial obligations and future ambitions, in light of ongoing reductions in public funding”***

- 1) Objective B.1 – *Create a base-line* of rental income from outside groups using the Athletic facilities for the 2013/14 year.
 - a) **Implementation plan for this objective:** Maintain and service our regular renters and solicit new opportunities.
 - b) **Description of the measure(s) you will use to monitor your progress throughout the year:**
Amount of income generated for 2013/14.
 - c) **If applicable, what level on your measure(s) do you expect to achieve by the end of the 2013/14 academic year? 2014/15? 2015/16?:** *The base-line will be created and utilized for future year’s evaluation.*

July 1, 2013 – June 30, 2014: \$40,100

Actions to be Taken Based on Data Collected:

- We will enhance our relationships with our current rentals groups, and ask for them to commit earlier for next year. In addition, we will explore creative scheduling options with our collegiate teams and recreation student usage to create more rental opportunities.

C) 2013-2020 Strategic Plan Goal #10: ***“To develop, sustain and be ready to operationalize a forward-thinking culture of public health and safety awareness rooted in adherence to all external and internal standards (fire, safety, etc.), and reaching out to every aspect of Kean University life (personal, institutional, educational)”***

- 1) Objective C.1 - Require all full-time Athletic Department Staff and Head Coaches to be certified in CPR, 1st Aid and AED. We will evaluate August 1, of each year, and as of now, we are 100% compliant. The NCAA has legislated that Athletic Trainers and full-time Head Coach be certified. In light of VP Connelly’s directive, the likelihood of injuries during athletic competition, and the crowd volume we encounter every day, we wanted to provide more services to the Kean community.
 - a) **Implementation plan for this objective:** Provide a certification course for our staff
 - b) **Description of the measure(s) you will use to monitor your progress throughout the year:**
Monitor the results of the certification test to ensure our staff is certified.
 - c) **If applicable, what level on your measure(s) do you expect to achieve by the end of the 2013/14 academic year? 2014/15? 2015/16?:** Require all full-time Staff and Head Coaches to maintain their certifications each year.

100% are certified

Actions to be Taken Based on Data Collected:

- No action is required at this time.
- 2) Objective C.2 – To ensure that our student worker staff has completed an educational training session for 2013/14, which includes a review of all Recreational guidelines and instruction from Kean University Campus Police?
- a) **Implementation plan for this objective:** Prior to employment.
 - b) **Description of the measure(s) you will use to monitor your progress throughout the year:** 100% of student worker population. Student workers will not be permitted to work until they completed the training session.
 - c) **If applicable, what level on your measure(s) do you expect to achieve by the end of the 2013/14 academic year? 2014/15? 2015/16?:** We expect all student workers to complete this training session every *academic* year.

100% of our student workers have completed the required training, with 61% also receiving the instructions from Kean Police.

Actions to be Taken Based on Data Collected:

- No new action is required at this time.

D) Additional Department Goal 1. (MO1,MO2, MO3) ***To improve the experience of our recreational facility users. We serve the entire Kean University community, and every current Kean student pays an Athletics and Recreation fee.***

- 1) Objective D.1 - To ensure that the students who use our facilities (fitness centers, gyms and pool) are satisfied with our hours of operation
- a) **Implementation plan for this objective:** Based on our 2012/13 survey results, there was a desire for increased hours of operation and gym space, we will continue to promote our East Campus facility, which has early morning hours, via our website, Twitter and FB. In addition, we will explore ways to increase gymnasium space during open hours.
 - b) **Description of the measure(s) you will use to monitor your progress throughout the year:** We will regularly survey student users of our facilities and as well as setting up survey opportunities on campus to capture those students who do not use our facilities.
 - c) **If applicable, what level on your measure(s) do you expect to achieve by the end of the 2013/14 academic year? 2014/15? 2015/16?:** Achieve and maintain a 90% satisfaction rate with our hours of operation. It is 90% because we wanted to build on our 2012/13 survey that indicated an 80% satisfaction rate.

After the fall 2013 semester, our satisfaction rate with the hours of operation is 80%
We enlisted the help of Student Org. to distribute the surveys for Spring 2014. Unfortunately, we recently discovered that there was a technical issue with distributing the surveys, and as a result, there is no data to measure for the Spring 2014 semester.

Actions to be Taken Based on Data Collected:

- We will work with Student Org. to ensure the surveys are distributed this academic year.
- 2) Objective D. 2 - To ensure that the students who participate in intramural activities are satisfied.
- a) **Implementation plan for this objective:** *Based on our 2012/13 survey results, we will promote our programs earlier and more often, to generate and gauge interest. In addition, we have hired two part-time staff members, who will assist with our intramural programs.*
 - b) **Description of the measure(s) you will use to monitor your progress throughout the year:** We will monitor the programs offered, the number of student participants in each program, and through surveys, gauge their satisfaction.
 - c) **If applicable, what level on your measure(s) do you expect to achieve by the end of the 2013/14 academic year? 2014/15? 2015/16?:** Achieve and maintain a 90% satisfaction rate with our intramural activities. We believe that 90% is a high satisfaction rate, but based on the 2012/13 survey results, we can increase our goal to 95%.

After the fall 2013 semester, we had an 88% satisfaction rate.

During the spring 2014 semester, we had a 100% satisfaction rate with intramural basketball.

Actions to be Taken Based on Data Collected:

- We are satisfied with our results and no new action is required at this time.