

# Division of Student Affairs Annual Report 2017-2018 Recreational Services (Rec Svcs)

## 2017-2018 Executive Summary

500 words or less

It's been a very busy but productive year with numerous challenges and learning opportunities at all levels for Recreational Services (Rec Svcs), including professional development experiences, working with new people, and offering new programs, events and services. Along with adding the new initiatives and absorbing vacated duties and responsibilities, we were able to successfully maintain our core programs and services while keeping safety and security the number one priority and excellent customer service at the forefront. The Recreation Center is open 100 hours and the office 59 hours per week; this schedule combined with an aging building makes day-to-day operations challenging.

Other challenges included: adding student health initiatives without adding a Student Health Educator; losing the Club Sports Coordinator; appointing an interim coordinator and implementing the Club Sports Audit Management Plan; losing a Customer Services Specialist; reassigning those duties and hiring and training numerous student temporary employees; and reassigning duties and responsibilities throughout the department. In addition, Rec Svcs employees experienced an abnormally high number of personal health problems, family issues and death of loved ones. We also added collaborative programming and assisted with Division of Student Affairs (DSA) related events like Housing Move In and Family Day. On a daily basis, Rec Svcs staff have demonstrated resiliency, dedication, a strong work ethic and creativity in developing plans and putting systems in place to keep operations and programs running smoothly...all while remaining upbeat and at-the-ready for the next challenge!

The move to DSA has produced synergy for program collaboration with other departments within and outside the DSA, and especially the Dean of Students (DOS) units, and has positioned Rec Svcs to better support retention and recruitment.

Collaboration is not a new process for Rec Svcs as the list of internal departments and external organizations that we partner with was and remains quite extensive. Probably the partnership that has the most impact on student retention is the one with the department of Public Health & Health Sciences (PHHS). In the 2017-2018 academic year, there were 35 Physical Education courses offered for a total of 641 students and 1,177 credit hours.

Rec Svcs will end the year with an approximately \$39K deficit which is much less than last year. This is due to salary savings from the vacant positions. The deficit will be covered by the Student Rec Fee Visioning funds. A proposal has been submitted to increase the Club Sports funding so it can grow, become more vibrant and better assist with retention and recruitment.

The year ended with the new Club Sports Associate Director position being filled. Julia Stulock started June 4, 2018 and has been busy with orientation duties, tackling the long "To Do List" and forming relationships. Filling this position has brought about renewed energy and excitement throughout the department.

## Key Highlights

10-15 key highlights as bullet points. Avoid duplication of items highlighted in other areas.

- Participation in DSA & DOS professional development opportunities
- Free U-Fit increased participation
- First annual Family Day with the Field Day component
- Bicentennial Grant successful implementation & taking students to Expo Celebration
- Innosoft Fusion software implementation
- First-ever IM Sports Season Kickoff event
- Adopt-A-Family
- Health & Fit Fair
- ADA changes to Rec Locker Rooms
- Student employee climate survey
- Collaboration with Nursing, PT and PHHS faculty
- Surviving 2 open positions and absorbing the duties
- Hiring Club Sports position
- Early Morning Study Hall
- Assessment service for Crim Community Training Program

## Initiatives to Support Diversity and Inclusion Efforts

10-15 key initiatives (new or existing) as bullet points that support diversity and inclusion. Avoid duplication of items highlighted in other areas.

- Ensured that sports/activities popular in other countries (i.e. cricket, badminton, soccer, and table tennis) were available to meet the needs of all of our students.
- Through facility reservations, offered fitness space for “women only” workouts.
- Collaborated with the LGTBQ Center to offer a “Move with Pride” night at the Rec.
- Continued to place emphasis on showing diversity of participants in marketing material.
- By exhibiting openness and acceptance of differences, the demographics of Intramural and Club Sports teams is very diverse (gender, ethnicity, race, age, etc.).
- By exhibiting openness and acceptance of differences, the demographics of Rec student employees is very diverse (gender, ethnicity, race, age, etc.).
- Created specific diversity and inclusion themed bulletin boards in the Rec Center that displayed fitness and sports from different countries that left a thumbprint on UM-Flint.
- By a facility reservation process, made space available for a variety of student organizations including Saudi Club, Indian Dance, Biology Club, fraternities & sororities, etc.
- Ensured access to the pool and whirlpool spa by providing transfer lifts and support of UM-Flint Physical Therapy students and Functional Therapy Unlimited who work with individuals with disabilities.
- Supported a partnership with Health Alliance Plan/National Kidney Foundation to offer a water exercise program that’s free to low income community members.
- Accommodated a transitions program for disabled adults through the Genesee Intermediate School District.

## Collaborations and Partnerships with other UM-Flint Areas and the Community

5-10 key collaborations as bullet points. No more than 5 sentences to describe partnership

### Internal Collaborations and Partnerships

- **Admissions, Office of and International Center (IC)** – worked with these departments to create recruitment material that combines academic and club sports information designed to recruit high school student athlete. The material will be used by IC and Admissions recruiters and by club sports coaches.
- **Counseling and Psychological Services (CAPS), Sexual Assault Prevention and Advocacy Services, International Center (IC), Housing & Residential Life (HRL), MHealthy, Human Resources (HR), and Environment, Health & Safety (EHS)** – These departments serve on the Student Health Committee (SHC) and are active partners in collaborating in student health related events with Rec Svcs and referring students to appropriate departments. They also serve on the Alcohol, Tobacco & Other Drugs (ATOD) Committee and partner with programming and services in this area.
- **Counseling and Psychological Services (CAPS), Sexual Assault Prevention and Advocacy Services, Ellen Bommarito Lesbian, Gay, Transgender, Gay, Bisexual, Queer Center (EBC), International Center (IC), Women’s Educational Center, and Public Health & Health Sciences (PHHS)** - Formed a “mega collaboration” with these departments and co-sponsored numerous programs and activities; many had a health and wellness focus.
- **Department of Public Safety (PHHS)** – DPS coordinates the MTA Campus Shuttle, Zip Car and Safe Ride program which are areas of collaboration with the Walk & Bike Work Group. The Rec Center also hosts the Global Games in which DPS is a sponsor. DPS provides Clery Training for student employees and club sports participants.
- **Educational Opportunity Initiatives (EOI)** – Rec staff member presented at the Wellness Summit sponsored by EOI.
- **Environment, Health & Safety (EHS)** – Rec Svcs assists with Emergency Notification Alerts by entering contact information for Genesee Early College (GEC), Northbank Center external tenants and University Pavilion Vendors. Rec serves on the All Hazards Committee that EHS leads.
- **Facilities & Operations (F&O)** – On a daily basis, Rec Svcs works with F&O departments including Custodial Services, Grounds, Trades and Projects staff members on routine and special projects that keep the Rec Center playing fields and Ice Rink operating properly and enables us to be able to meet customer needs and expectations.
- **Housing & Residential Life (HRL)** – Rec Svcs hosted the “Rec Bash” as part of HRL move-in weekend, arranged a special HRL ice rink skate for residents and many HRL residents use the Rec Center regularly.
- **Nursing and Physical Therapy (PT)** – Nursing and PT provided students who assisted with the Health & Fit Fair and other health assessment services for students and CrimFit.
- **Office of Development (Development)** – Club Sports could not function to the degree that it does without support from Development. Development helped us raise just over \$12K. Development has also taken the initiative in

