



INSTITUTIONAL ASSESSMENT REPORT

ATHLETICS / 2023

Department's Relationship to the College Mission and Strategic Plan (completed Spring semester or on accreditation cycle)

In a paragraph or two, discuss how the department's work carries out the Mission and Strategic Plan.

Purpose

Participation in intercollegiate athletics serves as an integral part of the student-athletes' overall educational experience. It is expected that through their participation in intercollegiate athletics, the student-athlete will develop a sense of fair play, cooperation, responsibility, self-discipline, and leadership.

In support of Jefferson College's mission to empower individuals to achieve their goals, the Athletics Department strives to make a positive impact on the lives of our student-athletes through commitment to educational achievement, community engagement, and individual and team competitive success.

Mission

The Jefferson College Athletics Department staff, coaches, and student-athletes will aspire to build a culture of excellence, whose collective mission will be to achieve academic, social, and competitive excellence while maintaining the highest standards of compliance and ethics.

Guidelines

All departmental staff, coaches, and student-athletes are expected to fully comply with the letter and spirit of all Missouri Community College Athletic Conference (MCCAC)/National Junior College Athletic Association (NJCAA) sport rules and institutional policies and procedures.

Those in leadership positions will take appropriate action when a student-athlete's full commitment to academic success is not being applied.

Full participation in community outreach events is required. As a result, it is hopeful that an appreciation for the opportunity to serve their community will grow within each student-athlete.

All sport programs will install robust training programs and team practices that focus on collective team achievement and the educational and skill development of each player.

The senior leadership team within the Athletics Department, which includes the athletic director and the head coaches of each sport offering, will hold themselves, their support staff, and our student-athletes to the highest standard of effort to achieve their mission.

Summary of Departmental Activities, Assessment and Use of Results

(completed Spring semester or on accreditation cycle)

(may include process flowchart)

Provide a brief overview of major accomplishments since the last review and how assessment results have been used to improve services/learning outcomes.

Administrative Staff

	2018-19	2019-20	2020-21	2021-22	2022-23
Athletic Director	Gregg Crain/ Anthony Cook	Bob Deutschman	Bob Deutschman	Bob Deutschman	Bob Deutschman
Fieldhouse Coordinator	Marie Self	Marie Self	Marie Self	Marie Self	Marie Self
Student Athlete Success & Communications Coordinator	Ashley McGee	Ashley McGee	Ashley McGee	Meredith Buschmann	Meredith Buschmann
Athletic Trainer	Gregg Crain	Gregg Crain	Gregg Crain	Gregg Crain	Gregg Crain
Administrative Specialist	Deb Maples	Deb Maples	Deb Maples	Angi Bassin	Angi Bassin

National, Regional, and Conference Affiliations

Jefferson College has been a member of the NJCAA since it began intercollegiate athletic participation in the early 1960's. The NJCAA was formed in 1938 and serves as the largest governing body for two-year intercollegiate athletics. Currently, there are 525 member institutions that compete in sports of their choosing at various levels within the association. Each institution is assigned to a region based on geographic location. Jefferson College has been assigned to Region 16 since it began play. Region 16 is comprised of 12 member institutions, all of which are from the state of Missouri. Member institutions include the following:

Crowder College	Mineral Area College	St. Charles CC
East Central College	Missouri St. University – West Plains	St. Louis CC
Jefferson College	Moberly Area College	St. Fair CC
Metropolitan CC	North Central Missouri College	Three Rivers College

Jefferson College is also a member of the MCCAC. The conference is comprised of eight institutions within Region 16 which are identified in bold on the list above.

Divisional Commitments

NJCAA bylaws require each institution to declare what sports they will sponsor and what division they intend to participate in every four years. Divisions are determined by the maximum scholarship levels a student-athlete is permitted to receive as detailed below.

Division I	Colleges may grant full athletic scholarships (tuition, books, fees, room & board), up to \$250 in course required supplies, and transportation costs one time per academic year to and from the college by direct route. Each sport has limits on the number of scholarships that can be granted.
Division II	Colleges may grant athletic scholarships, but scholarships are limited to tuition, books, fees, and up to \$250 in course required supplies. Each sport has limits on the number of scholarships that can be granted.
Division III	Colleges are not permitted to offer any athletic scholarships.

NJCAA Sport Offerings (2018-2022)

Men's Baseball (Division I)	Women's Softball (Division I)
Men's Soccer (Division I)	Women's Basketball (Division I)
	Women's Volleyball (Division I)
	Women's Soccer (Division III)

A New Era Begins

The NJCAA required all member institutions to submit their divisional commitment on October 22, 2021, for the 2023-2027 cycle. During the September 23, 2021, Jefferson College Board of Trustees Work Session, Vice President of Student Services, Dr. Kim Harvey-Manus, and Bob Deutschman, Director of Athletics, presented a strategic plan that recommended a substantial expansion to the sport offerings, along with numerous divisional adjustments to the current sport offerings that included the following:

- Elevate Women's Soccer to Division II level
- Move Women's Basketball to Division II level
- Add Men's Basketball at the Division II level
- Add Men's and Women's Cross Country at the Division III level
- Relaunch a robust Cheerleading Program

The Jefferson College Board of Trustees unanimously approved the recommendation at the October 14, 2021, Board meeting, resulting in the following:

Current NJCAA Sport Offerings (2023-2027)

Men's Baseball (Division I)	Women's Softball (Division I)
Men's Soccer (Division I)	Women's Volleyball (Division I)
Men's Basketball (Division II)	Women's Basketball (Division II)
Men's Cross Country (Division III)	Women's Soccer (Division II)
	Women's Cross Country (Division III)

Future Considerations

- Cheerleading launched as a non-competitive support program for the Men's and Women's Basketball program for the 2023-2024 academic year. Transitioning to the competitive level within the NJCAA will be strongly considered in future years.
- Esports (Electronic Sports) is expected to be added to our sport offerings in the spring of 2024. Construction of a facility on the upper level of the Field House and selection of a head coach are expected to be completed by December 2023. The program will initially compete independently against other college and university programs and then transition to the competitive level within the NJCAA in future years.

