

Chapter 5: Program Initiatives to Improve Performance

“How do you propose improving future performance?”

**When proposing an initiative(s), use the following structure for each initiative proposed:*

Initiative Title

Athletic Staff Workload/Release

Priority 4

Describe Initiative

Why do it?

The release time associated with these positions would give a realistic workload to staff that are already putting in hundreds of extra hours. Full time athletic staff are always granted some release time associated with their positions. We are currently conducting a survey of NWAACC colleges. This would benefit a number of students because these staff members could focus on an appropriate amount of classes as well as their programs. A full workload of classes as well as running a team are not realistic and cannot be sustained for a prolonged period of time. Not only would Health and Physical Education students benefit, but Coaches and student athletes as well. They would have access to programs that are being taught by instructors who are not spread too thin.

What will the product of this initiative be?

The product would be an improved quality of education for a large number of students as well as healthy employees with reasonable workloads.

What is the need or intended use?

To lessen the burden of faculty that are already working a full load plus coordinating their programs. It would provide these staff members with the opportunity to focus more energy into the quality of their programs.

Is it feasible?

Yes, with additional funds.

What would be the campus location of this request/project?

Health, Physical Education and Athletics

How many students (per year) will benefit?

Approximately 2,000+ students would benefit.

How will students benefit?

Students would benefit from this because they would have instructors who are able to focus on the quality of the program rather than being spread too thin.

Describe the resources needed

Salary and OPE

List the possible funding sources

General Fund. A very minimal amount could be fundraised. However this would take away from other duties that are associated with these programs and would defeat the purpose.

Can this project be partially funded?

A release of 20%-40% depending on the position is needed. However 10%-20% to start would be helpful.

If so, what minimum cost?

\$16,225

Provide ORG & PROG codes

671201-111000

How does this project articulate with the college's vision, mission & goals and contribute toward meeting the President's/Board's approved goals?

Create a learning centered environment.

Cultivate a respectful, inclusive and accessible working and learning environment.

Support creativity, experimentation and institutional transformation.

Respond to internal challenges in a timely manner.