

**CAMPUS RECREATION
FY16 ANNUAL REPORT
Executive Summary**

**Dr. Judy Muenchow
Executive Director
July 2016**

Campus Recreation is an auxiliary unit in the Division of Student Affairs. Campus Recreation provides wellness and healthy lifestyle oriented programs, events, and services to Colorado State University students and employees via seven program areas: Student Recreation Center, Aquatics, Fitness, Intramural Sports, Sport Clubs, Outdoor Program, and Climbing Wall. Seven service work units, Service Center, Business Office, Information Technology, Communications/Marketing, Custodial Services, Equipment Management, and Maintenance support the program service functions to provide seamless customer service to CSU students, employees, and their families. Campus Recreation facilities, programs, and services promote a sense of community, support student development through leadership and employment opportunities, and encourage the pursuit of a healthy lifestyle to a diverse University population. Campus Recreation employs 34 career staff and over 300 student staff. We are committed to providing a safe, welcoming space to CSU community members from all backgrounds and fitness levels.

Department webpage: <http://csurec.colostate.edu/>.

University Strategic Goals

1: Access

Deliver on the commitment to inclusive access.

Climbing Wall

- As a service to Student Recreation Center members, climbing equipment is available to checkout for use inside the Center. This lowers the barriers of access to allow patrons to climb even if they do not own personal equipment.

2: High Quality Academic and Co-Curricular Programs

Provide excellent undergraduate and graduate curricular and co-curricular programs, consistent with the full potential of a residential research university, our land-grant mission, the strengths of our faculty and staff, and the needs of our global society.

Aquatics and Safety

- The Aquatics program offers adult private and group swim lessons. Fifteen participants completed the Adult Beginner group course, two participants completed 12 private swim lessons, two participants completed six partner swim lessons, and two participants completed three partner swim lessons during FY16.

- The Aquatics and Safety program certified 386 students in CPR, First Aid, and/or Lifeguard Training in FY16, an increase of 15 students over FY15.
- The Aquatics program partnered with a student organization from the School of Public Health to offer a CPR for the Professional Rescuer certification courses to four students.

Climbing Wall

- The 3rd Annual Harvest Hang Bouldering Competition had a record number of members participate in the Fall 2015 semester with 103 participants, nearly a 60% increase from the previous fall.

Fitness

- Ram Recharge is a ten-week long fitness challenge for students, faculty, or staff which includes weekly workouts, fitness assessments, education sessions, and specialized and adaptive training with certified personal trainers. The participants in Ram Recharge were able to complete 269 more sit-ups and 344 more push-ups after participating in the ten-week fitness program.
- The Group Fitness Program had over 3,000 participations in the Summer 2015, over 17,000 participations during the Fall 2015, and nearly 18,000 for Spring 2016.
- A 30-Day Fitness Challenge was offered at the beginning of the fall semester to encourage participation in the Campus Recreation fitness program and to get participants engaged in Campus Rec Fitness. Participants tracked their own progress. Nearly 400 people signed up for this free program.
- The Fitness Instructor Training course is an intensive 10-week program that meets once a week and teaches participants how to become a group fitness instructor. The class covers the fundamental skills of fitness instruction in a variety of modalities including, kickboxing, step, and strength. This class prepares participants to take the American Council on Exercise (ACE) national certification exam and provide skills necessary to teach group fitness classes. After an increase in marketing and word-of-mouth, the class enrollment doubled for Spring 2016.
- A “Dance and Martial Arts Preview Night” was offered for the first time during Spring 2016. This event was a success with 50 unique participants dropping in throughout the night.
- Boxing and Muay Thai were added to the schedule for Spring 2016 and had 25 and 23 participants, respectively.
- The Personal Trainer Video Series was launched in Spring 2016. Eight videos were created and shared on the Campus Recreation Facebook page as a collaboration between the Marketing and Personal Training areas. The videos featured Personal Trainers and were created to help educate followers while promoting the Personal Training program. The series proved to be a success with one of the videos receiving over 12,000 views.

Intramural Sports

- The Intramural Sports Program recorded 7,397 unique participants actively engage in programming during the 2015-16 academic year. Total number of overall participations was 39,316.
- The Intramural Sports Program continues to expand programming; 57 recreational, sport-related activities were offered during FY16. During Summer 2015, six new events were added. Three new events were added for Fall 2015 and two new events for Spring 2016.

Member Services

- The Student Recreation Center averaged 870 unique visits a day during the summer and 3,490 during the fall and spring terms for FY16.

Outdoor Programs

- The Outdoor Program hosts trips, special events, and weekly free clinics for Student Recreation Center Members. For the 2015-2016 school year, the area had 2,778 participations and over 20,500 contact hours. The program operated at maximum capacity for programming.

