

# CAMPUS RECREATION STRATEGIC PLAN 2017-19

## Moving Campus Recreation forward → strategically (see what we did there?)

This plan functions as a living, visionary roadmap for decision-making and reporting accomplishments that is both driven and supported by the Campus Recreation Mission, Vision, and Values, University Strategic Goals, and University Pillars of Community. This plan is divided into three primary projects that encapsulate all actionable goals.



## Campus Recreation Mission, Vision, & Values

<p><b>MISSION:</b> <i>WHAT WE DO</i></p> <p>Campus Recreation actively promotes the pursuit of a balanced, healthy lifestyle to a diverse university community.</p>	<p><b>VISION:</b> <i>HOW WE ASPIRE</i></p> <p>By providing diverse programs, quality venues, experiential learning, co-curricular opportunities, and exceptional service</p> <p>Through the encouragement of self and social responsibility that fosters positive contributors to the university and global community</p> <p>Through demonstrations of respect for talents, abilities, cultures, and shared ideas</p> <p>By providing a healthy, progressive, and safe environment that nurtures positive behaviors</p>	<p><b>VALUES:</b> <i>HOW WE WORK</i></p> <p><b>INTEGRITY</b> <b>COMMUNITY</b> <b>DEVELOPMENT</b></p> <p>Our <b>INTEGRITY</b> lies in trusting each other to maintain high standards in all we do.</p> <p>Our <b>COMMUNITY</b> is united through a common vision and shared experiences while respecting and supporting one another.</p> <p>We <b>DEVELOP</b> individuals through education and teachable moments.</p>
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## Colorado State University Principles of Community

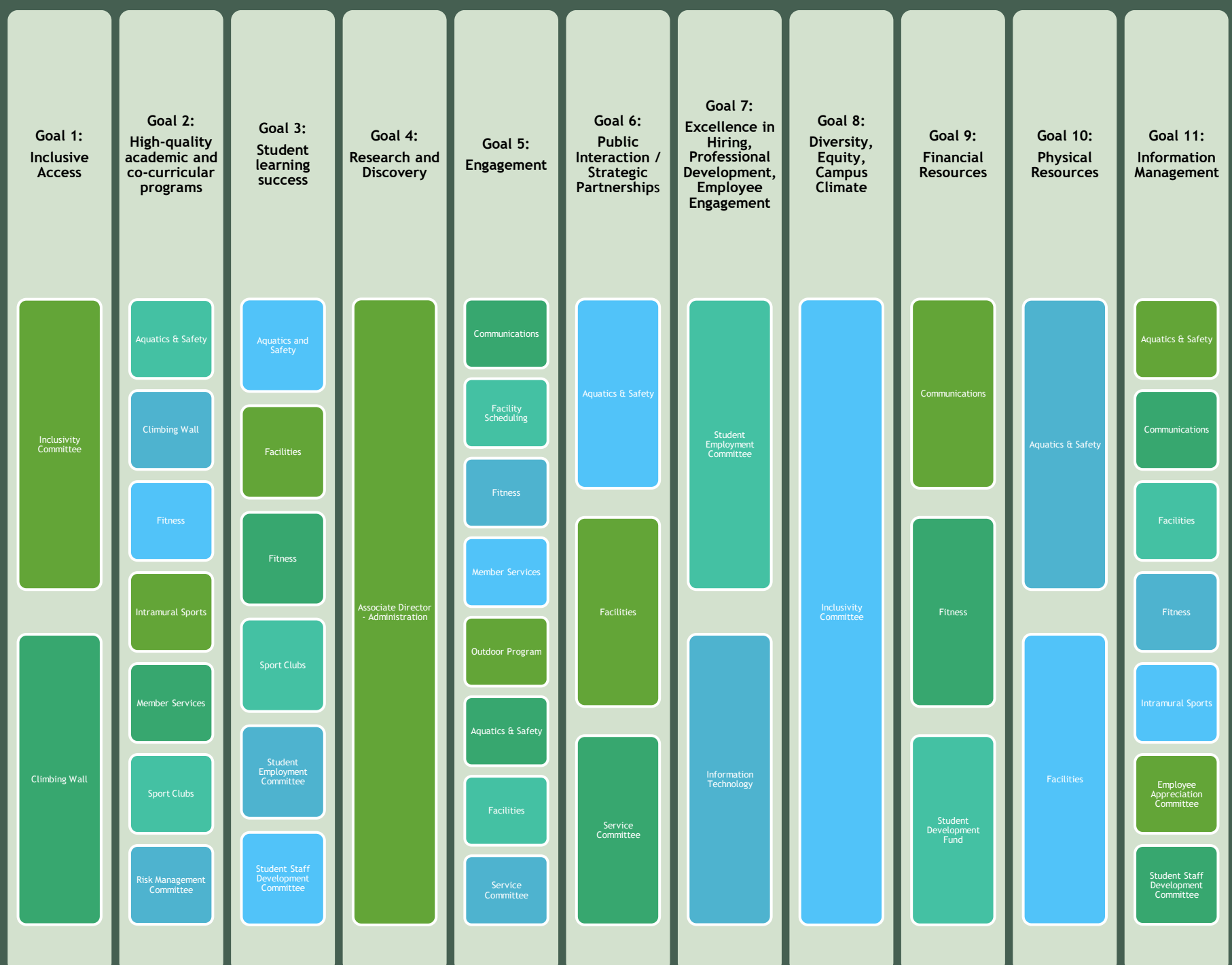
THE **PRINCIPLES OF COMMUNITY** SUPPORT THE COLORADO STATE UNIVERSITY MISSION AND VISION OF ACCESS, RESEARCH, TEACHING, SERVICE AND ENGAGEMENT. A COLLABORATIVE AND VIBRANT COMMUNITY IS A FOUNDATION FOR LEARNING, CRITICAL INQUIRY, AND DISCOVERY. THEREFORE, EACH MEMBER OF THE CSU COMMUNITY HAS A RESPONSIBILITY TO UPHOLD THESE PRINCIPLES WHEN ENGAGING WITH ONE ANOTHER AND ACTING ON BEHALF OF THE UNIVERSITY.