finding a youth program at UM-Flint that the two endowments that provided scholarship support for Camp Summer Fun could be transitioned to. The Director of Rec Svcs served as a co-chair for the Faculty, Staff, & Retiree Annual Giving Campaign.

- **MHealthy and Human Resources (HR)** – In addition to serving as members on the SHC and ATOD committee, MHealthy and HR partner with Rec Svcs to offer comprehensive wellness programming for faculty and staff. We also worked very closely with HR with Women’s Commission goals and various club sports items including liability insurance policy for coaches, and coach contracts..
- **Public Health & Health Sciences (PHHS)** – Six Rec Svcs staff members are adjunct faculty for PHHS teaching Physical Education courses. In FY18, there were 35 Physical Education courses offered totaling 641 students and 1,177 credit hours.
- **Student Involvement & Leadership (SIL)** – SIL partnered to host the University Pavilion Ice Rink Opening Celebration, Family Day. Rec Svcs assisted with Maize & Blue Days.
- **Student Success Center (SSC)** – Both Rec Svcs and Clubs Sports staffed tables at every First Year and Transfer Orientation sessions. Rec Svcs partnered to produce 2 audio meditation sessions to be hosted on the SCC website.
- **University of Michigan-Ann Arbor Student Life Health Services (SLHS)** – Rec Svcs served on Domestic Student Health Insurance Committee. SLHS assisted us with student health insurance support this past year.
- **University Outreach (UO) & School of Education & Human Services (SEHS)** – Rec Center hosted the MLK Day Boys & Girls Event. This event transported children to the Rec Center and volunteer faculty and staff members served as group leaders and instructors to produce a fun, educational experience.

### External Collaborations and Partnerships

- **Crim Fitness Foundation (Crim)** – The Rec Center sponsorship of the CrimFit Adult Training Program includes designation as Official Training Center. This partnership has resulted in a significant number of new Rec Center members. The Director serves on the CrimFit Adult Training Program Advisory Board. Rec Svcs coordinates a Campus Training component of the CrimFit Adult Training Program that included approximately 20 Group Leaders and 100 participants (faculty, staff, students & community members). The Associate Director coordinated bike rentals for the Tour de Crim and the one mile water station for the 10 Mile race during the Crim Festival of Races. The Assistant Director for Fitness coordinates pre- and post-fitness assessments for the Crim grant-funded Community Training Program. UM-Flint and Crim reps meet monthly to coordinate the numerous areas of collaborations.
- **Crystal Fieldhouse (CFH)** – Both Women’s and Men’s Club Hockey programs practice and hold home games at the CFH under a mutually beneficial agreement. CFH supports our annual Alumni Skate with free ice time and other amenities. In addition, CFH provides ice skates and lessons for the University Pavilion Ice Rink.
- **Grand Valley State University (GVSU)** – Through a Memo of Understanding, GVSU provides us with Interns who assist with programming and daily operations while gaining valuable experience.
- **Greater Flint Health Coalition (GFHC)** – The GFHC Commit to Fit program sponsors several Rec Center adult fitness classes that are offered free to community members. The Director serves on the GFHC Workplace Wellness Committee and helped UM-Flint obtain the Gold Level Healthy Workplace designation. GFHC attends and provides information at the annual Health & Fit Fair and other special events throughout the year.
- **Genesee County Health Department (GCHD)** - The GCHD is another health care provider that is located in close proximity to campus. Representatives for GCHD serve on the Student Health Committee. They attend and provide services at the annual Health & Fit Fair and other special events throughout the year. This past year, they provided a health insurance enrollment assistance and a nurse for the “Ask the Nurse” service provided for students.
- **Genesee Community Health Center (GCHC)** - The GCHC is a health care provider that is located in close proximity to campus that services the uninsured. They attend and provide services at the annual Health & Fit Fair and other special events throughout the year.
- **Genesee County Prevention Coalition (GCPC)** – GCPC became members of the SHC and collaborated on an Opioid Film showing and planning for future educational programming.
- **Genesee Health Plan (GHP)** - The GHP is a health insurance provider that assists low income members of the community in obtaining affordable health care insurance. They attend and provide services at the annual Health & Fit Fair and other special events throughout the year.
- **Genesee Health System (GHS)** - The GHS is a health care provider specializing in mental health related services that is located in close proximity. They have an after-hours Crisis Help Line that our students can utilize. Representatives for GCHD serve as an active member on the Student Health Committee. They attend and provide services at the annual Health & Fit Fair and other special events throughout the year.

