

# Athletic Department Program Review

During 2018/19, the faculty, staff and managers completed a comprehensive Athletic Department Program Review. This document provides insight into that process, the barriers and challenges, strengths and opportunities identified as well as a draft plan to mitigate the barriers and embrace the opportunities, which will enhance the Athletic Department and Lane Community College.

## Table of Contents

Section 1: Program Information	1
Section 2: Environmental Scan and SOAR Analysis	5
Section 3: Key Performance Indicators	8
Section 4: Program Reflection and Assessment	9
Section 5: Current State Analysis	10
Section 6: Key findings and Recommendations	12
Section 7: Conclusion	13
Section 8: Peer Review	14
Section 9: Action Plan	14
Section 10: Athletics Financial Report	16
Appendix 1	17
Appendix 2	19

## Section 1: Program Information

### Core Purpose

The mission of Lane Community College Athletics Department is to successfully develop the student-athlete as a person, student and athlete. Athletics also contributes to the College through athletic and academic achievements, generating visibility, promoting institutional pride, enhancing campus life and serving as a connection with the community.

Our athletic programs align with and contribute to the College's mission, core themes and strategic direction through the hard work of the coaches, assistant coaches, staff and student

athletes in our department. Our programs represent the local, state and regional communities that we serve (Responsive Community Engagement). We assist the College in providing quality learning-centered educational opportunities that promote student success through our recruitment, monitoring, mentoring and coaching of our student athletes. This leads to student success, as well as excellent progression, completion and retention rates within our department.

We assist achieving the College's Strategic Priorities of Student Success with work done by our Student Athlete Success Center and Academic Coach (Advisor II). We have seen a direct correlation to the increased academic success of our student-athletes' achievements since the inception of these two items in 2011. Our coaches actively recruit underrepresented and underserved communities throughout the West Coast (Accessible & Equitable Learning Opportunities and Access & Equity). We also have provided opportunities for nontraditional students to participate in our athletic programs. Our student-athletes contribute to the College and local economy. Many pay rent and spend their disposable income locally. On campus, our student athletes contribute to the campus economy by paying tuition and fees ,as well as spending some of their disposable income in the bookstore and campus food court.

The result of all the hard work by our student-athletes, coaches and staff is that we help the College with increased enrollment, retention, transfer, degrees awarded and access and opportunities.



Figure 1: Men's Basketball Team

## Program description

For a brief history/evolution of the Athletics Department, see Appendix 1.

### *Introduction*

- Currently our department offers 10 athletic programs; Men's and Women's Cross Country, Men's and Women's Soccer, Women's Volleyball, Men's and Women's Basketball, Men's and Women's Track & Field and Men's Baseball.
- We are located in Building 5 and have outside facilities: Track & Field, Baseball Field, Soccer Turf, and Soccer Grass Field.
- In 2017-18, members of our intercollegiate sports teams participated in the Northwest Athletic Conference (NWAC) and earned numerous All-Conference and All-American honors. This year we had 51 All-Conference selections and 41 All Americans. Seven of our ten intercollegiate teams qualified for post-season competition with our Men's Cross Country and our Men's Track and Field teams winning NWAC championships. Twenty-eight student-athletes signed athletic scholarships to 4-year institutions to continue their academic and athletic careers.
- As part of the board-approved strategic enrollment plan of 2015-16, the College approved the addition of Men's Soccer and Women's Volleyball to the athletic department. The addition of these two programs has helped increased full-time enrollment and transfer rates at the College.

### *Contribution to Diversity at Lane*

- In 2017-18 our tracking report indicates that we served 205 student-athletes, 74 listed an ethnicity of non-white (36%).
- In 2017-18 our department had eight Head Coaches, two of which were women. We had twenty assistant coaches, six of which were women. We have a Director of Athletics, an Athletic Administrative Specialist and an Advisor II position.

### *Funding, Budget, Financials*

The athletic department operations budget during the 2017-18 academic year was \$210,400. This was a \$4,100 reduction from the previous year. For a full financial report, please see Section 10.