Facilities Update

Field House

The Field House is a multipurpose facility consisting of a main floor with an upper and lower level. A multi-level aquatic facility was added after the Field House original construction. The aquatics facility has not been in operation since 2018 due to structural issues. The facility has remained closed to the staff/public since that time and serves as an alternative storage area for the Building and Grounds Department.

- The main floor of the facility consists of an atrium at the main entry of the building that houses a concession area. The court on which the basketball and volleyball program play is located behind the main entrance. Since the last assessment, a large video board has been added. A new court was installed which replaced the original court laid during the facility's original construction. Both additions have substantially improved the quality and function of the facility. The administrative staff and head coaches of the 2018-2022 sports offices are located in the rear of the building. The head coaches of the recently added sports are located in other areas of the building due to lack of space in the main floor office area.
- The upper level contains numerous classrooms, storage rooms, and alternative training areas along with a running track and fitness center accessible to college staff, students, and athletes. The fitness center was recently renovated and features a variety of new equipment. It is equipped with Matrix machines, treadmills, rowing machines, and elliptical and stationary bikes. The center is also equipped with televisions for viewing. Once construction is completed, this level will also house the Esports facility.
- The lower level houses our indoor baseball and softball hitting and training facility. The area is well-equipped serving as a great asset to the performance of both programs. Other functional spaces include a laundry room, an office area for the assistant coaches, athletic training room, and large locker rooms for both genders.
- Future Considerations - Reconstruction/refurbishment of the laundry room, office areas, athletic training room, and locker rooms for both genders represents our most critical facility need and facility project for consideration. The recent sport additions have dramatically increased the student-athlete population and the current size of our laundry, office, and training rooms are too small to accommodate a population of our size. The locker rooms do provide enough space; however, they are in poor condition, outdated, functionally inadequate, and unsecured.

Baseball Field

The baseball field has had numerous renovations and additions that have improved both the function and aesthetics of the facility since the last assessment. Chair back seating was installed behind the bleacher area directly behind home plate that allows for comfortable seating for spectators. Metal inserts were

installed in the outfield fence replacing synthetic windscreen typically used that provide improved safety for the players, offer long-term savings for the College, and provide a more professional look to the facility. A larger and functionally enhanced scoreboard was installed replacing the existing board that became outdated and was in poor working condition.

- Future Considerations – The baseball facility has no restroom facilities for either the public or players. Rented portable toilets are being utilized as a temporary fix. Officials have no private area to dress and typically change in their cars. Additionally, there is a building for concessions; however, it is extremely small and in poor condition. It is recommended for consideration that the construction of a building that includes public and player restrooms, officials' dressing room, and a concession area. This proposed building would also serve the needs of both men's and women's soccer programs.

Soccer Field

The soccer field for the men's and women's soccer programs has not had a major facility renovation or addition during this assessment period.

- Future Consideration – Along with the aforementioned public restroom, dressing, and concessions facility, potential projects for consideration would include installation of a covered press box, sound system, and new scoreboard.

Softball Field

The women's softball clubhouse was completed in 2021. The building includes the home dugout, players' locker and restroom, laundry room, common area, and a public restroom. The addition substantially improved both the aesthetics and functionality of the facility.

- Future Considerations – The current scoreboard is outdated and in poor condition. Additionally, the new clubhouse obstructs the view of the board from the spectator seating by the home dugout. Installation of a new board located centrally for optimum viewing is recommended.

Compliance

The Athletics Department's commitment to compliance and high standard of ethics have been maintained during this reporting period. All conference, regional, national, and federal required submissions have been completed in an accurate and timely manner. The College has not been found in violation of any NJCAA rules or procedures. Additionally, coach and player ejections have been minimal. The women's softball (2022) and men's cross country (2023) teams were selected for audit by the NJCAA's random selection process, and both cleared with no findings of any compliance issues on both occasions.

COVID-19

During a normal season, the most impactful achievements typically take place in the classroom, on the court or field, or with the construction of a new facility. That being said, the 2019-2020 and 2020-2021 seasons were anything but typical and the toughest opponent was a deadly virus.

The COVID-19 pandemic forced the closure of the College in March 2020. The NJCAA ultimately canceled the remainder of the spring season which resulted in the cancellation of both the baseball and softball seasons. All classes transitioned to a virtual format, and all in-person athletic operations were suspended indefinitely. Just prior to the start of the fall 2020 term, the NJCAA postponed both the fall and winter seasons, moving all official play to the spring term. However, unofficial scrimmages were

permitted. Unlike the vast majority of our regional institutional partners, we made the difficult decision to set aside our competitive goals by limiting our training and canceling all fall games versus outside competition. This appropriately prioritized the health and safety of our players, staff, college, and local community. Numerous safety protocols were implemented, which included COVID-19 testing for the entire student-athlete population prior to the season. Wellness checks were also conducted for each athlete prior to each practice. Although we were proud of the competitive effort of all of the programs, our biggest achievement of the spring 2021 season was the uninterrupted participation of the six programs having no student-athlete or staff member test positive during the term. This could not have been achieved without the hard work and commitment of our entire staff and players to comply with the many protocols. Head Athletic Trainer Gregg Crain and Facilities Coordinator Marie Self were instrumental to these efforts and are commended for their hard work and dedication.

Athletic Training

The Athletic Training department serves to provide optimal medical care to student-athletes through preventative measures, acute emergency, acute non-emergency attention, rehabilitative measures, injury/illness management, and injury education. The training room is open from 11 a.m. until the end of athletic events during the school year.