- **Genesys Downtown Flint Health Center (GDFHC)** – The GDFHC is the closest health care provider to campus and has a Memo of Understanding with UM-Flint. Representatives for GDFHC serve as active members on the Student Health Committee as well as on the Alcohol, Tobacco and Other Drug Committee. They attend and provide services at the annual Health & Fit Fair and other special events throughout the year.
- **Hamilton Community Health Network (HCHN)** - The HCHN is another health care provider that is located in close proximity to campus. Representatives for HCHN serve as members on the Student Health Committee. They attend and provide services at the annual Health & Fit Fair and other special events throughout the year. This past year they provided a health insurance enrollment assistance.
- **Hurley Wellness Services (HWS)** - The HWS is a department of Hurley Medical Center which is located in close proximity to campus. They attend and provide services at the annual Health & Fit Fair and other special events throughout the year.
- **National Kidney Foundation (NKF)** –The NKF coordinates the Splash Bash water exercise program sponsored by Health Alliance Plan held at the Rec Center.

### Awards and Recognitions (Departmental and/or Staff)

State, regional or national awards. Presentations at the state, regional or national level. Service to professional associations or community agencies. Professional development opportunities completed by each staff member.

- Ervin Leavy was inducted into the Greater Flint African American Sports Hall of Fame.
- Amy Clolinger was nominated for the 2018 Staff Recognition Award
- Jo Ann Ford received 10 year and Theresa Landis received 20 year Service Awards.
- Gary Parr was reauthorized as a First Aid/CPR/AED Instructor and a Lifeguarding Instructor.
- Steffanie Anderson earned a Master of Science in Biology degree.
- The Theresa DeMeyer Landis scholarship endowment was established for club sports athletes.

### Key Performance Indicators

Please report information in the chart provided using a unique row for each indicator:

Key Performance Indicator	Outcome	Change from 2016-2017
<b>Recruitment</b>		
Number of community organization and partnership events held at the Rec Center and number of participants	6 external organizations, 261 events, 4,683 participants	5 external organizations, 178 events, 2,558 participations
Number of promotional tables at University and community events	34 on-campus and 3 off-campus	25 On Campus; 12 Off Campus
<b>Retention</b>		
GPA of athletes by sport clubs	Men's Hockey=2.59 Women's Hockey=3.3 Women's Soccer=3.29 Football=2.29 Overall GPA=2.82	Men's Hockey=2.88 Women's Hockey=3.10 Women's Soccer=3.39 Men's Soccer=3.05 Football=2.43 Lacrosse=2.49 Cheer=3.29 Overall GPA=2.92
Retention of overall Rec Center student users in Fall'16 that were enrolled in Fall'17 compared to overall student retention	Waiting for information	63% (Overall 58%)
Retention of overall IM Sports athletes from Fall'16 that were enrolled in Fall'17 compared to overall student retention and nonusers	Waiting for information	73% (Overall 58%)
Retention of overall Club Sports athletes from Fall'16 that were enrolled in Fall'17 compared to overall student retention	Waiting for information	74% (Overall 58%)
Retention of all students that took Physical Education courses in Fall'16 that were enrolled in Fall'17 compared to overall student retention	Waiting for Information	N/A

Satisfaction		
Customer comment cards	N=20; Topics: staff 45%, equipment 5%, fitness classes 30%, facility 5%, locker rooms 10%, pool 5%	N=32; Topics: staff 27%, equipment 9%, fitness classes 7%, gen facility 12%, locker rooms 12%, pool 4%, membership 7%, Cybex/cardio 15%
Fitness class & U-Fit satisfaction	See Exhibit A	
Intramural Sports satisfaction	See Exhibit B	
Club Sports satisfaction with participation, university support and coaches	See Exhibit C	
Customer service satisfaction w/facility, hours, programs and services	See Exhibit D	
Usage		
Number of facility reservations by Student Organizations	458 reservations	233 reservations
Rec Center usage by total student body, FTIAC, Transfer, International, Vets	25% Overall Student Body; 41%FTIAC; 23%Transfer; 70%Int'l; 21% Vets	N/A
Rec Center usage by percent of users	33% Students, 55% Mems, 12% Day Pass	44%Students, 44 Mems, 12% Day Pass
Rec Center ave patrons weekdays by semester	Sp/Su=339, Fa=484, Wi=505	Sp/Su=359, Fa=579, Wi=589
Rec Center active student users by semester	Sp/Su=475, Fa=1,949, Wi=1,818	Sp/Su=649, Fa=1,847, Wi=1,685
Number of Fitness/U-Fit classes, participants & participations by semester	Classes Sp/Su=42, Fa=54, Wi=50 Participants Sp/Su=na, Fa=366, Wi=368 Participations Sp/Su=3,237, Fa=3,761, Wi=4,703	Classes Sp/Su=28, Fa=33, Wi=37 Participants N/A Participations Sp/Su=4,733, Fa=4,181, Wi=4,984
Number of Health Events and participants	Events=17 Participants=542	N/A
Number of IM leagues/tournaments, participants & participations by semester	Leagues/Tournaments=11 Participants Fa=250, Wi=288 Participations Fa=1,456, Wi=1,568	Leagues/Tournaments=8 Participants Fa=243, Wi=194 Participations Fa=N/A, Wi=N/A
Number of Club Sports athletes and events by sport	M Hockey=19 Athletes, 26 games W Hockey=6 Athletes, 7 games W Soccer=16 Athletes, 10 games Football=16 Athletes, 7 games Cheer=10, 3 events	M Hockey=13 Athletes, 29 games W Hockey=10 Athletes, 14 games W Soccer=11 Athletes, 10 games Football=16 Athletes, 6 games Lacrosse=13 Athletes, 6 games M Soccer=20 Athletes, 10 games
Attendance at Club Sports games and events	Did not have system in place to capture information. Will set up for 2018/19. Men's Hockey sold 1,219 tickets (14 games; ave./game=87)	N/A
Efficiency		
Distribution of current Student Rec Fee	Rec Fee=\$27; Def Maint=\$5; Vision=\$3	Same
Membership price comparison	Annual Rate: Non-University=\$515 Business Group=\$425 Alumni=\$330 Faculty/Staff=\$190 Student Family=\$190 (Age 62+ & Children Age 6-12 pay half-price)	Same
Other		
<b>Cohort Data for Fall 2016 Cohort</b>		
<b><u>Compared to University FTIAC Retention Rate</u></b>		
<b>Cohort (FTIAC) data Fall 2016 &amp; Fall 2017</b>		
General Rec Center FTIAC Users	77% compared to 76%	63%
Clubs Sports FTIAC Participants	65% compared to 76%	73%
IM Sports Leagues FTIAC Participants	81% compared to 76%	73%
Fitness Classes FTIAC Participants	(added in 2017)	N/A
U-Fit FTIAC Participants(added in 2017)	(added in 2017)	N/A
HCR PE Classes FTIAC Students	85% compared to 76%	N/A

## Progress 2017-2018 Priorities

Please list the department priorities for 2017-2018 and the outcome for each priority.

