

**CAMPUS RECREATION
FY17 ANNUAL REPORT
Executive Summary**

**Dr. Judy Muenchow
Executive Director
July 2017**

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 33 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.

Facility Scheduling

- Facility Scheduling coordinated the use of the Student Recreation Center Pool for the Student Leadership in Community Engagement (SLiCE) Office's Adaptive Swim program at a reduced cost. The Adaptive Swim program is a volunteer program where students work with individuals of all ability levels to participate in aquatic recreation.
- Facility Scheduling provided studio space at the Student Recreation Center for the Prism student organization. This arrangement provided a safe place for performers in the Fall Drag Show to rehearse for the show.

Member Services

- Campus Recreation worked in collaboration with the INTO office to ensure proper access for all INTO students paying full fees. During FY17, 388 INTO students had access to the Student Recreation Center.

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 and Safety program certified 428 students in CPR, First Aid, and/or Lifeguard Training in FY17, an increase of 42 students over FY16. The program also provided adult swim lessons to 20 participants during FY17.

Fitness

- The Fitness Program had 40,283 participations among group exercise classes, personal training sessions, small group training, and dance/martial arts classes during FY17.

Intramural Sports

- The Intramural Sports Program recorded 6,841 unique participants during the 2016-2017 academic year. Total number of overall participations was 39,220.
- Intramural Sports implemented four new events during FY17: Bubble Ball, Hot Shot Contest, Spikeball, and Track. Bubble Ball was an adaptation of previously offered 6v6 Indoor Soccer and was extremely successful, increasing participation in the tournament by 104%. Spikeball, first offered in Fall 2016, continues to gain popularity with very strong participation numbers, 33 unique participants competed on 15 teams.

Member Services

- The Student Recreation Center averaged 1,023 unique visits a day during the summer, 3,426 during the fall, 962 during the winter break, and 3,829 during the spring term for FY17.

Outdoor Programs

- For FY17, the Outdoor Program had 2,674 participations and over 15,130 contact hours among various trips, clinics, and special events. The area operated at maximum capacity for programming.

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.

Department

- Campus Recreation professional staff performed 386 evaluations of student employees during FY17 which covered topics such as communication, conflict management, leadership, interpersonal skills, job knowledge, and more.
- Campus Recreation supported academic internships for 12 students in the areas of fitness, marketing, injury care, intramural sports, and assessment. In addition, two student athlete internships were supervised during the summer.

Aquatics and Safety

- Due to a new certification achieved by Nick Pfeifer, Aquatics Coordinator, Campus Recreation was able to begin hosting American Red Cross Lifeguard Instructor Training courses on campus. The ability to hold these classes improved the speed with which current Lifeguards could become certified as Lifeguard Instructors and also reduced the cost and other barriers often in place for student employees to take that level of certification course. The first class was held during Spring 2017 and six student employees earned their Lifeguard Instructor certification, making them eligible to teach American Red Cross classes for Colorado State University students.

Communications

- Campus Recreation Communication hosted professional headshots for student staff. The student Photography Assistants, Al Alothman and Chiara Garland, were able to photograph more than 40 student staff members and provide a high-quality headshot for their future professional growth and development.

Facilities

- Ryan MacTaggart, Special Projects Intern, assisted Ben Burnham, Assistant Director of Facilities and Aquatics in the creation of the Recreation Supervisor Development Program. At the weekly Recreation Supervisor meetings, the student staff participated in sessions designed to provide professional and personal advancement for the Recreation Supervisors in regards to their position within the Student Recreation Center and in their transitions after graduation. Topics included communicating personal and team purpose, how to best operate as Recreation Supervisor, the relevance of the skills and knowledge of the experience after graduation, aligning a personal purpose statement with that of the team/department, building/maintaining accountability on a team, creating trust with colleagues and management, resume and interview information, organizational politics, giving and taking feedback, learning from setbacks, and participating in employee evaluations.

Sport Clubs

- Fifty-five percent of Sport Club students maintained a GPA above 3.00 during the 2016-2017 academic year. Participants' average GPA at the end of fall semester was 3.06 and at the end of spring semester was 3.00.

Committee – Student Staff Development

- The Campus Recreation Student Staff Development Committee offered four training opportunities for FY17, with 579 participations. The training topics included Myers Briggs personality test, leadership styles and theories, conflict resolution, mindful communication, equity/diversity/inclusion, risk management, True Colors test, and mentoring/empowering others.