Gregg Crain has been the full-time certified athletic trainer for the last 16 years at Jefferson College. Gregg received his B.S. in Biology from Tennessee Wesleyan College. He holds a Master's Degree in Sports Medicine from the United States Sports Academy and a Master's Graduate Certificate in Sports Management from Missouri Baptist University. He is certified by the National Athletic Trainer's Association and is licensed with the Missouri State Board of Healing Arts. Gregg is also an American Red Cross instructor for Adult/Child and Infant CPR, AED, and First Aid. He is an adjunct instructor for the Health/PE department as well. Before coming to Jefferson College, Gregg worked for a St. Louis based healthcare facility as a Certified Athletic Trainer covering local high school sports. Gregg has experience working in the professional, collegiate, industrial, and secondary school setting.

Student-Athlete Drug Policy and Testing Program

Jefferson College recognizes that in the highly competitive world of college athletics, the pressure to succeed is tremendous. Jefferson College believes that a comprehensive drug education and testing program is an essential step in protecting the student-athlete from the harmful effects of drug use and from potential exploitation by others. All student-athletes must abide by the rules and regulations of the drug policy and testing program. Consent and notification forms signed by the student-athlete will be considered affirmation of the student-athlete's agreement to the terms and conditions contained in the policy and procedures and will be legal contractual obligations of the student-athlete. The Jefferson College Department of Athletics Drug Policy and Testing Program is the sole property of Jefferson College and is separate and distinct from NJCAA policies, rules, and sanctions.

The primary intent of the Jefferson College Department of Athletics Drug Policy and Testing Program is the well-being of the student-athlete. The goal of this program is to promote a drug-free environment for the intercollegiate athletic program. Its purposes are to prevent an unfair competitive edge by those who abuse certain chemical substances, to protect the health and safety of all competitors, to contribute to the education of student-athletes and the public, and to maintain appropriate standards of behavior and integrity within intercollegiate sports.

The Jefferson College athletic trainer is the chief administrator of the drug testing program. Specimen collection will be performed by trained or certified collectors. In order to safeguard reliability and accuracy of results, the drug testing analysis will be conducted by a Substance Abuse and Mental Health Services Administration (SAMHSA) certified or World Anti-Doping Agency (WADA) accredited

laboratory that is experienced in the drug testing of student-athletes. Each student-athlete will complete a mandatory drug test in the fall of each academic year. A total of 5% of each team will be tested randomly each month.

Pre-season Concussion Assessment

A concussion history is included as part of every student-athlete's pre-participation physical health examinations with their health care professional. Student-athletes complete a baseline assessment prior to the beginning of the school year or their individual sports seasons as appropriate.

Pre-season neurocognitive testing of all athletes is necessary and is administered by the licensed athletic trainer. Jefferson College has chosen the Impact Test for this purpose. The Impact Test is designed to measure specific brain functions that may be altered following a concussion. The test is designed in such a way as to allow athletes to be tested pre-season so that post-injury performance may be compared to the athlete's own baseline.

Mental Health & Bystander Training

At the start of each academic year, student-athletes are introduced to mental health resources and participate in bystander training with our student advocate. This training helps the student-athlete recognize mental health issues, how to handle talking to a teammate, and when/who to refer someone to for further resources.

CPR/First-Aid Training

All head coaches are required to complete CPR training. CPR training is held every two years by the Athletics Department in compliance with American Red Cross standards. The last training was held on September 11, 2023. Record of completions are kept by the certified athletic trainer.

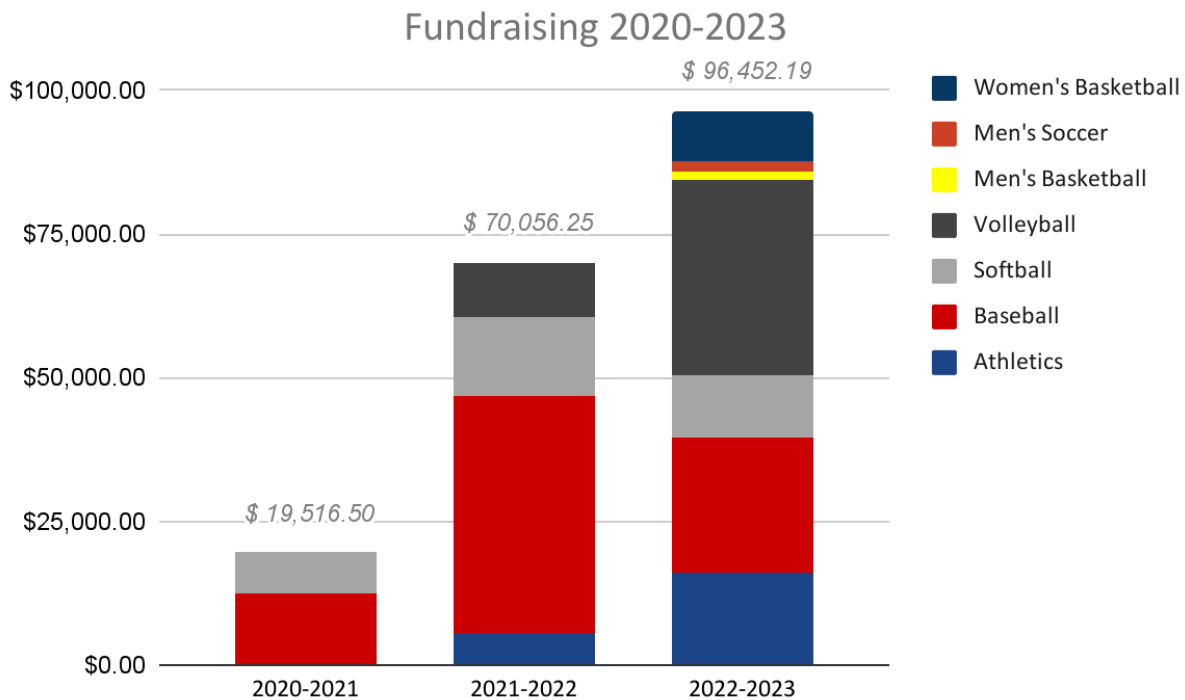
Service Contracts

We have several service contracts that promote efficiency within the athletic programs and allow for our resources to best be utilized. The following companies are a part of this:

Equipment and Apparel	BSN
Transportation	Huskey Trailways Enterprise <i>(Although we do not have a contract with Avis/Budget, we frequently utilize their services for passenger van rentals when Enterprise isn't able to accommodate.)</i>
Insurance	HUB International
Drug Testing	Risse Counseling
Field Maintenance	Transition Turf

Fundraising

Raising funds to supplement the operational and scholarship budgets is integral to the current and future success of the sports programs. Successful fundraising events and campaigns not only provide this much needed financial support but also serve to create a strong sense of community and bring people together to support a common cause. The Jefferson College Foundation and our department have formed an impactful partnership that has yielded a substantial increase in raised funds than those of past years. Along with the annual Foundation Golf Tournament, the Foundation now facilitates an electronic giving campaign for many of our programs that solicits donations from a list of friends and family provided by each team member. Additionally, the corporate sponsorships have substantially increased, and numerous campaigns and initiatives are being discussed for the upcoming year to ensure future growth. Along with these efforts, our sports programs continue to conduct youth sports camps as well as hosting tournaments and events that not only raise funds but also bring students from our serving district and local community to our campus.



Overall Total Fundraising Number is Noted for Each Year

Staff Professional Associations/Institutional Committees

Athletics Director: Bob Deutschman	NJCAA Region 16 Assistant Women's Commissioner, NJCAA Region 16 AD Liaison Volleyball, Hillsboro Rotary Club President, Strategic Enrollment Management and Retention (SEM/R) Committee, Community Engagement and Outreach Committee, Vikings Care Subcommittee
Fieldhouse Coordinator: Marie Self	Day of Service Subcommittee, Environment and Safety Committee, Employee Support Committee, Vikings Care Subcommittee, Facility Planning Subcommittee, Trail Task Force, Community Garden Subcommittee, Commencement Committee, Wildlife Task Force
Athletics Trainer: Gregg Crain	Care Team, NJCAA Health and Wellness Committee, NATA (National Athletic Trainer Association)
Student Athlete Success & Communications Coordinator: Meredith Buschmann	N4A (The National Association of Academic and Student-Athlete Development Professionals), Strategic Enrollment Management and Retention (SEM/R) Committee: Recruitment, Enrollment, Persistence/Retention, and Completion Subcommittees, First Year Experience Subcommittee, Onboarding Task Force
Head Softball Coach: Chris Starkey	National Fastpitch Coaches Association (NFCA)
Head Baseball Coach: Zac Bone	American Baseball Coaches Association, National Education Association (NEA)
Head Basketball Coach: CB Walker	Black Student Union Club Advisor, Diversity Committee

Internal and External Data Collection and Analysis
(Completed by Fall semester or on accreditation cycle)

Gather and analyze relevant internal and external data (link to data).

Student-Athlete Academic Performance Data

The Athletics Department has seen exceptional success in the classroom from our student-athletes. Over the last five years, the department's cumulative grade point average (GPA) is 3.12. Through staffing changes and going through a global pandemic in 2020, our student-athletes persevered in the classroom. Their hard work has not gone unnoticed. Since 2009-2010, the College has never had a department GPA above a 3.0 until the 2019-2020 academic year. In a five-year stretch, our student-athletes increased their GPA by an impressive 0.21%.

Cumulative GPA's						
Sport	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Accumulated Total (Over 5 Years)
Women's Volleyball	2.91	3.45	3.25	3.23	3.37	3.25
Women's Soccer	2.54	2.92	2.84	3.10	N/A	2.88
Men's Soccer	3.27	3.22	2.97	3.10	3.24	3.16
Women's Basketball	2.94	3.16	2.95	3.37	3.06	3.08
Women's Softball	2.92	3.09	3.06	3.41	3.37	3.20
Men's Baseball	2.94	2.94	3.06	3.10	3.22	3.08
All Teams Combined	2.91	3.10	3.02	3.18	3.25	3.12

Furthermore, in the last five years, the Athletics Department has had 140 total student-athletes who have earned NJCAA All-Academic Team honors. Student-athletes are eligible to earn academic honors by achieving an overall GPA of 3.60 or higher at the end of each academic year. The criteria for the three All-Academic teams are listed below:

- NJCAA All-Academic First Team: 4.00 GPA
- NJCAA All-Academic Second Team: 3.80-3.99 GPA
- NJCAA All-Academic Third Team: 3.60-3.79

NJCAA All-Academic Team (Individual Awards)																
Sport	2018-2019			2019-2020			2020-2021			2021-2022			2022-2023			Accumulated Total (Over 5 Years)
	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	1st	2nd	3rd	
Women's Volleyball	1	1	2	1	3	1	2		3			6	1	3	1	25
Women's Soccer					1	2	1		2	1		2	N/A	N/A	N/A	9
Men's Soccer	1	3			2	4		2	2	3				4	2	23
Women's Basketball		1				2	3		2	2	1	1	2		2	16

Women's Softball	3	2		3		3	1	2	2	1	4	1	1	3	3	29
Men's Baseball	1	1	4		3	5	2		3	3	1	4	3	3	5	38
All Teams Combined	6	8	6	4	9	17	9	4	14	10	6	14	7	13	13	140
Total Per Year	20			30			27			30			33			

Collectively, we have also seen 19 total NJCAA academic teams over the last five years within the department. In particular, during the last two years, each of the teams earned this distinguished honor. NJCAA Academic Team is awarded to teams for achieving a 3.0 or higher in their respective sport throughout the academic year.

NJCAA Academic Team (Team Awards)						
Sport	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Accumulated Total (Over 5 Years)
Women's Volleyball		✓	✓	✓	✓	4
Women's Soccer				✓	N/A	1
Men's Soccer	✓	✓		✓	✓	4
Women's Basketball		✓		✓	✓	3
Women's Softball		✓	✓	✓	✓	4
Men's Baseball			✓	✓	✓	3
All Teams Combined	1	4	3	6	5	19

Individual Sport Reports

Below are the individual sport reports for the six athletic teams throughout the past five years. The reports detail staffing, competitive records, postseason accomplishments, and demographics.