### Alignment with and Contribution to the University Strategic Goals

There are 11 of them.

The following are those which Campus Recreation has identified as contributable. Click [HERE](#) for detailed information regarding those contribution strategies and initiatives in the Campus Recreation Annual Report.



## Project 1: Programs & Services

PARTICIPATION IN THE CO-CURRICULAR CAMPUS RECREATION EXPERIENCE = INCREASED STUDENT SUCCESS. <sup>1</sup>



### RECENT SUCCESSES

- Department reorganization in July 2017
- Implemented adaptive rec audit and assessment recommendations in Spring and Summer 2017
- Conducted targeted assessment of adaptive, inclusive recreation services and programming in June 2016
- Shifted outdoor equipment rental program to Outdoor Program area in August 2016
- Full implementation of sport club concussion/injury tracking software databases in August 2016
- Department comprehensive Marketing Plan developed, implemented in Spring 2016
- Inclusion policies and web page created in 2015
- Implementation of portable tablets for Facilities staff use in Fall 2015
- Development/ fundraising opportunities assessed and plan developed in Summer-Fall 2015
- Implementation of GLBT audit recommendations in Summer 2015
- Completion of Campus Recreation GLBT audit in Spring 2015
- Mobile web application implemented for certain areas and services in Summer 2015



### NEXT STEPS

- Purchase, implement portable tablets for additional program and service areas for increased efficiency and accuracy of processes and data collection by December 2017
- Assessment and evaluation of mobile department applications' effectiveness and functionality by June 2018
- Department assessment plan developed in Spring 2017; full implementation by July 2018
- Implement online locker sales by July 2019



### CHALLENGES

- Student population target increase to 35,000
- Target-marketing to the student population outside of the Student Recreation Center, specifically first-year students, traditionally marginalized/underrepresented populations, international students, and employees

<sup>1</sup> WE'RE HAPPY TO PROVIDE REFERENCES/CITATIONS. [EMAIL US HERE!](#)

## Project 2: Student & Professional Staff Development

SUPPORTING THE ONGOING EDUCATION AND SKILL DEVELOPMENT OF THOSE THAT DO WHAT WE DO.



### CHALLENGES

- Budgetary impact of FLSA compliance and State Classified pay range initiated & minimum wage increase schedule beginning in FY17
- Creating and communicating effective development opportunities for a student staff of 200-300 student employees with a pragmatic timeline
- Enabling student employees to engage in a meaningful volunteer service component
- Development / expansion of sustained relationships for Student Development & Karspeck Funds sustainability and high annual usage



### RECENT SUCCESSES

- Creation of Associate Director, Administration position to support global, departmental HR initiatives and directing of Assessment Plan in June 2016
- Completed professional staff position description review & classification analysis, and feasibility analysis of salary adjustment to meet FLSA threshold test during Summer & Fall 2016
- Creation of Inclusivity Committee in July 2015
- Implementation of required, annual professional staff supervision skills training/development in 2015• Professional staff participation in FERPA and VAWA educational webinars in 2014-15
- Positively-trending Quality of Work Life assessment data
- High utilization of Student Development and David Karspeck Funds for student employee professional development opportunities
- Increased student staff involvement in national and regional conferences, state workshops, and extramural events
- Increased involvement in community service projects by student employees and Sport Club student-athletes



### NEXT STEPS

- Full implementation and issue mitigation for TimeClockPlus time/work tracking University system
- As part of Department Assessment Plan, development of student employee learning outcomes for programs, services areas, and employee development events by July 2018

## Project 3: Facilities

WHERE WE SERVE THOSE WE SERVE.



### CHALLENGES

- Mitigation of budgetary impact of Facilities Management utilities model shift at University level beginning in 2016
- Planning and mitigation for impact of the on-campus football stadium opening Fall 2017
- Continued collaboration with Facilities Management Master Plan involving Health & Exercise Science, Athletics, & Conference & Event Services on shared fields spaces that includes future reconfiguration designs and a standing comprehensive repair and refurbishment plan
- Program planning for Student Recreation Center renovation/expansion to meet increased student enrollment (target=35K) by 2030



### RECENT SUCCESSES

- Installed wireless internet infrastructure for outdoor fields program use in July 2017
- Upgraded aquatic center to LED lighting in December 2016
- Upgraded Student Recreation Center audio-visual/public address system in August 2016
- Construction of Climbing Wall desk for advanced functionality and activity supervision in June 2016
- Plan developed for creation of additional Student Recreation Center weight room space in Spring 2016
- Student Recreation Center pool lamp upgrade & replacement in January 2016
- Student Recreation Center MAC gym padding project completed in January 2016
- NIRSA Regional Conference hosted in the Student Recreation Center with record attendance in Fall 2015
- Conversion of former smoothie bar lobby area to lounge/ studying/ charging area in December 2015
- Creation of mutually-beneficial, consistent procedures and processes to deliver services to Conference & Event Services and their affiliates in 2014 & 2015



### NEXT STEPS

- Hold standing, annual program planning meetings with Facilities Management to occur in fall semesters regarding future facility expansion-planning
- Installation of gym courts window coverings in FY18
- Construction of additional Student Recreation Center weight room space to be completed by January 2018
- Examination of fields and inline hockey rink facility enhancement options by August 2018