Sport Clubs

- A total of 343 sport club athletes from 19 different clubs combined to complete 2,556 hours of community service.
- Sportware was implemented to assist the Sport Club Athletic Trainer with tracking accidents, injuries, and treatments for sport club athletes
- Impact software was implemented to assist the Sport Club Athletic Trainer with conducting baseline concussion testing and track athlete concussions

Committee – Risk Management

- The Risk Management Committee addressed the following issues during FY16:
 - Developed a safety webpage for the Campus Recreation departmental website: <https://csurec.colostate.edu/facility/safety/>. The new webpage provides information on weather policies, building audits, AED locations, weather shelters, and the David Karspeck Memorial video.
 - Worked with the Office of Risk Management and Insurance to finalize a policy which prohibits occlusion (blood flow restriction) training as well as clarified an existing policy that prohibits hypoxic training.
 - Reviewed and approved new programs including Brazilian Jiu Jitsu, Intramural Wrestling Tournament, Zombie Tag, and Knocker Ball.
 - Performed risk management/safety audits on the following areas:
 - Fields, Outdoor Courts, and Rink Audit completed October 2015
 - Fitness Audit completed January 2016
 - Intramural Sports – In progress Summer 2016
 - Sport Clubs – In progress Summer 2016

3: Student Learning Success

Engage students in educational experiences that provide opportunities for deep learning that students can retain and apply before and after graduation. Increase retention, persistence, and graduation rates while eliminating gaps among student populations and reducing time to degree completion.

Aquatics and Safety

- The Aquatics program regularly collaborates with Professor Wes Kenney to allow the Advanced Instrumental Conducting and Techniques (MU 556) class to use the Student Recreation Center pool for a class project. There were a total of 10 participants in the July 2015 event.
- Ashley Wylde, student Aquatics Manager and Marketing Assistant, along with Phil Stafford, student Aquatics Manager, developed an aquatic audit training video designed to show how the aquatic audit process and emergency action plan work. The video is now incorporated into the new lifeguard training checklist. It serves as a great resource and calming factor regarding audits, which can often be a source of stress for lifeguards, especially new hires.

Facilities

- The Assistant Director of Facilities and Aquatics supervised a graduate student intern from the University of Northern Colorado's Sport Administration program during the Summer 2015.
- The Recreation Supervisors spent three days in early August preparing and training for the fall semester. The first training day included a tour of the renovated University of Wyoming student recreation center. Days two and three of training included goal setting, emergency response skill review, and various scenarios such as patron conflicts, disability scenarios, gender identity scenarios, and more.
- During fall training, all 11 Recreation Supervisors completed self-assessments related to learning outcomes. This data will be taken two additional times to provide valuable information on what types of outcomes are being achieved by students serving in the top position for the department.
- The Recreation Supervisors (11) had one-on-one evaluation meetings with Erin Patchett, Assistant Director of Facilities and Aquatics during the fall and spring semesters. The goal of the meetings was to assess each staff member's progress towards individual and team goals and discuss performance improvement, as necessary.
- The Recreation Assistants and Building Managers completed a Pre-Audit Self-Assessment and Post-Audit Self-Assessment at the start and end of each semester in order to establish a baseline for their emergency response skills. These results were recorded and were used during each staff member's evaluations at the end of the summer.
- All Recreation Assistants and Building Managers were evaluated by a manager and the coordinator each term using a new Job Performance Average evaluation method. The evaluations covered customer service, job knowledge and skills, communication and involvement, promptness and presenteeism during a shift, and task and performance. These new evaluations are based on the 4.00 academic scale in order to better correlate to a student's academic evaluation. In total, 104 evaluations took place during FY16.
- Ben Burnham, Facilities Coordinator, utilized technology to create a policies and procedures assessment that is both interactive and informative. Students use their cell phones to take a web based quiz which has a tracking option to note staff's progress over the course of their time with the department. These are done at every in-service.

Fitness

- The Fitness Coordinator supported students from the Health and Exercise Science academic program by supervising practicum and internships experiences. During the Fall 2015 term, one practicum student worked in the fitness area. During the Spring 2016 term, two practicum students worked in the fitness area.

- Personal Trainer evaluations are conducted twice in both the fall and spring semesters. Trainers go through a Mock Training evaluation led by the Personal Trainer Manager mid-semester and then an employee evaluation with the Fitness Coordinator at the end of each semester.
- An “Exit Interview” with the Fitness Coordinator is conducted to gain feedback and information about their experience.

Sport Clubs

- The Sport Club area supported students from the Health and Exercise Science academic program by supervising practicum and internship experiences. During the Fall 2015, two interns and one practicum student worked in the Sport Club area. During the Spring 2016, four practicum students worked in the Sport Club area.
- A new point system designed to inform student fee dollar allocations was implemented. The allocation point system was effective in both more fairly allocating student fee dollars and holding officers accountable for their responsibilities to their clubs.
- Fifty-five percent of Sport Club students maintained a GPA above 3.00 during the 2015-2016 academic year. Participants’ average GPA at the end of fall semester was 3.02 and at the end of spring semester was 3.03.

Committee – Student Employment

- CSU began its transition from RamCT to CANVAS in Summer 2015; as a result, the Student Employment Committee was tasked with the moving the previous Campus Recreation onboarding and ongoing training courses (in RamCT) into the CANVAS learning system. Both courses for new and existing employee training were completed and were operational for onboarding in Fall 2015.

Committee – Student Staff Development

- The Campus Recreation Student Staff Development Committee offered five training opportunities for FY16, with a total of 577 participations. The training topics included teambuilding, equity/diversity/inclusion, leadership, mission/vision/values, risk management, and customer service.