Baseball

Staffing:

Year	Head Coach	First Assistant Coach
2018-19	Kevin Moulder	William Bunselmeyer
2019-20	Kevin Moulder	William Bunselmeyer
2020-21	Zac Bone	Harry Markotay
2021-22	Zac Bone	Harry Markotay
2022-23	Zac Bone	Matthew Eisenbeis

Competitive:

Regular Season Record	2018-19	2019-20	2020-21	2021-22	2022-23	Totals
Baseball	47-10	16-9	21-24	33-24	32-22	149-89
Winning Percentage: 62.6%						

Demographics:

Baseball			
Year	In-District	Out-of-District	Out-of-State
2018-19	3	23	10
2019-20	2	22	12
2020-21	4	11	11
2021-22	6	24	8
2022-23	5	25	6

Men's Soccer

Staffing:

Year	Head Coach	First Assistant Coach
2018-19	Brocklon Chatman	Mark Hammond
2019-20	Brocklon Chatman	Alen Bradaric
2020-21	Brocklon Chatman	Jesus Espinosa Martinez
2021-22	Brocklon Chatman	Mark Hammond
2022-23	Leo Driscoll	Lawrence Olum

Competitive:

Regular Season Record	2018-19	2019-20	2020-21	2021-22	2022-23	Totals
Men's Soccer	11-5	13-3-1	7-3-1	10-4-2	13-3-2	54-18-6
Winning Percentage: 73.08%						

Post Season Highlights	
2020-21	NJCAA Region XVI Championship
2021-22	NJCAA Region XVI Championship
2022-23	NJCAA Region XVI Championship, NJCAA National Tournament Appearance

Demographics:

Men's Soccer			
Year	In-District	Out-of-District	Out-of-State
2018-19	1	6	20
2019-20	1	8	19
2020-21	4	6	13
2021-22	3	2	22
2022-23	1	1	24

Women's Basketball

Staffing:

Year	Head Coach	First Assistant Coach
2018-19	Ashley McGee	Mariah West
2019-20	Ashley McGee	Mariah West
2020-21	Ashley McGee	Mariah West
2021-22	Mariah West	Marcia Westfall
2022-23	CB Walker	Markeia Porter

Competitive:

Regular Season Record	2018-19	2019-20	2020-21	2021-22	2022-23	Totals
Women's Basketball	6-21	14-16	7-17	9-21	9-23	45-98
Winning Percentage: 31.47%						

Demographics:

Women's Basketball			
Year	In-District	Out-of-District	Out-of-State
2018-19	0	6	6
2019-20	2	5	8
2020-21	0	4	10
2021-22	0	5	4
2022-23	2	7	8

Women's Volleyball

Staffing:

Year	Head Coach	First Assistant Coach
2018-19	Aida Steiger	Alexander Soloid
2019-20	Aida Steiger	Taylor Fortner
2020-21	Aida Steiger	Carli Beckett
2021-22	Aida Steiger	Marina Trabulsi Sanches
2022-23	Aida Steiger	Nicholas Washington

Competitive:

Regular Season Record	2018-19	2019-20	2020-21	2021-22	2022-23	Totals
Women's Volleyball	5-21	15-15	8-11	19-18	18-15	65-80
Winning Percentage: 44.83%						

Post Season Highlights	
2021-22	NJCAA National Tournament Appearance
2022-23	Advanced to the NJCAA District Tournament

Demographics:

Volleyball			
Year	In-District	Out-of-District	Out-of-State
2018-19	2	5	6
2019-20	0	4	8
2020-21	1	3	8
2021-22	2	7	5
2022-23	1	6	5

Softball

Staffing:

Year	Head Coach	First Assistant Coach
2018-19	Anthony Cook	Keri Schmidt
2019-20	Anthony Cook	Keri Schmidt
2020-21	Anthony Cook	Keri Schmidt
2021-22	Chris Starkey	Keri Schmidt
2022-23	Chris Starkey	Keri Schmidt

Competitive:

Regular Season Record	2018-19	2019-20	2020-21	2021-22	2022-23	Totals
Softball	43-13	41-14	13-3	27-19	37-13	161-62
Winning Percentage: 72.2%						

Demographics:

Softball			
Year	In-District	Out-of-District	Out-of-State
2018-19	2	13	3
2019-20	5	10	3
2020-21	5	15	3
2021-22	3	14	2
2022-23	4	14	2

Women's Soccer

Staffing:

Year	Head Coach	First Assistant Coach
2018-19	Brocklon Chatman	Mark Hammond
2019-20	Brocklon Chatman	Jason Norsic
2020-21	Brocklon Chatman	Mark Hammond
2021-22	Brocklon Chatman	Mark Hammond
2022-23	Leo Driscoll	N/A

Competitive:

Regular Season Record	2018-19	2019-20	2020-21	2021-22	2022-23*	Totals
Women's Soccer	1-9	3-7	3-4	6-5-1	N/A	13-25-1
Winning Percentage: 34.62%						

Demographics:

Women's Soccer			
	In-District	Out-of-District	Out-of-State
2018-19	4	8	3
2019-20	3	17	1
2020-21	4	11	0
2021-22	8	10	3
2022-23*	1	3	0

**Please note that the women's soccer season was suspended due to low participation.*

Student-Athlete Experience Survey

In the 2022-2023 academic year, the department administered a Student-Athlete Experience Survey to each of the five sport teams offered by the College. This included Volleyball, Men's Soccer, Women's Basketball, Softball, and Baseball. The survey was given in April 2022. The purpose of the survey was to solicit feedback from current student-athletes in order to identify the key factors that shape their experiences. The survey was divided into eight sections including: Academic Support, Facilities, Athletic Experience, Coaching Staff (Head Coach & Assistant/Other Coaches), Strength and Conditioning, Sports Medicine/Athletic Training, Athletics Administration, and Housing. Participants were instructed to answer 41 questions using a Likert scale of: Outstanding—5, Exceeds Expectations—4, Meets Expectations—3, Below Expectations—2, Unsatisfactory—1, or Not Applicable. At the end of each section, participants were given the opportunity to provide optional comments. Following the eight sections, participants were given four optional short answer questions. Below is a summary of the results.