Priority	Outcome
<p><b>Complete departmental reorganization, ensure titles are aligned appropriately, update MARs in all positions and revise the mission statement.</b></p>	<p>With the posting of open positions (Club Sports, Customer Service Specialist and Health Educator) on hold, duties were re-assigned throughout the department. MARs for all employees were updated to incorporate new duties and responsibilities. The department name change is still on hold, and thus, the mission statement remained unchanged upon review.</p>
<p><b>Provide stability and consistency to the Club Sports program, including implementing the audit management plan; in addition, increase awareness and efforts to promote school spirit.</b></p>	<p>In 2017-18 Club Sports made great strides in providing stability and consistency to the program. A major part of this stability and consistency is due to the implementation of the audit management plan. This plan has helped streamline the flow of required paperwork from Clubs and athletes, which has dramatically improved compliance with university policies, individual league policies and conference policies for every Club Sport team. The Club Sports program has created and filled the position of Club Sports Associate Director. Hiring the Club Sports Associate Director was the result of a nationwide search which garnered over 140 applications from across the nation. Furthermore, the Club Sports program has bolstered its stability with the creation of three new Club Sports – Women’s Basketball, Men’s Basketball, and Women’s Volleyball. These three programs are set to begin in fall 2018 and winter 2019. In an effort to provide stability, consistency, and promote school spirit, the Club Sports program revived the Cheer Club in 2018. The Cheer Club has already helped promote school spirit by performing at the Alumni/Student Basketball game and at the Final Four Pep Rally in winter semester 2018. Other notable accomplishments from 2017/18 include:</p> <ul style="list-style-type: none"> <li>▪ Dramatically increasing concussion awareness and concussion testing compliance for Club Sport athletes participating in higher risk sports, such as Football, Men’s Lacrosse, Men’s and Women’s Hockey, and Men’s and Women’s Soccer.</li> <li>▪ Revising the Club Sports Handbook to fulfill the requirements of the audit management plan.</li> <li>▪ Meeting the requirements of the Bicentennial Grant, hosting a Field Celebration/Family Day to celebrate the Flint Central High School field.</li> <li>▪ Implementing off-season conditioning for Club Sports teams, which included registering Women’s Soccer in an off-season indoor soccer league at a local facility and coordinating Men’s Soccer off-season play Friday nights at the Rec Center.</li> <li>▪ Collaborating with the Office of Admissions, International Center, and Club Sports coaches to improve recruiting efforts for Club Sports athletes.</li> </ul>
<p><b>Continue to provide a comprehensive offering of Intramural Sports and Fitness programs and services to meet the needs of all users and potential participants.</b></p>	<p>Intramural Sports and special events remained consistent during the fall 2017 and winter 2018 semesters. Offerings included co-ed volleyball, co-ed soccer, co-ed basketball, drop-in broomball, co-ed badminton, NCAA Pick’em contest, and the new intramural sports kick-off. The first annual Intramural Sports kick-off event was offered during the fall 2017 semester and had a combined total of 95 student, faculty and staff participants. That was followed-up by 55 participants during the winter 2018 semester. The format for Intramural Sports is 8-weeks of regular season play with 2-weeks of playoffs. Program evaluations are administered to all participants at the end of each special event and Intramural Sport season. Future plans include more utilization of outdoor fields and collaborating with other campus departments to help increase participation numbers and enhance our programs.</p> <p>Fitness programs offered over 90 fitness classes during 2017-2018 to students, members and day pass users. Participants choose from a variety of classes offered in the areas of cardiovascular endurance, strength training, flexibility, dance and aquatics. The UM-Flint Rec Center also offered equipment orientations, fitness assessments, body composition, and single and group personal training.</p>
<p><b>Evaluate both Camp Summer Fun and Youth Basketball Camp in terms of alignment with departmental goals and make changes as deemed appropriate.</b></p>	<p>With the redistribution of the vacant Customer Service Specialist position’s duties to the office staff and the additional student health responsibilities assigned to the Assistant Director for Fitness, it was obvious something had to give. With the focus for the department now being on students, it was determined that Camp Summer Fun would be discontinued. However, with the emphasis on sports, it was determined that Youth Basketball Camp would continue.</p>
<p><b>Provide student health programming and service at a level appropriate for</b></p>	<p>Rec Svcs continued providing health and wellness programs and services through collaborations with other campus departments and community health partners including</p>