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

- Campus Recreation Communications led a department-wide collaboration with Orientation and Transition Programs to plan and execute the Ram Welcome Night @ the Rec Event. Several meetings were hosted between the departments to integrate new initiatives and ideas into the event and support the efforts of Orientation and Transition Programs in creating a Saturday evening event for incoming students (especially with the removal of several other Saturday evening program offered in previous years).
 - The event attendance exceeded that of the previous year with an estimated 3,800-4,100 attendees.
 - New programming was introduced this year including a Sport Club informational fair, vendor tables, a more robust fitness and yoga demo program, and more informational tables for Campus Recreation services and programs.

- 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, and a break space was provided for Ram Welcome volunteers to relax and eat meals between events.

Aquatics and Safety

- The Aquatics and Safety program provided Lifeguard coverage for 69 different special events for Conference and Events Services with a total of nearly 2,000 participants being served during Summer 2016.

Communications

- Communications designed, printed, and distributed marketing materials for over 130 department events, activities and programs throughout FY17. From website visitors, social media interactions, the Rec’ing Ram newsletter, department communications had nearly 174,000 digital impressions. The website alone had over 45,000 unique website visitors, and the YouTube account had over 56,000 views.

Facility Scheduling

- The Facility Scheduling area facilitated access to the Student Recreation Center and multiple auxiliary facilities for 61 Colorado State University groups, 42 Registered Student Organizations, and 28 community groups during FY17.

Intramural Sports

- Intramural Sports continued the strong relationship built with Colorado State Athletics and was able to gain more time in the Indoor Practice Facility which allowed for a significant expansion of the 4v4 Indoor Flag Football League. Total participation was up 23% with nearly 100 more unique participants able to play in the Spring 2017 league.
- Intramural Sports were nationally recognized on two separate occasions and featured in *Campus Rec Magazine* in February and March 2017; articles highlighted the programs innovative marketing strategies and the diverse, non-traditional programming opportunities offered.

Member Services

- Assistant Director, Member Services, Heather Foster, and Alumni Association Assistant Director Membership, Haley Katz collaborated to create a partnership where Alumni Association Lifetime Members are eligible for Campus Recreation Affiliate Memberships.
- Member Services recycles all lost and found towels and well-worn towels to the Colorado State University Police Department to aid in the training of their canines.
- Member Services donates all lost and found items and recreation equipment to the Fort Collins Rescue Mission.

Sport Clubs

- Colorado State University has created an ongoing annual agreement with Orthopedic Center of the Rockies. Orthopedic Center of the Rockies provides at least one 40 hours per week Athletic Trainer to cover Sport Clubs practices and games. In return, the trainer makes all referrals for care back to Orthopedic Center of the Rockies.
- Sport Club participants performed 5,440 hours of community service during FY17.

Committee – Employee Appreciation

- The Employee Appreciation Committee organized the first annual Homecoming Student Staff Alumni Reception in October 2016, which brought approximately 45 former student employees back to the Student Recreation Center. The primary goal of this event was to reconnect former employees to the department in hopes of fostering stronger relationships with alumni and potential supporters of Campus Recreation programming and services.

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.
 - October 22, 2016 - 23 total volunteers
- 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 2016. 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 20 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.

Committee – Inclusivity

- In October 2016, the Inclusivity Committee met with Jeff Franklyn from Special Olympics. Mr. Franklyn is a regional manager for Special Olympics and came to speak to the committee about opportunities to collaborate with the committee directly as well as the opportunities for students to create a registered student organization called SO College.

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.

Department

- Ian Malmstadt was hired as the Facilities Coordinator with the Colorado State University Campus Recreation Department. Ian previously served as the Graduate Assistant for Facility Operations with the University of Florida Department of Recreational Sports.