Participant Breakdown: Out of the 104 total student-athletes from 2022-2023, 79 individuals completed the survey: (19) Baseball, (20) Men's Soccer, (11) Women's Basketball, (19) Softball, and (10) Volleyball.

Section	Average	Likert Meaning
Academic Support	4.02	Exceeds Expectations
Facilities	2.65	Below Expectations
Athletic Experience	3.37	Meets Expectations
Coaching Staff (Head Coach & Assistant/Other Coaches)	3.97	Meets Expectations
Strength and Conditioning	3.41	Meets Expectations
Sports Medicine/Athletic Training	3.38	Meets Expectations
Athletics Administration	3.42	Meets Expectations
Housing	3.36	Meets Expectations

Highest Scoring Questions (Top Five)

Ranking	Section	Question	Average	Likert Meaning
1	Academic Support	Academic advising was available and helpful in choosing my classes.	4.35	Exceeds Expectations
2	Coaching Staff (Head Coach & Assistant/Other Coaches)	HEAD COACH—Communicates awareness and compliance with NJCAA and college rules and policies.	4.32	Exceeds Expectations
3	Academic Support	Student-Athlete Success Coordinator is available if I have a concern or question.	4.28	Exceeds Expectations
4	Coaching Staff (Head Coach & Assistant/Other Coaches)	HEAD COACH—Displays knowledge of the sport and communicates technical expertise.	4.18	Exceeds Expectations
5	Coaching Staff (Head Coach & Assistant/Other Coaches)	HEAD COACH—Committed to student-athlete academic success.	4.10	Exceeds Expectations

Lowest Scoring Questions (Bottom Five)

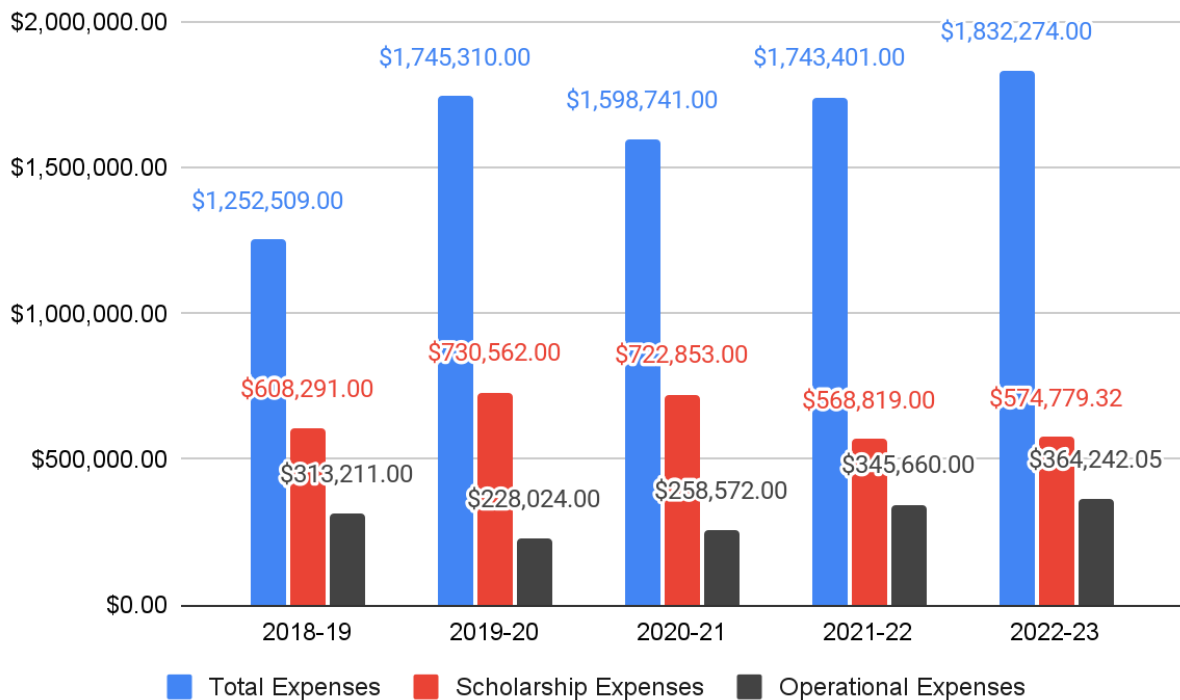
Ranking	Section	Question	Average	Likert Meaning
1	Facilities	Locker room space is functional and accessible to your team.	2.35	Below Expectations
2	Facilities	Availability of the weight room for team strength training.	2.71	Below Expectations
3	Facilities	Quality of playing facilities as compared to your competitors.	2.74	Below Expectations
4	Facilities	Maintenance of facilities.	2.79	Below Expectations
5	Athletics Administration	Quality of general marketing promotions.	2.92	Below Expectations

Annual Cost per FTE and Trend Analyses (completed by Fall semester)

Provide cost per FTE and analyze for the period being evaluated.