4: Research and Discovery

Foster and disseminate research, creative artistry and scholarly accomplishments. Nurture and sustain research infrastructure that supports growth of research, artistry, and scholarly accomplishments.

- Erin Patchett, Assistant Director of Facilities and Aquatics and Jason Foster, Assistant Director of Sport Clubs were published in the Recreational Sports Journal in October 2015.
 - Patchett, E., & Foster, J. (2015). Inclusive recreation: The state of campus policies, facilities, trainings, and programs for transgender participants. *Recreational Sports Journal*, 39(2), 83-91. <http://dx.doi.org/10.1123/rsj.2015-0028>

5: Engagement

Collaborate with stakeholders (campus-wide, local, regional/state, national, global) for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity that increases CSU's relevance and value to the State of Colorado.

Department

- The 2015 NIRSA Region V Conference and Student Lead-on was hosted September 30-October 2, 2015 on campus at Colorado State University. The event was an overwhelming success. There were 239 attendees (a Region V record) and over 30 educational presentations. The conference was generously supported by vendors and sponsors raising \$30,000 in sponsorship revenue. The conference generated a profit of almost \$9,000 which was given back to the Region V contingency fund to support additional scholarships for students and professionals to attend the NIRSA Annual Conference. Ninety-six percent of attendees rated the conference as exceeding expectations.
- Campus Recreation and Conference and Event Services (CES) utilized a new approach to summer camps/conferences usage of the Student Recreation Center during Summer 2015. The summer was generally successful with only minor problems. New processes such as automatic download from CES to Campus Recreation software, internal ID card printing, and new distribution of ID cards improved the process from years past. Minor tweaks were suggested for future summers and will be implemented in 2016.
- The Student Recreation Center and adjacent Intramural Fields are used for Ram Welcome programming, a University-wide event that welcomes new and returning CSU students each August.
 - A *Green Room* was provided for bands playing at the President's Concert on the Intramural Fields.
 - A break space was provided for Ram Welcome volunteers to relax and eat meals between events.
 - A new event, Night at the Rec, was hosted by Campus Recreation in collaboration with Orientation and Transition Programs. Over 3,000 students were in attendance. The event included information tables located throughout the building for students to learn more about each program area. A map-based activity was created to encourage students to visit each table to gather stamps and then turn in their map for a chance to win prize drawings via text message (972 were fully completed and returned). Other activities included a photobooth, drop-in sports, Dance and Martial Arts demos, fitness class demos, chair massages, 3-point basketball contests, and food. Vendors in attendance included Sports Authority, Monster Energy, Krazy Karl's, and Stuff'n Mallows.

Communications

- Body Acceptance Week is a collaboration with a number of campus offices and is in its third year. Committee members represented the Health Network, Kendall Anderson Nutrition Center, Housing and Dining Services, ASCSU, Women and Gender Advocacy Center, Inclusive Community Assistants, Fraternity and Sorority Life, Ram Events, the Eating Disorder Center of Denver, and Beyond the Mirror. Campus Recreation's marketing area completed all marketing for the event including two poster designs, four digital screen designs, table cards, web banners, and social media images.

Facility Scheduling

- The Facility Scheduling and Event Management area collaborated with multiple campus partners to provide free or low-cost spaces for special events including Housing and Dining Services, Upward Bound, Alumni Association, and Relay for Life.

Fitness

- Michelle Gehret, Fitness Coordinator collaborated with Aaron Fodge, Alternative Transportation Manager for the Kaiser Permanente bike study grant. This includes providing an initial and final fitness assessment for grant study participants in FY16.
- Ram Recharge is a ten-week long fitness challenge with weekly workouts, fitness assessments, education sessions, and specialized and adaptive training with certified personal trainers. The program involves collaborative efforts from various departments on campus including:
 - The Kendal Anderson Nutrition Center for Cooking Classes and one nutrition education session
 - RamEvents for support and funding to cover the cost of the kick-off speaker, t-shirts, log books, reservation fees, and awards ceremony food
 - The Health and Exercise Science department for two practicum students to assist with program administration
 - Donations were received from 18 businesses in the Fort Collins Community and Colorado State University for recognitions at the Awards Ceremony

Member Services

- Member Services recycles all lost and found towels and well-worn towels to the CSU Police Department to aid in the training of their canines.

Outdoor Program

- At the request of the Orientation and Transition Programs office (OTP) and the CSU Mountain Campus, the Outdoor Program developed, staffed, and executed the first multi-day (four days/three nights) backpacking trip in July 2015. This trip was very successful and a planned expansion for summer of 2016 is anticipated.

Committee – Service

- The Colorado State University Campus Recreation Service Committee collaborated with Colorado State University's Fostering Success Program to put on an annual giving event called Warm a Winter Wish during November and December 2015. The event requested items for students in need in the Fostering Success Program. The Service Committee created snowflakes for each student with their holiday wish on it. The campus community was called on to help these students in need and fulfill their holiday wishes. The event was 100% successful, and the wishes of 32 students were met.

6: Public Interaction/ Strategic Partnerships

Enhance community and cultural quality of life through sharing the intellectual life of the university, the arts, and intercollegiate athletics.