<p><b>available resources and grow relationships with external health partners for additional support.</b></p>	<p>Environment, Health and Safety, Counseling and Psychological Services, Women’s Educational Center (WEC)/Ellen Bommarito Center, MHealthy, Housing and Residential Life, International Center, Genesee County Health Department, Hamilton Community Health Network, CRIM Foundation, National Kidney Foundation and Commit to Fit.</p> <p>Rec Svcs offered interesting and educational health-related programming to the student body and campus community, including the National Rx Take Back Day, Alcohol Awareness, National Nap Day, Great American Smoke Out, AIDS Awareness, Breast Cancer Awareness, etc. An office in the WEC was established to offer Health Insurance Assistance, “Ask the Nurse,” and “Ask the Nutritionist.”</p>
<p><b>Maintain quality programs and services with reduced revenue.</b></p>	<p>Maintaining quality programs and services was a high priority this past year. Camp Summer Fun was a program that did not break even and the decision to discontinue it positively impacted budget.</p>
<p><b>Implement new InnoSoft Fusion software for improved membership, equipment and data management.</b></p>	<p>InnoSoft Fusion software was successfully implemented at the Recreation Center in September 2017 after extensive training from the company in July 2017. Over 100 trainings were performed for all staff including student employees, fitness instructors, and full-time staff. The software is up and running at all stations and on all computers in the Rec Center. Our equipment and membership tracking has improved by an impressive amount. And, maybe most importantly, Fusion is more user-friendly and the check-in procedure is better for both the Recreation Center and patrons of the Rec Center.</p>
<p><b>Examine the role that Recreational Services can play in the intersection of physical and mental health.</b></p>	<p>Two of Physical Education courses (HCR 107 Basic Stress Management &amp; Relaxation &amp; HCR 117 Enhanced Stress Management &amp; Relaxation) that are regularly offered are designed to support the intersection of physical and mental health. In addition, the Director served on the Campus Program this past year. The Campus Program, administered by Counseling &amp; Physiological Services has three focus areas: Suicide Prevention, Mental Health and Substance Abuse.</p>
<p><b>Continue to support the offering of Physical Education courses through the relationship with the department of Public Health &amp; Health Sciences.</b></p>	<p>It was very challenging year for supporting the Physical Education (PE) classes. It was identified that the Recreation Center was not classified as a Classroom Building. Until this situation is corrected, the schedule of PE classes had to be adjusted to meet the guidelines for a Non-Classroom Building. This involved changing times of classes and moving classes to other buildings. In addition, one of the adjunct lecturers’ daughter died suddenly. The lecturer was teaching three classes that had to be covered for the last half of the semester.</p>
<p><b>Explore infrastructure and programming changes that support improved accessibility and inclusion for participants.</b></p>	<p>Explored Fusion InnoSoft at the 2017 National NIRSA Conference Expo, brought ideas back to campus, and helped implement software to the Recreation Center. This provides easier customer service accessibility, number tracking and links the office, equipment and programs together.</p> <p>The Recreation Center is continually updating its amenities to continue to strive for total inclusion. The Recreation Center currently includes handicap accessible locker rooms which received updates this past year. In addition, the pool and whirlpool spa are accessible and inclusion activities this past year included inclusive bulletin board displays in all areas of the Rec Center, a very diverse staff, and programs such as intramurals, fitness classes, and special events like “Move with Pride” that all people are welcome and encouraged to attend. An important project the Recreation Center implemented in the 2017-2018 academic year are plans for a gender-neutral locker room that will be accessible to families, individuals identifying as gender-neutral, and others with disabilities who are not comfortable in a multi-person locker room setting.</p>
<p><b>Create professional development plan for each staff member.</b></p>	<p>Each Rec Services regular staff member created an individual professional development plans with support from their supervisor. We took advantage of the many opportunities held right on campus through Human Resources, MHealthy, and the Division of Student Affairs Professional Development Committee. In addition, off-campus conferences and online webinars were utilized.</p>

## Proposed 2018-2019 Priorities

5-7 key department priorities for 2018-2019 in bullet format

- Obtain approval to post the vacant Customer Service position, realign duties and responsibilities, recruit and hire.
- Obtain approval for department name change to “Recreation & Wellness” then revise mission statement and branding.
- Maintain quality programs and services with reduced revenue.

- Provide stability and consistency to the Club Sports program, including onboarding the new Club Sports Associate Director, adding three new sports and accommodating home games held in the Rec Center gymnasium.
- Establish Club Sports off-season conditioning opportunities, pre-season conditioning programs, team camps, etc.
- Continue to provide a comprehensive offering of Intramural Sports and Fitness programs that meet the needs of users and potential participants weaving in the theme of *Civility & Dialogue: Putting Words into Action*.
- Provide student health programming and services at a level appropriate for available resources and grow relationships with Nursing and Physical Therapy departments and with external health partners for additional support.
- Assist with DSA major events that support the retention of students through new and old traditions. Continue to support the offering of Physical Education courses through the relationship with the department of Public Health & Health Sciences, including seeking conclusion to the building classification issue.
- Continue creating and implementing ways to best utilize social media, along with providing effective and consistent branding in all promotional material.
- Implement infrastructure changes along with continued programming and communication practices that support improved accessibility and inclusion.
- Compile and evaluate information collected from the recently administered student employee climate survey; and implement quality improvement changes that supports retention.
- Create an effective professional development plan for each staff member.
- Plan and conduct a retreat for regular staff that focuses on communication, teambuilding and thriving during change.

## **DSA Annual Report Information**

### **1. Supporting Division Goals – 3-5 items for items initiated to support division goals**

- Ensure that all 2017-2018 department goals contribute to the University's Retention and Strategic Plan.** Six out of the 10 departmental goals were directly related to retention and the Strategic Plan initiatives.
- Commit to educational and professional development for DSA staff and celebrate staff and professional accomplishments.** Rec Svcs staff members strategically increased participation in professional development opportunities. The decision to participate was based on job function, interest, the desire to increase knowledge, and support for the DSA. See Exhibit F for complete list.
- Increase collaborative programming around intersecting identities to foster an inclusive community that is safe and accepting.** Rec Svcs purposefully offered intramural sports and open rec activities that appeal to international students and are co-ed, offered free “women only” and student organization reservations, offered programs that support LGTBQ, family and the older adult. Rec Svcs made renovations in the Rec Locker rooms to support those with disabilities.
- Define what student engagement looks like at UM-Flint and share student engagement accomplishments with campus and community stakeholders.** Provided a variety of programs and services this past year; many were in collaboration with internal and/or external departments/organizations. See Exhibit E for complete list.
- Increase collaborative programming that is intentional, student centered, and grounded in best practices within and external to the division.** Rec Svcs participated in the “Mega Collaboration Group” as well as other collaborations (see Collaborations and Other Partnership Section) and intentionally developed collaborative programming.