- Matt McCarthy was hired as the Intramural Sports Coordinator with the Colorado State University Campus Recreation Department. Matt is a graduate of Colorado State University and most recently served as a campus recreation professional at the University of Utah.
- Throughout Fall 2016 and Spring 2017, Campus Recreation employed an average of 300 students. The following demographic breakdown is an **average** over both semesters:

Ethnicity	Sex	Class
<ul style="list-style-type: none"> ▪ Native American 2 (1%) ▪ Asian 6 (2%) ▪ Black 10 (3%) ▪ Hawaiian/Pacific Islander 2 (0%) ▪ Hispanic/Latino 23 (8%) ▪ Multiracial 10 (3%) ▪ White 231 (77%) ▪ Not Disclosed 17 (6%) 	<ul style="list-style-type: none"> ▪ Female 163 (54%) ▪ Male 138 (46%) ▪ Blank 0.2 (0%) 	<ul style="list-style-type: none"> ▪ First year 32 (11%) ▪ Sophomore 78 (26%) ▪ Junior 86 (29%) ▪ Senior 92 (31%) ▪ Masters 4 (1%) ▪ PhD 5 (2%) ▪ Professional Level Two 1 (0%)

Committees – Student Employment

- The Student Employee Committee, with assistance from Kim Vetter, Fiscal Tech, Jennifer Daniel, Business Manager, and Adam Walsh, Assistant Director of Intramurals, created a new department wage scale to accommodate the changes to state minimum wage increases. This was an opportunity to simplify a rather extensive wage chart to better meet the department’s current needs. A proposal for FY17-FY20 was completed and approved.

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.

Department

- Brittany Heiring, Communications Assistant, and Erin Patchett, Associate Director of Administration, were selected and participated as co-facilitators for the Campus Step-Up Social Justice Retreat. The retreat, which is open to the campus community, had 70+ attendees and included work on identity, privilege, the Cycle of Socialization, and more.
- Brittany Heiring, Communications Manager, Brittney Wolf, Facility Scheduling and Event Management Coordinator, and Erin Patchett, Associate Director of Administration served on the core facilitator group for the Pride Resource Center Safe Zone trainings which were implemented across campus with co-facilitators from other Colorado State University departments.

Communications

- Campus Recreation Communications planned, coordinated, brainstormed, and created the New to the Rec Guidebook in response to the departmental inclusivity audits’ identified need. The Guidebook helps to orientate new students and participants to the department of Campus Recreation in order to reduce the barriers that may be present in traditional gym/recreation environments. The Guidebook covers topics such as gym lingo, navigating the Student Recreation Center, where participants can find

support, and more. In addition to the printed Guidebook, a video is currently being created to provide a second avenue to the information to maximize accessibility.

Intramural Sports

- Intramural Sports collaborated with on campus student organization *Special Olympics College* to facilitate the first ever Unified Flag Football game at Colorado State University. The event featured teams from Northern Colorado and Colorado State and provided an excellent opportunity for student staff to engage in a diverse sporting environment.

Outdoor Program

- In the summer of 2016, new policies and procedures were initiated to welcome participants of all levels, abilities, and necessary accommodations. Some examples include proactive marketing and communication regarding availability of outdoor trip accommodations, advanced training for trip leaders, and adaptive gear for the climbing wall. These changes were communicated through language on the Outdoor Program web page, written sections within course information sheets, and discussions with other outdoor professionals in colligate settings.

Committee – Inclusivity

- Communications planned and executed the implementation of the Inclusion Infusion poster series in collaboration with the Inclusivity Committee. The program has two layers of education. First, professional staff research content for an inclusion-related topic. Second, the content is delivered to the student staff via a poster designed by Communications. Topics covered in the fall include an introduction to identity, definition of an ally, and how to be an advocate. The series will continue through spring semester.
- The Inclusivity Committee created a survey related to adaptive recreation. The goal was to have a better understanding of what types of programs, facilities, equipment, and services are of most interest to students who identify as having a disability. The survey was distributed by campus partners in the Resources for Disabled Students office via their listserve, as well as posted online on the Campus Recreation website. There were 143 survey respondents and the committee discussed the results of the survey:
 - Most respondents were undergraduate (86%) women (71%). Of the undergraduates, 27% were first-year students, 17% were sophomores, 29% were juniors, 20% were seniors, and 7% were fifth-year students. The most common disabilities identified by respondents were learning disabilities (33%), mental health conditions (30%), and chronic health conditions (11%). The most comment responses to use of the Recreation Center were one to three times a month (27%), one to three times a week (20%), once a semester (19%), and never (19%).
 - When analyzing disability and Recreation Center usage, it was noted that only 30% of people with learning disabilities use the facility on a weekly basis, 50% of people with a physical disability have never used the facility, 100% of people with a wheelchair have never used the facility, and a quarter of people with a mental health condition have never used the facility.
 - The top reasons for not using the facility were being unaware of the programs/services ($n = 14$) and not feeling comfortable exercising in front of others ($n = 7$).
 - The new programs and services identified by the respondents as most appealing were horseback riding ($n = 38$), personal training ($n = 36$), access/use of sauna ($n = 28$), archery ($n = 23$), adaptive yoga ($n = 23$), and accessible hiking/backpacking ($n = 18$).