Aquatics and Safety

- The City of Fort Collins professional Aquatic staff toured the aquatic facilities at the Student Recreation Center and Moby in September 2015. The City's EPIC (Eldora Pool and Ice Center) aquatic facility will be undergoing renovations during Summer 2016. This tour allowed the City to observe and ask questions about the pump room operations for each CSU facility. The City plans on incorporating many of Campus Recreation's procedures and purchasing similar equipment for use at EPIC.

Facilities

- Erin Patchett hosted two professionals and 11 students from the University of Colorado Boulder's recreation department in early August. The day started with a facility tour and ended with a question and answer session. The staffs at CU Boulder and Colorado State University are very collegial and frequently take turns hosting each other's employees for professional development opportunities.

Committee – Service

- The Colorado State University Campus Recreation Service Committee collaborated with the City of Fort Collins to Adopt-A-Street. The section the department cleans is Shields Street from Mulberry Street to Prospect Road. Campus Recreation has two adopt-a-street dedication signs, one on the corner of Shields and Mulberry and the second one on the corner of Shields and Prospect recognizing the department for helping keep the city clean.
 - July 15, 2015, 10:30 a.m. - 12:30 p.m. - 18 total volunteers: nine professional staff and nine student staff
 - October 24, 2015, 10 a.m. - 12:30 p.m. - 22 total volunteers: six professional staff and 16 student staff
 - April 23, 2016, 10 a.m. - 12:30 p.m. - 19 total volunteers: six professional staff and 13 student staff
- The Colorado State University Campus Recreation Service Committee completed a shoe drive for Nike's Reuse-A-Shoe Program. Reuse-A-Shoe turns donated athletic shoes into a material called Nike Grind which is used to help create sport surfaces such as tracks, turf fields, etc. in neighborhoods across the United States.
 - August 2015 – donated 22 pairs of shoes
 - January 2016 – donated 46 pairs of shoes
 - May 2016 – donated 66 pairs of shoes

7: Excellence in Staffing: Hiring, Professional Development, Employee Engagement

CSU will recruit and retain the highest quality Faculty, Administrative Professionals, State Classified personnel, and students at appropriate levels that meet the needs of programs and represent the diversity of society. Support with competitive compensation and benefits. Focus on positive work-life balance for all employees and consider the impact decisions have on employee health, wellness, safety, and security. Recognize and reward outstanding performance at all levels. Provide access to professional and personal development for all employees. Focus on themes of lifelong learning, core competency, leadership, promotion-advancement-progression, opportunity, problem solving, and taking the initiative.

Committees – Student Employment

- Members of the Student Employment Committee researched current practices within the Division of Student Affairs and externally at peer universities to collect information on student employee pay

structure. As a result of the findings, the committee created a Student Wage Increase Proposal that was presented to and approved by Campus Recreation Management Team. In theory, student pay raises discussed in the document are merit based, current committee members will be required to create a merit checklist document that will serve as a resource for all professionals considering merit eligibility before this policy can be fully implemented.

- Eric Holt, IT Manager, presented a new online process for the hiring and separation of employees that would replace the current use of the Student Employee Hire-Separation Checklist. The proposal was approved by the committee and Eric is working on completing the project before presenting at an all staff meeting sometime in Summer 2016.

8: Inclusive Excellence

Promote an inclusive, diverse, and equitable campus climate which welcomes, values, and affirms all members of the CSU community; provide opportunities that further develop awareness, knowledge, and skills in relation to diversity and equity; support inclusion best practices that promote accountability; and promote and advocate for equitable and inclusive University policies.

Committee – Inclusivity

- Based on a recommendation from the GLBTQ Audit, the Inclusivity Committee for Campus Recreation was created and then met for the first time in October 2015. In its first year of existence, the committee drafted a committee charge, brainstormed and prioritized a list of committee duties, created and presented a committee budget for FY17, reviewed the Adaptive Recreation Audit, and had a meet-and-greet with the City of Fort Collins Adaptive Recreation Opportunities staff.

Other

- Numerous members of the Campus Recreation professional staff attended Safe Zone training through the GLBTQ²A Resource Center in April 2016. Attendees included Ben Burnham, Heather Foster, Cody Frye, Brit Heiring, Arianne Judy, Judy Muenchow, Andy Nelson, and Brittney Wolf.
- Numerous members of the Campus Recreation professional staff applied for and were selected to attend the Office of the Vice President for Diversity's Creating Inclusive Excellence Program. For Fall 2015, attendees included Ben Burnham, Heather Foster, Brit Heiring, and Adam Walsh. For Spring 2016, attendees included Arianne Judy and Brittney Wolf.
- Numerous members of the Campus Recreation professional staff applied for and were selected to attend the Office of the Vice President for Diversity's Social Justice Leadership Institute in June 2016. Attendees included Heather Foster, Brit Heiring, and Erin Patchett.
- Brit Heiring, Communications Manager, participated as a co-facilitator for Campus Step Up: Social Justice Retreat in January of 2016, which collaborated with a number of offices on campus including SLiCE, the SDPS offices, CASA, and more.

9: Financial Resources

Develop enhanced revenue resources to support high quality programs and operations through enrollment management, capital campaigns, and grants, contracts, and fees for service (includes auxiliaries).