# Exhibit A

## Compiled Fitness Class Program Evaluation Fall 2017 & Winter 2018

Survey N= 159

Student (x37) Faculty/Staff(x10) Member(x75) 49% Day-Pass User(x26)

**Scoring: 5- Strongly Agree, 4- Agree, 3- Neutral, 2- Disagree, 1- Strongly Disagree**

- 1) The instructor demonstrates his/her knowledge about exercise and fitness:  
5(x150) 94% 4(x8) 3(x1)
- 2) Class sessions start and end on time:  
5(x142) 89% 4(x13) 3(x4) 2(x0) 1(x1)
- 3) There is adequate warm-up and cool-down time during the class:  
5(x139) 87% 4(x13) 3(x2) 2(x1)
- 4) The instructor emphasizes safety and proper body alignment throughout the class:  
5(x143) 90% 4(x8) 3(x6) 2(x2)
- 5) The instructor provides enthusiasm and motivation:  
5(x147) 92% 4(x5) 3(x4)
- 6) The instructor communicates in an appropriate and clear voice volume:  
5(x148) 93% 4(x8) 3(x3)
- 7) The instructor gives verbal and visual cues:  
5(x146) 92% 4(x9) 3(x3)
- 8) The class workouts are  too difficult x1  too easy x1  just right x155 97%
- 9) Check any of the benefits you gained by participating in UM-Flint's fitness classes:  
Muscular Strength 135, 85% Motivation 130, 82%  
Muscular Endurance 127, 80% Discipline 112, 70%  
Cardiovascular Endurance 121, 76% Accountability 96, 60%  
Flexibility 128, 81% Socialization 106, 66%
- 10) Do you feel there is a diverse variety of classes to participate in? Yes (139) 87% No (8)  
If no, what other classes would you like to see offered?  
Pilates (x2) Spinning (x1) Tai Chi (x3)  
More Yoga (x3) More PIYO(x1) More Class Times (x4)  
Beginner Yoga(x1) Martial Arts (x1) More classes on Fri evening & Sat(x1)
- 11) What did you like best about participating in UM-Flint's fitness classes?  
Motivation (x19) Variety of classes (x11) Yoga (x4)  
Fun(x5) Fitness Benefits(x12) Katherine (x4) Rose (x2)  
Convenience/Timing(x14) Socialization(x9) Water Aerobics (x2)  
Staff and Instructors(x19) Environment (x7) Jamie (x2)  
Great Work Outs (x18) Everything (x10)
- 12) What did you like least about participating in UM-Flint's fitness classes?  
Class conflictions (x5) Lunchtime Yoga too short(x1) Not enough evening classes(x1)  
Exercising (x1) Classes too full(x1) No Saturday classes(x1)  
Cancelations due to snow, Pool Maintenance (x2) Parking (x3)  
No music (x1) Tina needs to put more emphasis on going at own pace, slightly too hard for beginners(x1)

# Exhibit B

## Intramural Sports (IM Sports) League Fall 2018 and Winter 2018

### Program Evaluation Results N=56

How did you hear about this Intramural Sports league? (Check all that apply)

Intramural sports brochure (x24)	M-Times Article (3)
Recreation center brochure (x17)	Social Media (x6)
Recreation Center website (x11)	Other (x21)

Did you find the registration process easy to understand and implement? Yes (x52) No (x4)

If no, please explain \_\_\_\_\_

The following have been identified as components of effective teamwork. Which did you experience or witness while participating in this IM Sports league (Circle all that apply)?

Commitment to a goal (x40)	Open Communication (x44)
Efficient use of ideas (x29)	Regular Participation (x47)
Decision Making (x39)	

The following have been identified as components of good sportsmanship and character. Which did you experience or witness while participating in this IM Sports leagues (Circle all that apply)?

Respecting officials (x41)	Winning gracefully (x44)
Play by the rules (x42)	Losing gracefully (x38)
Giving your best effort (x48)	

What did you like most while participating in IM Sports Leagues?

- |   |   |
|---|---|
| <ul style="list-style-type: none"><li>• Everything (x3)</li><li>• It's fun (x7)</li><li>• Meeting new people (x2)</li><li>• Having something to look forward too on Monday nights</li><li>• Meeting new students</li><li>• Organization (2)</li></ul> | <ul style="list-style-type: none"><li>• Playing sports with friends (x11)</li><li>• Teamwork (x7)</li><li>• Hanging out with friends.</li><li>• Easily accessible sport program (3)</li><li>• Continuing to play soccer</li><li>• Keeping in shape (3)</li><li>• Good competition (x12)</li></ul> |
|---|---|

What did you like least while participating and IM sports league?

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Refs (x10)</li><li>• Short season and games (x4)</li><li>• Not enough teams (x2)</li><li>• Fighting/complaining (x4)</li><li>• Losing (x3)</li><li>• Lack of female players</li></ul> | <ul style="list-style-type: none"><li>• Not bad this year</li><li>• Rules(uniform colors) should be enforced (x3)</li><li>• Pay to watch (x2)</li><li>• Hard floors (can't change it)</li><li>• That there is not swimming</li><li>• Teams not showing up/not enough teams (2)</li></ul> |
|---|--|

# Exhibit C

## Club Sports Satisfaction Survey

N=26

1. Satisfaction with Club Sports Coordinator:

- a. Strongly Agree = 26.9% (7)
- b. Agree = 61.5% (16)
- c. Neutral = 11.5% (3)
- d. Disagree = 0% (0)

2. Satisfaction with University support:

- a. Strongly Agree = 34.6% (9)
- b. Agree = 42.3% (11)
- c. Neutral = 19.2% (5)
- d. Disagree = 3.8% (1)

3. Satisfaction with Club Sport Coach:

- a. Strongly Agree = 15.3% (4)
- b. Agree = 42.3% (11)
- c. Neutral = 23.07% (6)
- d. Disagree = 19.2% (5)