### *Community Connections*

- Our department is a member of the Northwest Athletic Conference (NWAC), made up of 37 community Colleges in Oregon, Washington, Idaho and British Columbia. Our department sponsors a Student-Athlete Leadership Council (SALC), made up of student-athlete leaders from each athletic program. Currently our department partners with the Eugene Timbers Futbol Club (ETFC), the Oregon Track Club (OTC) and the

University of Oregon on facility rentals that generate revenue for the department and College.

### *Professional Development*

- All of our coaches must stay current with their NWAC coach's certification and is renewed annually. Components of the NWAC coaching certification include, CPR certification, OSU and Lane motor pool van training, NWAC sport specific and general knowledge tests, and concussion management training. Our coaches participate in professional development opportunities by attending camps, clinics, and workshops related to their specific sport and/or general athletic knowledge. Our coaches and athletic department personnel also attend conferences provided by the NWAC on an annual basis, as well as Lane CC in-service and spring conference.

### *Student Support*

- Our department is very active in helping our student-athletes achieve high retention, progression and completion rates, high GPA rates, as well a high number of graduation and transfer rates. This is accomplished through department team efforts and strategies designed to assist the success rates of the student-athlete. Strategies currently implemented include:
  - o Grade checks three times a term (3<sup>rd</sup>, 6<sup>th</sup>, 9<sup>th</sup> weeks). Coaches work with our Advisor II to monitor and mentor each student-athlete upon receipt of the grade checks.
  - o Tutoring services are available to our student-athletes. This is a team effort between the coaches and the Advisor II.
  - o Eligibility - Student-athletes must meet NWAC standards to maintain sport eligibility. Each student-athlete must pass a minimum of 10 credit hours per term and have a cumulative GPA of 2.0 to remain eligible to compete. To participate in their second season of competition, each student-athlete must have completed 36 credit hours and have a cumulative GPA of 2.0.
  - o Recruitment - our coaches recruit numerous student-athletes to fill their rosters each year. Coaches and student-athletes start building a personal relationship throughout the recruitment process.
  - o Mentoring - our coaches mentor each and every student-athlete in their program. Through the mentoring and coaching process, trust is built between the student-athlete and the coaching staff.
- Our coaches also teach PEAT (Phoenix Exceptional Athlete Training program) skills and conditioning classes. Each class includes a syllabus that states the course objective, learning outcomes and assessment methods.





Figure 2: Women's Soccer Team

## Section 2: Environmental Scan and SOAR Analysis

Our analysis of our Strengths, Opportunities, Aspirations and Results (SOAR), along with a review of literature related to the external environment in athletics revealed several challenges that need to be addressed and opportunities for the future.

### *Mental Health in Athletics*

Mental health in athletics has become a topic of concern over the past few years, especially at the collegiate levels. In researching this issue, we have found that student-athletes have significantly higher levels of depression, anxiety and psychological stress than the regular College student. Student-athletes face unique stressors that can contribute to compromised well-being. Historically, student-athletes are under-represented in counseling centers. Barriers unique to the student-athlete population and the stigma attached are a few of the reasons attributed to the low number of student-athletes who seek counseling and help. One study stated that the second leading cause of death in 15-24 years is suicide. Student-athletes regularly train the physical health but not their psychological or emotional health. Clearly, there is a need to increase awareness related to mental health, which could lead to a decrease in barriers for the student-athlete to seek out help.

## *E-Sports*

A video game competition, also known as e-sports, has taken off on campuses across the country, including Harvard, Florida State and locally at Northwest Christian University and the University of Oregon. A possible sign of the future, the athletic department at Robert Morris University-Illinois, in Chicago, created an official video game team offering scholarships similar to student-athletes participating on their athletic teams. In 2016, the National Association of Collegiate E-sports or NACE, was formed to provide structure to College e-sports programs. The rapid growth has caught the eye of the NCAA, the traditional governing body of collegiate athletics. Its board of governors has signaled interest in adding e-sports to its purview. The NACE states they are open to working with the NCAA if and when it recognizes e-sports, but warn that the NCAA would need to approach competitive gaming differently from other sports, as issues like gender-parity rules in College sports and the requirement that athletes be amateurs could be sticking points. Currently, male participants dominate many of the NACE events and prize money is given to the winning teams and individuals.