Communications

- Campus Recreation and Athletics' marketing staff have formed a partnership that includes free advertising space for Athletics in exchange for merchandise, intramural programming during halftimes at athletic events, free advertising space, and tabling opportunities at athletic events for Campus Recreation. The first results of the partnership were successful, with Athletics providing a variety of merchandise for the Campus Recreation Employee Appreciation Banquet in exchange for three ad runs in the Student Recreation Center lobby for upcoming events.

Fitness

- The number of cycling classes has decreased in recent years due to a lack of certified cycle instructors. The cycle certification course is often too expensive for students to participate in. To remedy the lack of certified cycle instructors, a new in-house cycle certification will be offered for free by the Assistant Director of Fitness to any current student employees who have a nationally-recognized group fitness certification.

Other

- Loretta Capra, Director of Administration, secured a sponsorship with Sports Authority for the Campus Recreation Student Development Fund in the amount of \$2,600 plus two \$150 gift cards for the Ram Recharge program. Unfortunately, only half of the sponsorship was paid before Sports Authority declared bankruptcy.
- Loretta Capra, Director of Administration, secured the third installment (\$1,250) of a \$5,000 pledge from Matrix/Johnson Equipment Company for the Campus Recreation Student Development Fund.

10: Physical Resources

Be a model institution for master planning, construction, beautification, and sustainability of our campus buildings and grounds.

Aquatics and Safety

- The Aquatic facility at the Student Recreation Center was shut down from December 21, 2015 through January 9, 2016 to perform numerous facility maintenance projects. All of the overhead lights in the facility were replaced with new LED light fixtures. These lights have improved the atmosphere of the pool and have increased visibility for the lifeguard staff.

Facilities

- Haldeman Homme, Inc was selected as the vendor for installation of padding on the walls in the Multipurpose Activity Court (MAC) Gym. This project cost just under \$35,000, and the purpose was to improve the safety of the MAC gym by offering padding on 360 degrees of the walls surrounding the court surface. The project was completed in two phases with the final phase finishing in March 2016.

11: Information Management

Implement, operate and maintain robust information management systems and processes to meet campus needs for security, flexibility, and efficiency of operations; and capture data to facilitate assessment of institutional and program effectiveness to inform continuous improvement.

Aquatics and Safety

- Throughout the entire year, emergency audits are conducted on the Aquatics staff to ensure they are prepared physically and mentally to respond to emergencies of varying severity. Audit categories include CPR, AED, First Aid, and aquatic water rescues. Other non-emergency audits are also conducted in the areas of policies, procedures, and customer service.
 - During FY16, 32 aquatic, 34 CPR and/or First Aid, 18 rescue breathing, four choking, and one customer service/policy audits were performed on the lifeguard staff.
 - All audits except one were passed and the failed audit was redone and passed two weeks later.

Communications

- Marketing launched the first Campus Recreation mobile application in August 2015. The app integrates schedules for students to add fitness classes, Intramural events, and Outdoor Program trips to their phone's calendar, as well as information icons on each Campus Recreation program area. After troubleshooting, push notifications were launched mid-semester. Push notifications have been sent for major building closures. As of December, the app had 1,100 downloads
- A five-year marketing plan for 2016-2020 was developed in the fall of 2015 and approved by Campus Recreation Management Team in January 2016. Major focuses for the first year include the e-newsletter, development of new student positions, office space transition, social media consistency and strategy, press release use and incorporation of CSULife, Source, and the Collegian in marketing efforts, and the development of a more comprehensive ad/sponsorship program to develop community partnerships.

Facilities

- The Facilities and Recreation Supervisor staffs implemented a new facility management iPad software, Connect2, which includes modules for the following areas: Emergency Action Plan, Incident Reports, Accident Reports, Forms, Standard Operating Procedures, Tasks, Counts, and Surveys. The software assists with sustainability, job training, effectiveness, and risk management.
- Ben Burnham, Facilities Coordinator, worked with Brittany Heiring, Communications Manager, to create a facility usage section on the department website. This page features multiple charts indicating a two-week average usage of the following spaces: fitness floors, the main weight room, and the MAC Gym.
- All Facilities employees (Recreation Supervisors, Building Managers, and Recreation Assistants) are audited throughout the year to ensure that their knowledge of policies and procedures and emergency preparedness meet expectations.
 - For the Building Manager and Recreation Assistant staff, a total of 106 CPR/AED and rescue breathing audits were performed with six re-audits which were passed within two weeks; 76 policy/procedure audits, 74 customer service audits, 55 fitness equipment, and 66 cleaning audits were also conducted.

- Ten CPR and eight unconscious choking audits were performed on the Recreation Supervisor staff, all of which were passed.