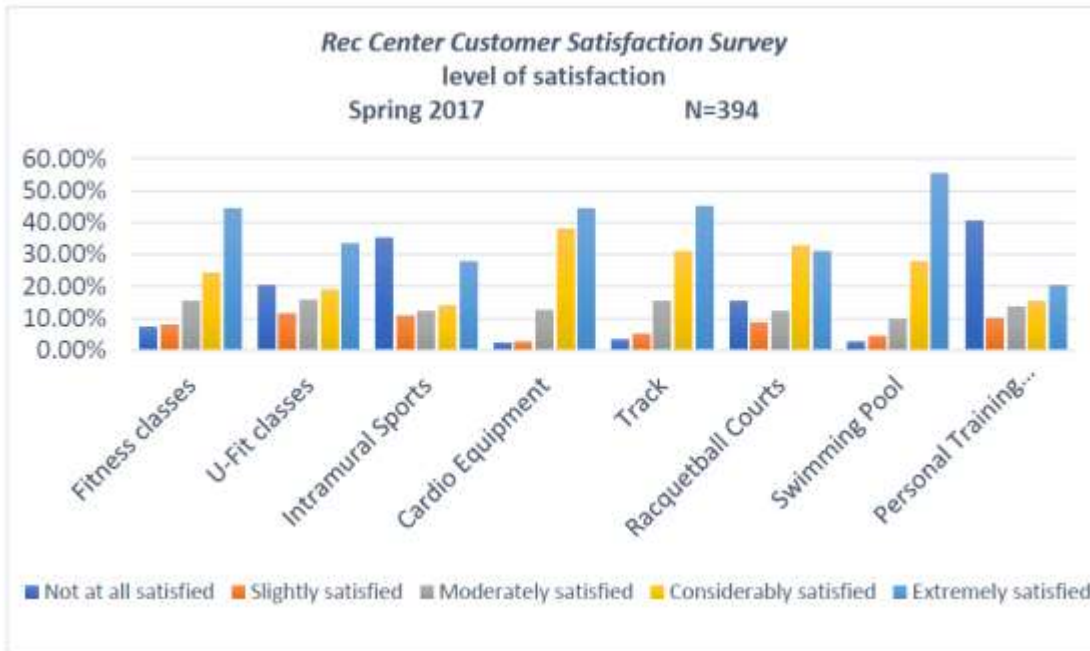
4. Satisfaction with Club Sport Staff:

- a. Strongly Agree = 19.2% (5)
- b. Agree = 46.1% (12)
- c. Neutral = 34.6% (9)
- d. Disagree = 0% (0)

5. Overall Satisfaction:

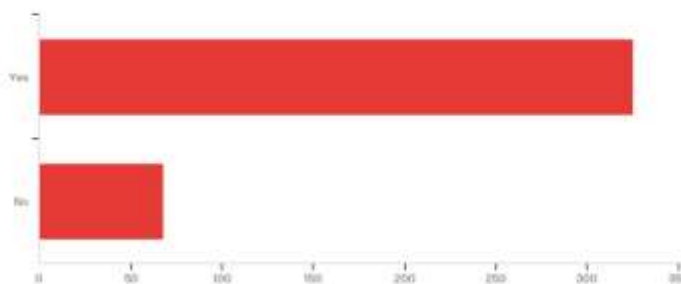
- a. Excellent = 34.6% (9)
- b. Good = 42.3% (11)
- c. Fair = 19.2% (5)
- d. Poor = 3.8% (1)

# Exhibit D



The above chart describes that most of the customers who visited the Rec Center were satisfied with fitness classes, swimming pool, track and cardio equipment. They were less satisfied with personal training service, intramural sports and U-Fit classes.

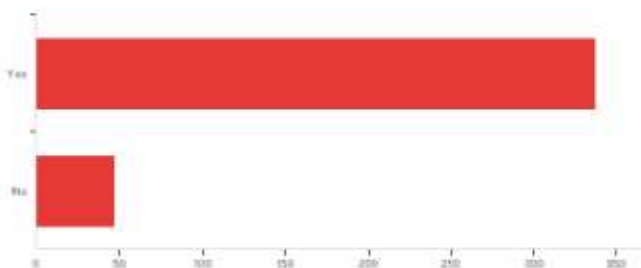
## Do the current Rec Center hours meet your needs?



1	Yes	82.70%	325
2	No	17.30%	68
	Total	100%	393

The most common reasons for dissatisfaction among the customers were the duration of the opening time. They wanted Rec center and pool to be opened for more hours, mainly during the weekends.

## Does the cleanliness level of the Recreation Center meet your expectations?



1	Yes	87.76%
2	No	12.24%

Most who were unsatisfied were male and unsatisfied with the cleanliness of men's locker and pool.