## *Bowling*

There are a few Northwest Colleges that are exploring the viability of adding bowling as a competitive sport under the purview of the NWAC. The Washington Interscholastic Activities Association (WIAA) sponsors bowling while Oregon Schools Activities Association (OSAA) does not.

## *Title IX, College Athletics and Sexual Misconduct*

Addressing sexual assault and interpersonal violence on College campuses is a topic that the NCAA has been addressing in the recent years. Cases at major universities, such as Baylor and the University of Oregon, involving sexual assault and student athletes have led to coaches losing their jobs and student-athletes being dismissed from their universities. In 2014, the NCAA published a 51-page guide addressing sexual violence and athletics' role in support of a healthy and safe campus environment. The guide included such topics as: Compliance, Student-Athlete Perspective, Collaboration and Educational Programing in Athletics. This guide concluded by stating "Although sexual assault and interpersonal violence do not have their roots in College environments or College athletics, we in athletics have an opportunity to make a difference. We can educate our student-athletes and staffs on the nature of sexual assault and interpersonal violence and the cost it exacts on each of its victims. We can uphold the law and our institutional policies and work to prevent and respond appropriately to acts of sexual assault and interpersonal violence when they occur. We can insist on timely, competent and easily accessed support for survivors of violence. We can hold ourselves accountable for situations under our control in which sexual assaults and interpersonal violence might occur and make them as safe as possible. Athletics can be a powerful and effective partner in changing the culture of our College campuses."

### *Department Strengths and Opportunities*

- Our latest survey shows that 90% of our student-athletes attend Lane Community College because of the athletic programs offered. In other words, if their athletic programs were not offered, they would attend another college or university.
- Another survey of our student-athletes showed that for every student-athlete on campus, an additional .7 students attend. Athletic department surveys across the NWAC state that anywhere from .5 to 1.1 additional students attend the College with every student athlete. This results in a significant amount of additional revenue to the College.
- Our coaches actively recruit underrepresented and underserved communities throughout the West Coast, which directly assist the College's mission and core themes of *Accessible & Equitable Learning Opportunities and Access & Equity*. We also have provided opportunities for nontraditional students to participate in our athletic programs.
- The athletic department could be used as a gateway to the community, region and the world to recruit future students to our College. Recently, the Athletics Department has worked with the International Department to promote our athletic offerings. As a result we have had an increase in participation on our athletic teams with international students. As of July 1, 2019, the NWAC will allow all affiliated Colleges to recruit prospective student-athletes from anywhere in the world. This is a huge change in philosophy as the NWAC has maintained a community and regional recruiting philosophy.

These strengths and opportunities demonstrate the value added by maintaining a robust Athletics Department. The opportunities could be embraced, developed and leveraged to further enhance this value and benefit the College.

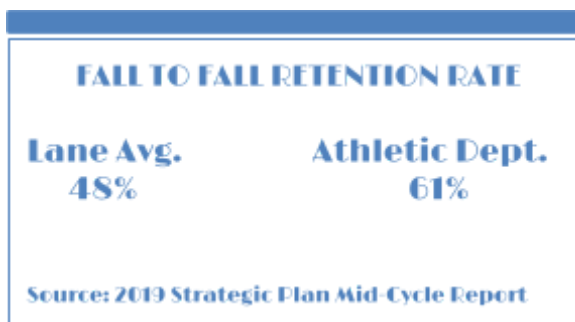


*Figure 3: [Baden NWAC Women's Soccer Player of the Year, YuuYu Suzuki]*

## Section 3: Key Performance Indicators

### *Student Achievement and Success*

- Lane Athletic teams consistently achieve academic success. In 2017-18 (does not include summer session) our student athletes completed 84.82 percent of their credits attempted with an average GPA of 2.78. (See appendix 2, athletics board report).
- Our student-athletes were awarded 67 degrees.
- According to our tracking report, we had a total of 94 first year participants, 58 of those returned to Lane in the 2018-19 academic year. That is a 61.7% retention rate.
- 74 of the 205 student-athletes listed on our tracking report listed an ethnicity of non-white (36%).
- We had 51 All-Conference selections and 41 All Americans. 7 of our 10 intercollegiate teams qualified for post-season competition with our Men's Cross Country and our Men's Track and Field teams winning NWAC championships. 28 student-athletes have signed athletic scholarships to 4-year institutions to continue their academic and athletic careers.