Fitness

- A survey is sent out to all Personal Training clients, Dance and Martial Arts participants, and Personal Trainer Camps participants at the end of the fall and spring semesters.
 - Personal Training Client Survey Fall 2015
 - 17 clients completed the survey
 - 100% of clients “strongly agreed” their trainer was empathetic and sensitive to their needs.
 - 100% of the clients felt their workouts progressed at a pace that was “just right.”
 - 87% answered “yes” to their self-confidence improving as a result of personal training.
 - 86% of clients rated their overall experience with the Personal Training program as excellent.
 - Dance and Martial Arts Participant Survey Fall 2015
 - 75% of the participants felt their class progressed at a pace that was “just right.”
 - 95% of participants “strongly agreed” that their instructor was friendly and easy to talk to.
 - 70% of participants were very satisfied with their instructor
 - 70% of participants rated their overall experience with the Dance and Martial Arts program as excellent

Intramurals

- Intramurals launched the newest version of the REC*IT app which allows participants to access the CSU IMLeagues website from their mobile phones. Participants are able to register for teams, invite friends to join teams, and check for schedule updates and announcements all online through the app.

Committee – Employee Appreciation

- Rec Olympics (ESPN 8 – The Ocho)
 - An assessment was developed to gauge participant satisfaction of different components of the event by asking open ended questions about what the participants liked and thought could be improved.
 - With an overall 29% response rate, 87% of participant (24) respondents were either very satisfied or satisfied with the event and food options.
- Student Employee Appreciation Banquet (Rec’ies)
 - An assessment was developed to gauge participant satisfaction of different components of the event by asking open ended questions about what the participants liked and thought could be improved.
 - With an overall 27% response rate, 90% of participants (48) were either very satisfied or satisfied with the event.

Committee – Student Staff Development

- Fall All Staff Development Survey
 - An assessment was developed to gauge effectiveness of and learning from training. Questions were based on learning objectives that were discussed at the start of training and in each individual training session.

- Responses indicated that the overall goals of training, including sessions focused on team building, mission, vision, values, and international student education were impactful.
- Student Leadership Series Survey
 - An assessment was developed to gauge effectiveness of and learning from training, and to evaluate future opportunities and growth of this development opportunity.
 - Participants rated the Series as either doing an excellent or above average job of advancing their leadership skills.

Additional assessments conducted during FY16 in Campus Labs:

- Campus Recreation Intramural Program
- Service Center New Member Customer Service
- Service Center New Member Drawing
- Service Center Non-Renewing Member
- Service Center Student Staff Exit
- Outdoor Gear Rental Program
- Fall Manager Training
- Student Quality of Work Life
- Ram Recharge Final Evaluation
- Equipment Replacement Survey
- April 2016 Facilities In-Service
- March 2016 Facilities In-Service
- Winter 2016 Department Retreat
- Rec Sup Outcome Domains
- Client Personal Trainer Evaluation Fall 2015
- Dance and Martial Arts Evaluation Fall 2015
- Personal Trainer Fitness Camp Evaluation Fall 2015
- December 2015 Facilities In-Service
- 2015 Rec Olympics
- November 2015 Facilities In-Service
- 2015 Student Leadership Series
- October 2015 Facilities In-Service
- 2015 NIRSA Region V Conference Vendor
- 2015 NIRSA Region V Conference
- 2015 NIRSA Region V Student Lead On
- 2015 NIRSA Region V Conference Presentation
- 2015 Fall Manager Training
- 2015 Fall All Staff Development
- Summer 2015 Department Retreat

Campus Recreation Highlights

Presentations and Publications

Jason Foster, Assistant Director of Sport Clubs

- Co-authored with Erin Patchett, Assistant Director of Facilities and Aquatics research published in the *Recreational Sports Journal* in October 2015
 - Patchett, E., & Foster, J. (2015). Inclusive recreation: The state of campus policies, facilities, trainings, and programs for transgender participants. *Recreational Sports Journal*, 39(2), 83-91.
<http://dx.doi.org/10.1123/rsj.2015-0028>
- Co-presented with Erin Patchett Foster, Assistant Director of Facilities and Aquatics, on “Welcome, Value, Affirm: Training Employees to Create an Inclusive Recreation Environment” at the NIRSA Region V Conference in Fort Collins, CO in October 2015

Michelle Gehret, Fitness Coordinator

- Co-presented with Chelsea Murray, Personal Trainer/Dance and Martial Arts Manager, on “Start a Movement: How to Create a Fitness Challenge at Your University” at the NIRSA Region V Conference in Fort Collins, CO in October 2015

Brit Heiring, Communications Manager

- Presented on “Marketing Yourself in the 21st Century” at the NIRSA Region V Conference in Fort Collins, CO in October 2015
- Co-presented with Ashley Wylde, Marketing Student, on “Marketing Yourself in the 21st Century” at the 2016 NIRSA Annual Conference in Kissimmee, Florida in April 2016
- Presented on “Creating and Implementing a Long-Term Marketing Plan for Your Facility” at the 2016 NIRSA Annual Conference in Kissimmee, Florida in April 2016

Arienne Judy

- Co-presented with Adam Walsh, Assistant Director of Intramurals on “*Intramural Staff Development, Going Beyond Sport Clinics*” at the NIRSA Region V Conference in Fort Collins, CO in October 2015
- Co-presented with Adam Walsh, Assistant Director of Intramurals on “*Intramural Staff Development, Going Beyond Sport Clinics*” at the 2016 NIRSA Annual Conference in Kissimmee, Florida in April 2016