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).

Department

- The department awarded over \$11,000 across 44 allocations from the David Karspeck Memorial Fund and the Student Staff Development Fund to support professional development for student employees including expenses related to conference attendance, certification courses, and risk management trainings.

Intramural Sports

- Intramural Sports successfully overhauled the fee structure required for participation during the spring term; each individual participant is now responsible for their own fees. The one-time \$10 per semester charge will provide an individual access to over 20 activities each term, the new fee structure replaces team and event fees that were paid at the time of registration for every event.

Outdoor Program

- The relationship between the National Outdoor Leadership School Wilderness Medicine (formerly Wilderness Medicine Institute) continued to provide development opportunities for CSU staff and students, with an emphasis on helping Outdoor Program students receive Wilderness First Responder certification. An added bonus is the revenue achieved through this program assists with funding the Campus Recreation Student Development Fund for all Campus Rec student employees. Over \$4,000 was profited in FY17 to give to the Student Development Fund.

10: Physical Resources

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

Department

- Campus Recreation's Student Recreation Center was named fourth on College Rank's list of the top 35 recreation centers in the country (Collegerank.net).
- A new free weight room project began on March 20, 2017 and is set to end in Winter 2017. The total project cost was \$1.5 million with another \$350,000 for equipment. This will add over 4,000 square feet of additional space for weight training. The new weight room will be configured and designed to match the existing weight room and cardio areas currently in the facility to allow consistency throughout the building, as well as multiple large windows to maximize natural light in the space. Once completed this will be the first area in our facility where Olympic lifting will be allowed.

Aquatics and Safety

- A new chlorination unit for the spa was purchased and installed in October 2016. The new unit improves the effectiveness of maintaining proper chlorine balance in the spa which in turn promotes a safe and healthy experience for patrons.
- An aquatic wheelchair was purchased in March 2017 to give patrons an additional way to access the pool via the zero depth entry area of the facility.

Climbing Wall

- A new service desk was constructed for the Climbing Wall during the Summer 2016. The new addition expanded equipment availability for beginner climbers who do not have the means to purchase personal climbing equipment. It also has increased risk management of the space and facilitating

more interaction between staff and patrons. Likewise, the new desk area allowed the Outdoor Gear Rental Program to fully utilize the space in the Outdoor Resource Room to accommodate increased demand for outdoor equipment by Recreation Center members.

Fitness

- The fitness studios underwent an IT upgrade over the Summer 2016. Bluetooth capability was added as were new microphones, new touch pads to control volume levels, and the cycle studio received an iPad to control the movie screen. This screen has not been used for several years because the technology was outdated. The iPad enables instructors to use YouTube to play videos during class. This is expected to enhance our classes and gives the instructors another tool to use when planning classes.

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.

Department

- During FY17, the Campus Recreation five-year program review process began. Aspects completed during FY17 included a peer institution survey, a CAS self-study, and an external reviewer site visit. The complete results of the program review will be included in the FY18 Annual Report.
- During the Fall 2017, Erin Patchett, Associate Director of Administration, worked with staff in Institutional Research to perform an assessment on Campus Recreation participation data. The data included participation in Intramural Sports and drop-in recreation at the Student Recreation Center for Fall 2015 and Spring 2016. The academic year 15-16 supports a positive relationship between visits to the recreation center/intramural team participation and student success:
 - Half of all enrolled undergraduates visited the recreation center and 12% played on an intramural team in AY15-16. Visits and participation varies some by student characteristic. For instance, 71% of new students visit the recreation center at least once, while only 44% of transfer and continuing students visit once.
 - Undergraduate students who visited the recreation center at least once or played on at least one recreation center intramural team have better term GPAs and are more likely to persist than those who do not visit the recreation center or participate on an intramural team even after controlling for academic index and student characteristics.
 - Students' spring 2016 term GPAs were all significantly higher for recreation center visitors and intramural participants than for students who did not visit the recreation center or play on an intramural team in the AY15-16 regardless of what student characteristic was examined with the exception of Pell recipients and transfer students.
 - Among recreation center visitors and team players, frequency of recreation center visits significantly correlated with higher term grades and persistence; however, number of intramural teams did not correlate with higher student success outcomes.
 - Intramural team participants had 88% higher odds of persisting to fall 2016 compared to non-intramural team participants ($p < .01$).