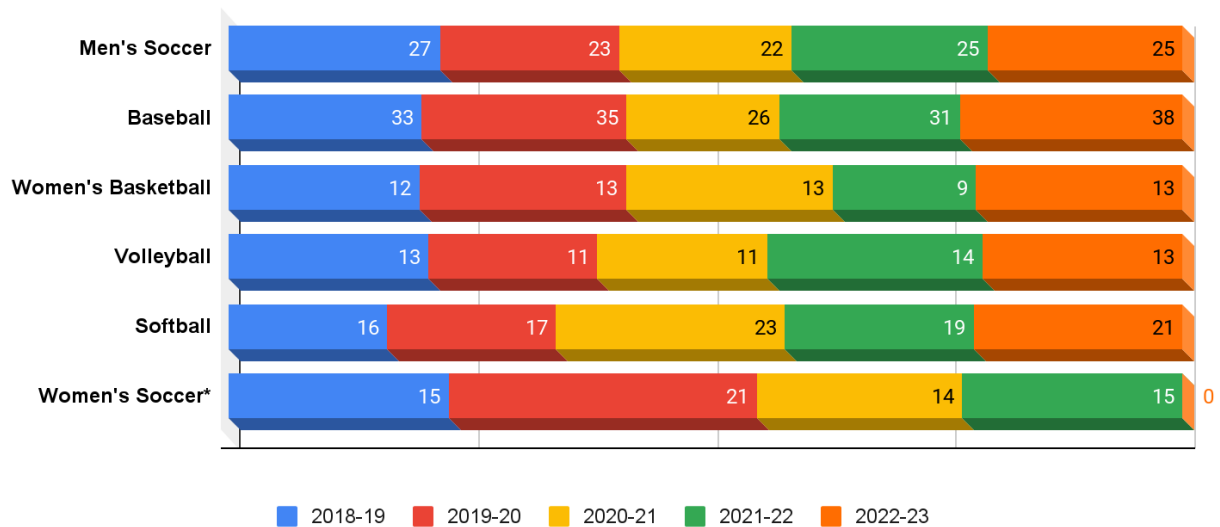
The following data is the total expenditures of the Athletics Department broken down by totality, cost per athlete, and number of athletes per sport since the 2018-2019 academic year. This information was collected from the Equity in Athletics Data Analysis survey that the Federal Government requires every institution to report on a yearly basis. These numbers reflect the total spending of the department, including the expenditure of funds that were generated through individual and departmental fundraising efforts. Please note that these are *not* budgeted numbers.

Departmental Expenditures



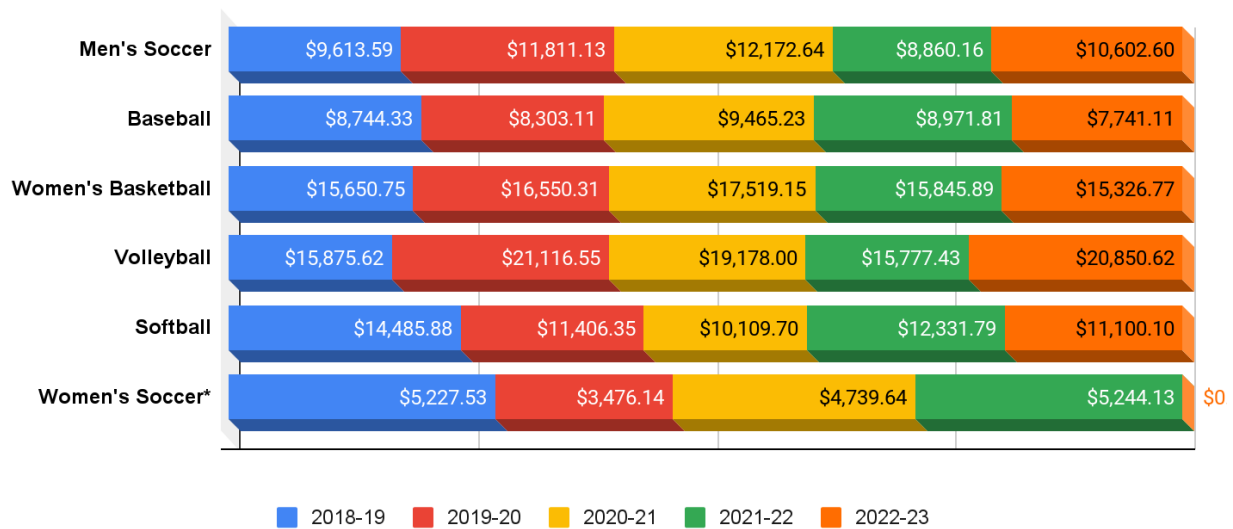
Cost per Player (FTE)

Number of Athletes Per Sport



**Please note that Women's Soccer suspended the 2022-2023 season due to low participation.*

Cost Per Athlete by Sport



**Please note that Women's Soccer suspended the 2022-2023 season due to low participation.*

SWOT Analysis
(completed by Fall semester)

Using the data collected and analyzed, complete a SWOT analysis. Reference and link data for each.

<p style="text-align: center;">Internal Strengths</p> <ul style="list-style-type: none"> • Well qualified administrative staff and coaches • Successful athletic tradition of regional and nationally competitive sport programs • Successful fundraising partnership with the Jefferson College Foundation • Academic support provided by full-time Student-Athlete Success Coordinator • Student-athlete academic success (GPA, Graduation and Transfer Rates) • Diverse student-athlete population • Recently added dining service better serves our student-athletes who reside on campus • Positive interdepartmental relationships within the College • Recently added sport additions positively contribute to the College's enrollment efforts 	<p style="text-align: center;">Internal Weaknesses</p> <ul style="list-style-type: none"> • Limited housing spots to support our growing student-athlete population • Ability to retain quality head and assistant coaches due to current salary structures • Athletic housing scholarship allocations for our Division I programs are not equal to many of our conference and regional competitors • Limited office space to support growing staff • Many of our current athletic facilities are not equal to many of our conference and regional competitors • Limited informational and promotional efforts of our programs due to lack of a Sports Information Director
<p style="text-align: center;">External Opportunities</p> <ul style="list-style-type: none"> • Add a Sports Information Director to better promote our programs and enhance our community outreach efforts • Create an Athletic Facility Master Plan to build a long-term strategy for completion and provide a vision for prospective donors • Continue to partner with the Jefferson College Foundation to raise much needed revenue to better support the financial needs of our sport programs • Continue to explore long-term transportation alternatives 	<p style="text-align: center;">External Threats</p> <ul style="list-style-type: none"> • Rising transportation costs and limited availability of our current contracted transportation providers • Loss of successful staff to higher paying positions • Many of our regional competitors are upgrading facilities making it more difficult to recruit the best and the brightest from our serving district

External Accreditation (if applicable)

Link to accreditation report.