### *Community Service and Engagement*

Our student athletes engage in community service through their participation in local and campus activities. Our soccer programs host an annual “Pink Out” game in October to support breast cancer awareness month. Our Volleyball program has a similar idea with their “Dig Pink” game to also support breast cancer awareness month. Both events collect donations that are given to local charities to support cancer research. All of our programs are involved with the Whiteaker Community Dinner held annually in November. Some of the teams help with food preparation; others donate their time to assist in set up or day of functions. Other teams collect warm clothing, cash donations, toiletries and other items that the Whiteaker leadership has listed as items of need. In January and February, our basketball teams participate in “Coaches vs. Cancer” and “Play for Kay” cancer awareness-raising games. Donations are collected and given to local charities. Both basketball teams also sponsor their annual “Jam the Gym” game where non-perishable food items are collected at the door in lieu of admission. This past season over 400 pounds of food was collected and donated to the Lane Community College Student Food Pantry to assist students on our campus. Other community service involvement projects have been reading to young people at local schools and visiting local children suffering from cancer at local hospitals.



## Section 4: Program Reflection and Assessment

- As part of the board-approved strategic enrollment plan of 2015-16, the College approved the addition of Men's Soccer and Women's Volleyball to the athletic department. The addition of these two programs has helped increased full-time enrollment and transfer rates at the College.
- The department added an academic coach (Advisor II) in the fall of 2011 to assist the coaches and student-athletes with their academic success. This position led to the addition of department tutors to assist with the academic progress of our student-athletes.



Figure 4: Men's Soccer Team

### *Student Success Strategies*

A summary of the strategies that have supported our students to be successful in their academic careers and aid in their personal growth and development include:

- Intensive student support
- Frequent grade checks
- Mentoring and personal attention
- Athletic Department members building relationships with the students
- Tutoring services provided by coaches and Advisor II
- Rigorous eligibility requirements (GPA, minimum credit hours enrolled and completed)
- Personal recruitment

These winning strategies have led to higher than average retention and completion rates and student success. Through these efforts, we have seen direct benefits to students and,

with the addition of our Student Athlete Success Center and Advisor II, we have seen a direct correlation to the increased academic success of our student-athletes' achievements.



*Figure 5: Women's Volleyball Team*

## Section 5: Current State Analysis

For years, our department has been in a constant state of budget cuts. These cuts result in a battle to justify the value we add to the College's mission and core themes, student experience and overall economic impact. The data we have collected show that the economic and academic value we bring to the College is tremendous. The College's practice of cutting our budget is not sustainable and will result in reductions to roster sizes, academic success and our overall contributions to the College's mission and core values.

Transportation continues to be a major safety concern for our department. Currently, we have our coaches drive vehicles to transport our teams to away games, contests and meets. This becomes problematic due to the length of the workday for coaches. Sometimes, we are asking our coaches to work an eight-hour day, coach a game/contest/meet, and then drive the team home. The use of professional drivers or alternate transportation could alleviate some of the stress and fatigue related to the long hours associated with coaching and driving duties, therefore increasing safety for all participants. We may also be avoiding a possible tragic accident by looking into alternative transportation options.

Trying to provide our student-athletes proper nutrition while away from campus is a struggle. Currently, we allow up to \$15 a day per diem for meals. This amount has not changed since my arrival to campus in 1999. It is very difficult to feed our teams two or three meals a day on this per diem amount. This is an area of great concern and definitely a future discussion point.

All of our coaches are considered part-time faculty and, therefore paid a small stipend for their coaching duties (See appendix 2, coaching stipend chart). The expectations for these part-time

coaches are very high yet their pay is very low. This is not a sustainable recipe for success on the field of play and in the classroom. We expect our coaches to recruit a full roster, assist with progression, completion and retention, fund-raise for their programs and coach for pennies on the hour of work. We really need to look into a better system of compensation for our part-time coaches that would include a livable wage and some benefits. With an increased wage, we would be able to attract more diverse applicant pools for our head coaching positions, which would support the College's mission and strategic priority of *Access & Equity*.