- Undergraduates who visited the recreation center at least once during the AY15-16 had 37% higher odds of persisting than those students who did not visit the recreation center during the AY15-16 above and beyond the impact of academic index and student characteristic on persistence ($p < .01$).

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 FY17, 124 audits were performed on the lifeguard staff. All audits were passed.

Facilities

- 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. During FY17, a total of 539 audits were conducted of which all were passed except for six which required a retest and were subsequently passed.

Intramural Sports

- Intramural Sports beta-tested the use of iPads in conjunction with Connect2MyCloud to eliminate many of the traditional paper forms required for nightly reports. This process will formalize Accident and Incident reports, allow for immediate communication between student and professional staff after hours, and align Intramural reporting processes with those already in place by Facilities thus eliminating additional steps for both student staff areas.

Assessments conducted during FY17 in Campus Labs:

- Campus Recreation Intramural Program
- 2017 Demo Cardio Equipment
- Hazing Awareness Training
- Campus Recreation Swim Lesson Program
- Service Center New Member Customer Service
- Service Center Non-Renewing Member
- Service Center Student Staff Exit
- Ram Recharge (multiple)
- Rec Sup Development Program (multiple)
- Inclusivity 101 – Coach and Advisor Training
- Member Services End of Year Assessment
- Student Quality of Work Life
- Facilities In-service (multiple)
- Spring 2017 All Staff Development
- Fall 2016 Student Leadership Series
- Adaptive Recreation Survey
- Fall 2016 All Staff Development

- Summer 2016 Department Retreat

Campus Recreation Highlights

Presentations and Publications

Ben Burnham, Assistant Director of Facilities and Aquatics

- Co-presented with Heather Foster and Ryan MacTaggart on "Building a thriving student staff: Creating a staff development program for your department" at the 2016 NIRSA CO/WY State Workshop in Boulder, CO in October 2016

Heather Foster, Assistant Director of Member Services

- Co-presented with Ben Burnham and Ryan MacTaggart on "Building a thriving student staff: Creating a staff development program for your department" at the 2016 NIRSA CO/WY State Workshop in Boulder, CO in October 2016
- Presented the "Region V Connection Meeting" at the 2016 ND/MN State Workshop in September 2016, at the 2016 NIRSA CO/WY State Workshop in October 2016, and at the Western Canadian Conference in October 2016
- Co-presented the "Region V Connection Meeting" at the NIRSA Annual Conference in Washington, DC in February 2017.
- Presented the "Facilities Roundtable" at the NIRSA Annual Conference in Washington, DC in February 2017.

Jason Foster, Assistant Director of Sport Clubs

- Co-presented with Erin Patchett and Julie Wallace Carr on "Pursuing a Terminal Degree" at the NIRSA Annual Conference in Washington, DC in February 2017.

Brit Heiring, Communications Manager

- Presented on "Marketing 101: NoMo FOMO" at the 2016 NIRSA CO/WY State Workshop in Boulder, CO in October 2016
- Presented two sessions at the Division of Student Affairs Communications Bootcamp, which is open to the full Colorado State University campus. One presentation focused on best practices for social media and the second was a communication/marketing professionals panel.

Matt McCarthy, Intramural Coordinator

- Co-presented Erin Patchett and Cindy Tse on "Fostering a Welcoming Culture: Strategies for Recreation Departments Starting Their Journey towards Inclusion" at the NIRSA Annual Conference in Washington, DC in February 2017.

Erin Patchett, Assistant Director of Facilities and Aquatics

- Co-presented Cindy Tse and Matt McCarthy on "Fostering a Welcoming Culture: Strategies for Recreation Departments Starting Their Journey towards Inclusion" at the NIRSA Annual Conference in Washington, DC in February 2017.
- Co-presented with Jason Foster and Julie Wallace Carr on "Pursuing a Terminal Degree" at the NIRSA Annual Conference in Washington, DC in February 2017.