# Exhibit E

## Rec Services 2017-2018 Programming/Event dates

(Code as: Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

Aug 25 & 26	Crim Festival of Races & Water Station (Family Friendly, Health & Wellness)
Sept 2	Welcome Back Rec Bash (Diversity & Inclusion, Health & Wellness)
Sept 5	Fitness Classes start (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 6	Mgement Fair/Welcome Block Party (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 5 & 7	Sports Clubs Recruiting tables (Diversity & Inclusion, Health & Wellness)
Sept 7	Intramurals Sports recruiting tables (Diversity & Inclusion, Health & Wellness)
Sept 11	Intramurals Sports recruiting tables in Halls (Diversity & Inclusion, Health & Wellness)
Sept 8 & 9	Club Sports Try Outs (Diversity & Inclusion, Health & Wellness)
Sept 9, 16 & 30	Tai Chi in the Park at 11am (Health & Wellness, Non-traditional/Transfer)
Sept-April	Health Insurance & Resource Office (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept -April	"Ask the Nurse" Office from 1-4pm (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 14	CAB/CS Movie on the 1 <sup>st</sup> Street Lawn (Guardians of the Galaxy II) at 8:45pm (Diversity & Inclusion)
Sept 17	IM Cricket tournament (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 30?	National Health & Fitness Day (Health & Wellness)
Sept 22	Family Swim (Family Friendly, Health & Wellness, Non-traditional/Transfer)
Sept 22	IM Sports Kickoff Event from 9-Midnight (Diversity & Inclusion, Health & Wellness)
Sept 25	IM Sports leagues start (Diversity & Inclusion, Health & Wellness)
Sept 30	Tour de Crim-bike rentals (Health & Wellness)
Oct 7	Field Day (Bicentennial Grant) & Game Watch Party (Family Friendly, Diversity & Inclusion, Health & Wellness)
Oct 1-8	Rival's Week games (Health & Wellness)
Oct 19	Move with PRIDE (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Oct 19	IM Badminton tournament (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Oct 27	Bicentennial Third Century Expo
Oct 28	National Prescription Take Back Day (Health & Wellness)
Oct 31, Nov 2	Student Health Screening w/Community Nursing Class (Health & Wellness)
Nov 1	National Stress Awareness Day (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Nov 16	Great American Smoke Out (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Dec 1	World AIDS Day (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Dec 5	De-Stress Yoga (Health & Wellness)
Dec 9	Ice Rink Opening Celebration (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Jan 3	Fitness Classes start
Jan 8	IM Sports recruiting tables (Diversity & Inclusion, Health & Wellness)
Jan-April	Health Insurance & Resource Office (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Jan-April	"Ask the Nurse" Office from 1-4pm (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Jan-April	"Ask the Nutrition Specialist" Office from 1-4pm (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Jan 12	HRL sponsored Skating (Health & Wellness)
Jan 13	Men's Club Hockey Alumni Game (Family Friendly, Health & Wellness, Non-traditional/Transfer)
Jan 15	MLK Day Boys & Girls Club Day (Family Friendly, Diversity & Inclusion)
Jan 20	Family Skate (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Jan 25	Health & Fit Fair (Diversity & Inclusion, Health & Wellness)
Jan 26	Winter IM Kickoff from 9pm-Midnight (Diversity & Inclusion, Health & Wellness)
Jan 27 & 28	Yoga Training Certification (Health & Wellness)
Jan 29	Intramurals Sports leagues start (Diversity & Inclusion, Health & Wellness)
Jan 31	Fac/staff lunch hour skate 11a-1p; (Health & Wellness)
Feb 9	Hungry Human Hippos w/CS & CAB (Diversity & Inclusion, Health & Wellness)
Feb 18	Badminton Tournament (Diversity & Inclusion, Health & Wellness)
Feb 24	Student employee skate (Diversity & Inclusion, Health & Wellness)
Mar 15-April 2	NCAA Pick'em Contest (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Feb 22	Family Fun Day Swim & gym (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Feb 22	MHealthy Skate Break from 11am-1pm (Health & Wellness)
March 12	National Nap Day (Diversity & Inclusion, Health & Wellness)
March 19 & 27	Crim Campus Training Program Registration Blitz (Diversity & Inclusion, Health & Wellness)
March 29	Alumni Basketball Game (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
April 17	Crim Timing Night April 17 (Health & Wellness)
April 19-25	Early Morning Study Hall (Health & Wellness)
May 14	Opioid HBO Documentary (Diversity & Inclusion, Health & Wellness)
May 15	Crim Fitness Assessments (Diversity & Inclusion, Health & Wellness)
May 19	Race Walking clinic (Health & Wellness)
May-Aug	CrimFit Campus Training Program (Health & Wellness)
June 18-21&25-28	Youth Basketball Camp (Family Friendly, Diversity & Inclusion, Health & Wellness)

# Exhibit F

## Rec Services Professional Development 2017-2018

### Jo Ann Ford

- Supervising Student Employees
- Fall 2017 Kickoff Breakfast
- Holiday 2017 Luncheon
- Compassion in the Workplace
- Dr. Story Musgrave
- DOS Synergy meeting
- DOS Synergy meeting: Think Tank
- Social Leadership
- Instagram 'Stories' workshop

### Chris Clinger

- Magement (orgsync) Training
- DOS Semi-Annual Synergy Meeting
- DOS Semi-Annual Synergy Meeting
- Dr. Story Musgrave
- Campus Security Authority Training
- Lifeguard Re-Certification Training
- CPR/AED Re-certification

### Ervin Leavy, Jr.

- Dean of Students Synergy Meeting
- How to engage in dialogue about issues of inclusion without fear
- DSA Staff Breakfast
- SWOT Analysis Session
- CPR/AED Re-certification

### Gary Parr

- DOS Synergy Meeting
- Discovering the Attributes of Positive Climate
- Who Are Our Students
- DOS Synergy Meeting Think Tank
- Coaching for Peak Performance
- Supervising Student Employees
- Energize Your Team Through Well-being
- The Unconscious Bias
- 8<sup>th</sup> Habit of Highly Successful People
- Ergo at Work
- Lifeguard Instructor Re-certification, ARC
- Lifeguard Re-certification, American Red Cross
- Certified Pool Operator Re-certification, National Swimming Pool Foundation
- Waste Treatment Plant Operator Certification, State of Michigan DEQ
- Aquatic Facility Operator Re-certification, National Recreation & Park Association
- Aquatic Facility Water Treatment Webinar
- Recreational Services Retreat: Straight Talk – Communication Styles & Improvement

### Steffanie Anderson

- DSA Synergy Meeting
- Master's Program classes and research
- DSA Synergy Meeting
- Fusion Training
- Teaching BIO 468 Lab
- SWOT Analysis Workshop
- The 8<sup>th</sup> Habit of Highly Successful Leadership
- Managing Change/Resiliency
- Corey Musgraves Presentation
- Managing Up: Improving Communication with your Supervisor
- Supervising Student Employees

### Theresa Landis

- NASPA IV East Conference
- ACPA-Michigan Equity & Inclusion Summit
- DOS Synergy Meeting
- Discovering the Attributes of a Positive Climate
- Who Are Our Students?
- DOS Synergy Meeting- Think Tank
- Energize Your Team Through Well-being
- The Unconscious Bias
- Women's Commission Retreat Wednesday
- UM-Flint Alumni Engagement Symposium
- CPR/AED Re-certification
- Title IX & Clery Reporting Training

### Jessica Viertlboeck

- Two-Day Motivation Interviewing Workshop
- Fusion Training
- DOS Semi-Annual Synergy Meeting
- DOS Synergy Meeting Winter
- DSA SWOT Analysis
- Recertification CPR, AED and First Aid

### Amy Clolinger

- 8 Habits of Successful Leaders
- Managing Up
- Supervising Students
- DOS Synergy Meeting
- Discovering the Attributes of a Positive Climate
- DOS Synergy Meeting Winter
- SWOT Analysis
- Fusion Training
- CPR/AED Recertification