### *Athletic Treatment Center*

Currently, 1000 hours is all we have budgeted for our Athletic Training position. Our trainer is expected to manage the safety and well being of 10 programs and over 200 student-athletes with these limited hours. To properly manage, monitor, help prevent injury, strengthen and care for our student-athletes, an increase in the number of hours that the athletic trainer is available for our student-athletes would be prudent. Currently, our trainer is only available, on average, 100 hours per program.

Overall, the athletic facilities are in good shape for the use of the sport teams with one exception. Our baseball field is below NWAC standards for a baseball field. This puts our team at a big disadvantage for practice, games and recruiting purposes. In the Northwest, we get a lot of precipitation. Our field has very poor drainage preventing our team from practicing and playing games on their field from November through March. A potential solution would be to put synthetic turf on the field. This would allow the program to use the field year round. It would also allow the College to generate revenue by renting the facility. ETFC is interested in using more space on our campus and would rent the space for their practices and games. Other potential solutions should be explored that meet Lane's sustainability, environmental and social needs. For example, the grounds staff could install enhanced drainage and other features that may provide an opportunity for the watershed, environmental science and construction students could assist in the design and installation.

### *Community Partnerships*

Currently, the athletic department has secured strategic partnerships with local and regional organizations to generate revenue for the College and department. Partnerships with the Eugene Timbers Futbol Club (ETFC), the Oregon Track Club (OTC) and the University of Oregon on facility rentals have helped generate revenue.

Figures from the 2017-18 academic year show that the athletic department and their student-athletes account for over \$500,000 in revenue that is generated back to the College (See appendix 4, College revenue chart).

## Section 6: Key findings and Recommendations

The program review process has led to key findings and recommendations as it relates to our department. These findings and recommendations include:

### *Coaching Stipend Review*

The time commitment, duties and responsibilities for our coaches needs to be reviewed. Our coaches directly impact the lives of our student athletes through their coaching and mentoring. Our coaches are the lowest paid employees of the College. We recommend that a living wage be assigned to all coaching duties or full-time positions are created within the physical education department. This recommendation would align with all the College's mission, core themes and strategic priorities. A stable athletic program would further increase student enrollment, retention, transfer rates, degree completion and expand access and opportunities. This is a golden opportunity that could be embraced to add value to the department and College.

### *Transportation*

The safety of our student-athletes and our coaches while traveling to and from athletic contests is another area of concern. The coaches are expected to prepare for the athletic contest, drive our student-athletes to the athletic contest, coach the contest and then drive our student-athletes back to College after the contest. Long days from coaching duties may lead to fatigue and unsafe travel. We recommend that the College look into providing professional drivers or alternative transportation when contest days exceed a safe range of travel. Prevention of harm is an investment that must not be delayed.

### *Academic Support/Success*

Currently, we have limited hours for our part-time Advisor II in the athletic department. The expectation that a part-time employee oversees and assists the academic success of over 200 student-athletes is too high to remain sustainable for the mid- or long-term. We recommend that the College increase this position to a full-time employee. The College could look to add duties to this position, such as, oversight of student-athlete eligibility process. This would be similar to what other community Colleges in the NWAC offer. This recommendation would support the College's mission, core themes and strategic priorities and increase our results in enrollment, retention, transfer rates, degrees and awards while expanding access and opportunity to our current and future student-athletes. The person in this position could also help develop a plan for and support the mental health of student-athletes, which is also a necessary element of student support.

## Section 7: Conclusion

The program review process has been a long and arduous process for our department. We hope that the time and energy spent throughout this review will lead to significant changes within our department. We feel that the successes of our department are among the leaders on campus and we have provided data to support this claim. The athletic department champions student success and generates revenue through full-time student enrollment. We are also innovative in our use of existing resources for special events held on campus. These special events generate revenue for the College and the athletic department. Because of our success with special event fundraising, the College has eliminated our post-season competition budget. The athletic department is now required to use those fundraised monies to support our athletic teams who qualify for NWAC championship competition. We find this practice to be quite alarming and unsustainable. It feels as though our department is being singled out. Are there any other departments, on campus, required to use fundraised monies to support the success of their students who represent Lane Community College in qualifying events?