Erin Patchett, Assistant Director of Facilities and Aquatics

- Co-authored with Jason Foster, Assistant Director of Sport Clubs research published in the *Recreational Sports Journal* in October 2015
 - Patchett, E., & Foster, J. (2015). Inclusive recreation: The state of campus policies, facilities, trainings, and programs for transgender participants. *Recreational Sports Journal*, 39(2), 83-91.
<http://dx.doi.org/10.1123/rsj.2015-0028>
- Co-presented with Jason Foster, Assistant Director of Sport Clubs, on “Welcome, Value, Affirm: Training Employees to Create an Inclusive Recreation Environment” at the NIRSA Region V Conference in Fort Collins, CO in October 2015

- Presented with peers from the NIRSA Equity, Diversity, and Inclusion Commission on “Equity, Diversity, and Inclusion Commission Program on Identity Development and Roundtable Updates” at the 2016 NIRSA Annual Conference in Kissimmee, Florida in April 2016
- Presented with peers NIRSA’s IDS Advisory Team on “The NIRSA Institutional Data Set: Exploring the Value and Capabilities of the New Benchmarking Platform” at the 2016 NIRSA Annual Conference in Kissimmee, Florida in April 2016
- Presented with peers NIRSA’s Research and Assessment Committee on “NIRSA Research and Assessment Roundtable” at the 2016 NIRSA Annual Conference in Kissimmee, Florida in April 2016

Adam Walsh

- Co-presented with Arianne Judy, Intramural Coordinator on “*Intramural Staff Development, Going Beyond Sport Clinics*” at the NIRSA Region V Conference in Fort Collins, CO in October 2015
- Co-presented with Arianne Judy, Intramural Coordinator on “*Intramural Staff Development, Going Beyond Sport Clinics*” at the 2016 NIRSA Annual Conference in Kissimmee, Florida in April 2016

Honors and Recognitions - Individuals

Student Employees

- The following student employees received awards during the yearend employee appreciation banquet (Rec’ies):
 - Top Tier Awards
 - Campus Recreation Award: Adam Paton, Recreation Supervisor
 - David Karspeck Risk Management Award: Max Kay and Ryan Gasper, Outdoor Programs
 - Exceptional Customer Service Award: Lexie Sorenson, Member Services
 - Outstanding Leadership Award: Chelsea Murray, Fitness
 - Area Employee of the Year Awards
 - Aquatics: Arlyce Rosko
 - Facilities: Rachel Cardozo
 - Facilities Scheduling: Claire Goldstein
 - Fitness: Pamela Lundeberg
 - Intramural Sports: Rudy Parks
 - Massage Therapy: Kelly Buell-Schoenman
 - Marketing: Daniel Tirado
 - Member Services: Paige Kempinski
 - Outdoor Program: Ryan DeAngelis
 - Personal Training/Dance/Martial Arts: Emily Gardner
 - Recreation Supervisor: Zach Webber
 - Sport Clubs: Alex Bae
- Sam Baca, Intramural Manager
 - Selected as a student official at the 2015 Region V Flag Football Championships in Lincoln, NE in November 2015
- Jon Connelly, Intramural Manager

- Obtained an internship in the Adaptive Recreation Department with the City of Fort Collins
- Pat Mortenson, Intramural Manager
 - Selected as a student official at the 2016 Region V Basketball Championships in Lincoln, NE in March 2016
- Chelsea Murray, Personal Trainer/Dance and Martial Arts Manager
 - Obtained the Fitness and Wellness Graduate Assistantship at Wichita State University to pursue her Masters' degree
- Calla Urban, Intramural Manager
 - Selected as a student official at the 2015 Region V Flag Football Championships in Lincoln, NE in November 2015
- Ashley Wylde, Aquatics Manager and Marketing Employee
 - Selected for the 2016 William N. Wasson Student Leadership and Academic Award through NIRSA and also received a NIRSA scholarship to attend the 2016 Annual Conference.
 - Selected to perform a TEDx talk at CSU in March 2016.
- Ashley Zugschwert, Intramural Manager
 - Obtained the Intramural Graduate Assistantship at University of Iowa to pursue her Masters' degree

Professional Employees

- Hunter Brill, Aquatics Coordinator
 - Honors/Awards
 - Completed the Certified Pool Operator certification course in September 2015
- Ben Burnham, Facilities Coordinator
 - Service
 - 2015 NIRSA Conference Expo Committee
 - 2015 Division of Student Affairs Awards and Recognition Committee
 - Colorado State University Division of Student Affairs Investigative Team
 - 2015 Colorado State University NIRSA Engagement Coordinator
 - 2016-2018 Colorado/Wyoming NIRSA State Leader
 - Honors/Awards
 - 2016 Division of Student Affairs "Innovation Award"
- Heather Foster, Assistant Director of Member Services
 - Service
 - 2016 NIRSA Annual Conference Program Committee
 - 2016-2017 NIRSA Region V Representative
 - 2015 NIRSA Region V Conference Registration Committee (Chair)
 - 2015 NIRSA Region V Conference Student Lead-On Committee
 - 2015-2016 NIRSA Colorado/Wyoming State Director
 - Faculty/staff advisor for the CSU Campus Recreation Men's Ice Hockey Sport Club
 - Campus Recreation Student Employment Committee (Chair)
 - Campus Recreation Service Committee (Chair)