Student-Athlete Handbook

https://www.jeffco.edu/wp-content/uploads/old_files/files/Athletics/student-athlete_handbook_9-8-2023.pdf

NJCAA Handbook

<https://www.njcaa.org/governance/handbook/index>

Previous Three EADA Reports

2020:

<https://www.jeffco.edu/wp-content/uploads/2025/01/2020-EADA-report-submitted.pdf>

2021:

<https://www.jeffco.edu/wp-content/uploads/2025/01/2021-EADA-Submitted-Report.pdf>

2022:

<https://www.jeffco.edu/wp-content/uploads/2025/01/2022-EADA-Submitted-Report.pdf>

Evaluation



Meets Expectations

Comments:



Requires Attention and Submission of a Follow-Up Report

Comments:



Does Not Meet Expectations and Requires Submission of a Follow-Up Report

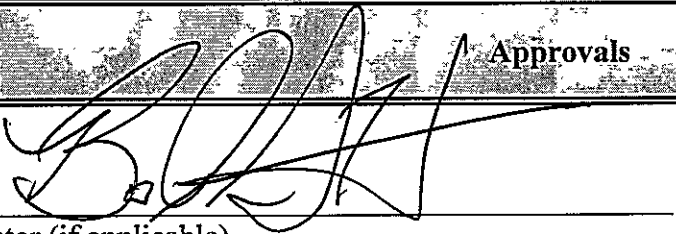
Comments:

Follow-up report required by: _____

Comments:

(Date)

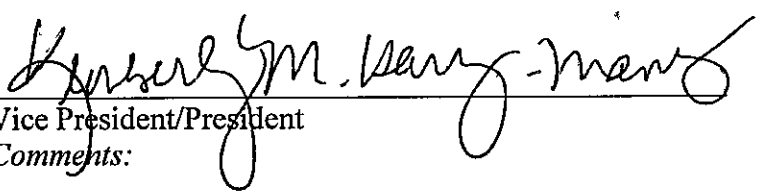
Approvals



Director (if applicable)

Comments:

12 - 2 - 2024
Date



Vice President/President

Comments:

12/2/2024
Date

INSTITUTIONAL ACTION PLANS for *Athletics/2023*

Instl or Deptl	Org Code	Aim	Obj	Instl Strategy	Action Plan Description	Indicators	Addl Res ?	Amount	Type	Onetime Expense	Annual Expense	Funding Source	FY Compl	Status	Responsible Party	Submitted by
Athletics	7045	Facilities	Goal #2	Strategic Priority #3	Install Outdoor Public Address/Audio System to outdoor Facilities	Improved Service/ Safety/ Crisis Mgmt	N/A		Equipment and Installation	\$80,000	Minimal	Capital Projects	FY 24-25	Active	Bob Deutschman Director of Athletics	Bob Deutschman Director of Athletics
Athletics	7045	Facilities	Goal #2	Strategic Priority #3	Public Restroom/Concession/Offices Men's Baseball/Soccer Facility	Improved Service & Facility Function	Products and Equipment	TBD	Construction	TBD	Minimal	Capital Projects Institutional Funding	FY 23-25	Active	Bob Deutschman Director of Athletics	Bob Deutschman Director of Athletics
Athletics	7045	Facilities	Goal #2	Strategic Priority #3	Remodel lower level Locker Room, Bath and Shower, And Athletic Training Room of Field House	Improved Function, Safety	Products and Equipment	TBD	Construction	\$950,000	Minimal	Capital Projects Institutional Funding Fundraising	TBD	Requested	Bob Deutschman Director of Athletics	Bob Deutschman Director of Athletics
Athletics	7045	Facilities	Goal #2	Strategic Priority #3	Develop an Athletics Facility Master Plan to guide long-term upgrades and donor engagement	Improved Service, Facility Function, Safety	TBD	TBD		TBD	N/A	TBD	FY25-26	Active	Bob Deutschman Director of Athletics	Bob Deutschman Director of Athletics
Athletics	7045	Facilities	Goal #2	Strategic Priority #3	Add new scoreboards for Soccer and Softball	Improved Service & Facility Function	N/A	TBD	Equipment and Installation	TBD	N/A	Capital Projects	FY27-28	Active	Bob Deutschman Director of Athletics	Bob Deutschman Director of Athletics

DEPARTMENTAL ACTION PLANS for *Athletics/2023*

Instl or Deptl	Org Code	Aim	Obj	Instl Strategy	Action Plan Description	Indicators	Addl Res ?	Amount	Type	Onetime Expense	Annual Expense	Funding Source	FY Compl	Status	Responsible Party	Submitted by
Athletics	7045	Expand Service & Prog	Goal #1	Strategic Priority #2	Add Esports to current program offerings	Build Roster to 10-15 Participants	N/A			Est \$40,000 for room remodel	TBD	Operational & Staff Budget addition	Spring 2024	Active	Bob Deutschman Director of Athletics	Bob Deutschman Director of Athletics
Athletics	7045	Expand Service & Prog	Goal #1	Strategic Priority #2	Transition Cheerleading Program to NJCAA Competitive Level	Build Roster to 10-15 Acceptable performance level	N/A				TBD	Operational & Staff Budget addition	FY25-26	Active	Bob Deutschman Director of Athletics	Bob Deutschman Director of Athletics
Athletics	7045	Expand Service & Prog	Goal #1	Strategic Priority #2	Add a Sports Information Director (SID) or reconfigure an existing position to include SID responsibilities.	Increased attendance and social media presence	N/A				TBD	Staff Budget addition	FY25-26	Active	Bob Deutschman Director of Athletics	Bob Deutschman Director of Athletics