The athletic department is very successful in recruiting, retaining, progressing and seeing their student-athletes through the completion and transfer process. However, we feel more resources need to be invested to enhance and maintain student success rates. Investments into higher coaching stipends will lead to more sustainable coaching retention rates and attract more diverse applicant pools for our coaching positions. An investment into the Advisor II position by increasing hours and availability of this position to support student success is also advised. The benefits from investing into student success through higher coaching stipends and increased hours for the Advisor II will support the College's mission, core themes and strategic priorities. We feel the direct effect will lead to increased enrollment, higher retention, higher transfer rates and increased access and opportunity for prospective student-athletes.

The athletic department actively supports the College's Mission, Core Themes, Strategic Priorities and Results through the hard work of their coaches and staff. We generate positive community support through our strong academic and athletic achievements.

## Section 8: Peer Review

During the next academic year, we will invite a peer reviewer from an Oregon Community College to review our department and processes to determine areas of strength and opportunities for improvement.



## Section 9: Action Plan

<b>Recommendations</b>	<b>Outcome</b>	<b>Measure of Success</b>	<b>Resources Required</b>	<b>Timeline</b>	<b>Person Responsible</b>
Support our student-athletes by investing in our coaches which will provide more sustainability and stability in our programs	Increase in Stipend	College supports increase in stipend, supports College mission, core themes and strategic priorities	General Fund	2019-20	Paul Jarrell Adrienne Mitchell Lida Herburger Greg Sheley
Support of student-athletes by providing sustainable budgets for athletic teams	Increase in athletic department budget	College supports increase, supports College mission, core themes and strategic priorities	General Fund or access to entire special events revenue	2019-20	Paul Jarrell Lida Herburger Greg Sheley
Provide professional drivers and/or transportation to ensure safety for our student-athletes and coaches	Safer driving conditions for coaches and student-athletes	College support, increased safety	General Fund or access to entire special events revenue	2019-20	Paul Jarrell Lida Herburger Greg Sheley
Provide increased hours for Advisor II position to ensure continued academic success	Increased hours to Advisor II position or hire full-time academic coach to assist student-athletes success	Increased progression, completion, retention, degrees awarded, transfer rates, expand access and opportunities	General Fund or access to entire special events revenue	2019-20	Paul Jarrell Lida Herburger Greg Sheley

## Section 10: Athletics Financial Report

<b>Athletics Financial Report</b>				
	FY17	FY18	FY19*	Notes
<b>REVENUE</b>				
Student Fees	234,090	215,732	188,881	
Rental & Other Revenue	72,801	74,716	77,351	
	<b>306,891</b>	<b>290,448</b>	<b>266,232</b>	
<b>EXPENDITURES</b>				
Personnel				
Administrative	300,388	316,507	324,176	
Coaching	202,017	237,364	222,100	
	<b>502,405</b>	<b>553,871</b>	<b>546,276</b>	
Materials & Services				
General	114,223	143,824	144,380	
Athlete Travel	119,044	123,378	158,921	Prior to FY19, travel was subsidized by ASA office budget
	<b>233,266</b>	<b>267,203</b>	<b>303,302</b>	
Capital Outlay	-	-	12,573	
	<b>(428,780)</b>	<b>(530,625)</b>	<b>(595,919)</b>	
<b>CONTRIBUTIONS</b>				
General Fund Contribution	32,928	21,788	24,446	From rental revenue split
Tuition	743,433	817,418	879,398	Tuition rate * credits attempted
Less tuition waivers	(355,880)	(370,519)	(368,166)	Actual waivers
State Funding from FTE	531,705	507,274	493,360	FTE * state funding/FTE
<b>Net Financial Impact</b>	<b>523,406</b>	<b>445,335</b>	<b>433,119</b>	

* Pending final year-end/audit adjustments				
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## Appendix 1

### Lane Athletics History

Lane Athletics was born in **1967** with just one sport, Men's Wrestling. Born from fund-raised dollars, wrestling became the advent of a great athletic tradition here at Lane Community College.