- Alternate member on the Division of Student Affairs Administrative Professional Council
 - Colorado State University Division of Student Affairs Parents Fund Committee
 - Colorado State University Division of Student Affairs Investigative Team
 - Colorado State University Equal Opportunity Coordinator
 - Resources for Disabled Students Finals Week Exam Proctoring
- Jason Foster, Assistant Director of Sport Clubs
 - Service
 - Campus Recreation Student Staff Development Committee (Chair)
 - Colorado State University Division of Student Affairs Investigative Team
 - Colorado State University Campus Hazing Prevention Workgroup
 - Colorado State University Division of Student Affairs Assessment and Research Steering Committee
 - Colorado State University Division of Student Affairs SAHE Master's Program selection committee
- Cody Frye, Director
 - Service
 - Colorado State University Division of Student Affairs Visioning committee
- Michelle Gehret, Fitness Coordinator
 - Service
 - Colorado State University Campus Bike Advisory Council member
 - Colorado State University Body Acceptance Week Committee
 - Staff Mentor for the First Year Mentoring Program in Fall 2015
 - Honors/Awards
 - Obtained TRX Group Suspension Training Qualification in November 2015
 - Completed the SAHE Certificate at CSU in December 2015
- Brit Heiring, Communications Manager
 - Service
 - 2016 NIRSA Creative Excellence Committee
 - Colorado State University Division of Student Affairs Image Committee
 - Colorado State University Campus Digital Screen Committee
- Arianne Judy, Intramural Coordinator
 - Service
 - Officials Committee at the 2015 NIRSA Region V Flag Football Tournament in Lincoln, NE
 - Officials Committee at the 2016 Region V Basketball Championships in Lincoln, NE
- Andy Nelson, Outdoor Program Coordinator
 - Service
 - AORE Access and Permitting Committee (Chair)
- Erin Patchett, Assistant Director of Facilities and Aquatics
 - Service
 - Colorado State University Victim Assistant Team advocate
 - Campus Recreation Inclusivity Committee (Chair)

- 2015 NIRSA Region V Conference and Student Lead-on (Host Chair)
 - 2015 NIRSA Research and Assessment Committee
 - 2016 NIRSA Research and Assessment Committee Chair
 - 2015 NIRSA Institutional Data Set Member Advisory Panel
- Awards/Honors
 - Selected to serve as chair of the 2018 NIRSA Annual Conference Host Committee in Denver, Colorado
 - Selected to serve a three-year term on the NIRSA Equity, Diversity, and Inclusion Commission
 - Selected for the 2016 NIRSA Region V Award of Merit at the NIRSA Annual Conference in Kissimmee, Florida
- Rob Patchett, Associate Director
 - Service
 - Colorado State University Division of Student Affairs Multicultural Competencies committee
 - 2016 NIRSA Annual Conference Program Committee
- Adam Walsh, Assistant Director of Intramurals
 - Service
 - Colorado State University Division of Student Affairs Investigative Team
 - Officials Committee at the 2016 NIRSA National Basketball Championships in Columbus, Ohio
- Brittney Wolf, Facility Scheduling and Event Management Coordinator
 - Service
 - Campus Recreation Employee Appreciation Committee (Chair)
 - Colorado State University Special Events Advisory Group
 - Colorado State University Division of Student Affairs' Annual Awards and Recognition Celebration

Honors and Recognitions - Organizations

- Climbing won their second consecutive national championship
- Men's Baseball won their regional tournament and qualified for the DI World Series
- Men's Lacrosse qualified for Nationals in the Men's Collegiate Lacrosse Association
- Women's Soccer finished as the first runner up nationally in the Rocky Mountain Collegiate Soccer League
- Women's Lacrosse finished 4th nationally in the Women's Collegiate Lacrosse Association
- Wrestling qualified nine total athletes for nationals, and KaMele Sanchez was named as the first ever, female All-American from Colorado State University

Strategic Plan

The FY15-FY18 Campus Recreation Strategic Plan was updated and made available as an FY16-FY18 edition on the Campus Recreation web page. Accomplishments during FY16 include:

- Completion of department-wide adaptive recreation audit in June 2016
- Department comprehensive Marketing Plan developed, implemented in Spring 2016
- Creation of Inclusivity Committee in July 2015
- Construction of Climbing Wall desk for improved 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 and 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

Department Challenges

In January 2016, Campus Recreation Management Team, in consultation with the Assistant Director for Outdoor Program, decided to discontinue the Team Building program. Without the high element components of the Challenge Course facility, there was not enough interest from clients to support the program in its new Team Building format.

As the American Red Cross begins to move towards the new Basic Life Support certification as their new high-level certification standard, Campus Recreation has become one of the last local facilities to offer the CPR/AED for the Professional Rescuer course. After thorough discussion, the Risk Management Committee chose to continue the American Red Cross CPR/AED for the Professional Rescuer certification as the department's standard for student employees at this time and reevaluate in a year.

With the increased number of flag football teams registering each year, it is becoming increasingly difficult to rotate off Intramural fields on a nightly basis. The continued wear of these fields often makes playing conditions less than ideal and potentially dangerous in certain situations. Without improvement of the field conditions, the Intramural staff will need to consider other solutions such as capping leagues to reduce usage of the fields.