The next year, **1968**, six intercollegiate sports were added. Men's and Women's Basketball, Men's Cross-Country, Men's Track and Field, Men's Soccer, and Women's Field Hockey joined Men's Wrestling to comprise the seven team Athletics program. All programs were now supported through a combination of both General Fund and fund-raising.

In **1969** Men's Baseball was added to bring the intercollegiate total to eight sports.

**1970** saw three more sports added. Men's and Women's Tennis and Women's Track and Field, bringing the total number of sports offered to eleven.

In **1977**, Women's Cross Country and Women's Volleyball were added. However, the first Varsity sport was also eliminated. Women's Field Hockey was cut, giving Lane Athletics a total of twelve sports.

The early-mid '80's saw yearly cuts to the General Fund resulting in the gradual elimination of four sports. In **1982** Men's and Women's Tennis were eliminated. Men's Wrestling was dropped the next year, **1983**, and Men's Soccer met its demise in **1985**. This dropped the number of intercollegiate sports to eight.

**1991** proved to be a disastrous year for Lane and its athletics programs. Campus wide cuts and a further reduction in General Fund saw the end of four more sports. Men's Baseball, Women's Volleyball, and both Men's and Women's Cross Country were cut. This left Lane with only four sports remaining to attract future student/athletes: Men's and Women's Basketball and Men's and Women's Track and Field.

In **1994** four varsity sports were restored due to new funding source, a \$5 per term student fee was passed. This fee allowed the department to bring back Men's Baseball, Women's Volleyball, and Men's and Women's Cross-Country bringing the sports offerings back to eight.

**2003** was to see the elimination of both Men's Baseball and Women's Volleyball as the General Fund to Athletics was cut yet again. However, with the help of community fundraising Women's Soccer came on board replacing Women's Volleyball, thus increasing the number of Female Athletes, and maintaining the total number of sports offered at eight.

In **2005** Students vote to increase the Athletic/Recreation Fee an additional \$3 for a further enhanced recreational sports program and a student athletic training facility. This brought the total fee to \$8 a term.

In **2009** Students once again voted in favor of an Athletics/Recreation fee increase, this time an additional \$4, bringing the total to \$12 a term.

In **2016** with lowering enrollment at Lane Community College, the board approved the addition of Women's Volleyball and Men's Soccer as means of attracting more student/athletes. This brought the total number of sports offered to ten.

A newly formed Student Activity Fee Committee voted in **2018** to decrease funding by \$1, changing the Athletic/Recreation fee to \$11 a term.

As of May 1 2019, the Titans programs have combined for 30 NWAC Titles, 91 Regional Titles, and 3 NJCAA Titles.

## Appendix 2

<b><i>Athletic Coaching Salaries</i></b>	
<b><i>2018-19</i></b>	
Head Baseball Coach	21,296
Asst. Baseball Coaches	8,000
<b>Baseball Total Salaries</b>	<b>\$29,296</b>
Head Men's Soccer Coach	10,800
Asst. Men's Soccer Coach	3,000
<b>Men's Soccer Total Salaries</b>	<b>\$13,800</b>
Head Women's Soccer Coach	10,800
Asst. Women's Soccer Coaches	3,000
<b>Women's Soccer Total Salaries</b>	<b>\$13,800</b>
Head Volleyball Coach	10,800
Asst. Volleyball Coach	3,000
<b>Volleyball Total Salaries</b>	<b>\$13,800</b>
Head M/W Cross Country Coach	7,200
Asst. M/W Cross Country Coach	2,000
<b>Cross Country Total Salaries</b>	<b>\$9,200</b>
Head Men's Basketball Coach	13,854
Asst. Men's Basketball Coaches	5,000
<b>Men's Basketball Total Salaries</b>	<b>\$18,854</b>
Asst. Women's Basketball Coach	5,000
<b>Women's Basketball Total Salaries</b>	<b>\$5,000</b>
Head M/W Track & Field Coach	13,200
Asst. M/W Track & Field Coaches	12,000
<b>Track &amp; Field Total Salaries</b>	<b>\$25,200</b>
<b>Total Coaching Salaries</b>	<b>\$128,950</b>