- Co-presented with Triniece Durst and Kim Rottet on “Gender Inclusive Practices” at the NIRSA Annual Conference in Washington, DC in February 2017.
- Co-presented with Heather Sanderson on “Research and Assessment Roundtable” at the NIRSA Annual Conference in Washington, DC in February 2017.
- Co-presented with members of the Equity, Diversity, and Inclusion Commission on “EDI Roundtable” at the NIRSA Annual Conference in Washington, DC in February 2017.

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: Phil Stafford, Recreation Supervisor
 - David Karspeck Risk Management Award: Zach Webber, Recreation Supervisor
 - Exceptional Customer Service Award: Al Alothman, Marketing
 - Outstanding Leadership Award: Alex Bae, Sport Clubs
 - Rookie of the Year Award: Courtney Therrien, Personal Training
 - Area Employee of the Year Awards
 - Aquatics: Meagan Sieh
 - Climbing Wall: Elese Peifer
 - Equipment: Ethan Rutgers
 - Facilities: Caleb Christen
 - Facilities Scheduling: Gray Remington
 - Fitness: Clarissa Brobst
 - Intramural Sports: Sam Baca
 - Massage Therapy: Annelise Lenderts
 - Marketing: Jenna Fischer
 - Member Services: Tien Truong
 - Outdoor Program: Hunter Stafford
 - Personal Training/Dance/Martial Arts: Addison Huck
 - Recreation Supervisor: Adam Paton
 - Sport Clubs: Parker Duda

Professional Employees

- Dianne Bornhoft, Assistant Director of Fitness
 - Service
 - Campus Recreation Employee Appreciation Committee
 - Colorado State University Body Acceptance Week Committee
- Ben Burnham, Facilities Coordinator
 - Service
 - 2016-2018 Colorado/Wyoming NIRSA State Leader

- 2016-2017 NIRSA Conference Expo Committee
 - NIRSA Mentor Program
 - 2018 NIRSA Annual Conference Host Committee
 - Campus Recreation Inclusivity Committee
 - Campus Recreation Student Employment Committee
 - Division of Student Affairs Conflict Resolution and Student Conduct Services Investigation Team
- Loretta Capra, Development Specialist
 - Service
 - 2018 NIRSA Annual Conference Host Committee
 - 2016-2017 NIRSA Foundation, Legacy Society (Chair)
- Heather Foster, Assistant Director of Member Services
 - Service
 - 2016-2017 NIRSA Member Network Region V Representative
 - 2016-2017 NIRSA Connect Facilities Convener
 - 2016-2017 NIRSA Foundation Scholarship Committee
 - NIRSA Mentor Program
 - Campus Recreation Student Employment Committee (Chair)
 - Campus Recreation Service Committee (Chair)
 - Campus Recreation Inclusivity Committee
 - Division of Student Affairs Conflict Resolution and Student Conduct Services Investigation Team
 - Division of Student Affairs Search Chair and Equal Opportunity Coordinator
 - Resources for Disabled Students Finals Week Exam Proctoring (Volunteer)
 - Division of Student Affairs Period Products in Campus Restrooms Task Force
 - Certified Pool Operator
 - Honors
 - 2017 NIRSA Horace Moody Award
- Jason Foster, Assistant Director of Sport Clubs
 - Service
 - Campus Recreation Student Staff Development Committee
 - Campus Recreation Risk Management Committee
 - Campus Recreation Inclusivity Committee
 - Campus Recreation Service Committee
 - Colorado State University Conflict Resolution and Student Conduct Services Lead Team
 - Colorado State University Campus Hazing Prevention Workgroup
 - Colorado State University Division of Student Affairs Research Steering Committee
 - Colorado State University Division of Student Affairs SAHE Master's Program selection group
- Cody Frye, Director
 - Service
 - Division of Student Affairs Director's Group
 - Division of Student Affairs Visioning Committee
 - Division of Student Affairs Internationalization 2.0 Work Group

- Division of Student Affairs B.A.R.E. Run Work Group
 - Campus Recreation Management Leadership Team
 - Campus Recreation Advisory Board (Coordinator)
 - Campus Recreation Risk Management Committee
 - United Way of Weld County Community Outreach Committee
- Michelle (Gehret) Hall, Fitness Coordinator
 - Service
 - Colorado State University Body Acceptance Week Committee
 - Campus Recreation Service Committee
- Brit Heiring, Communications Manager
 - Service
 - 2016-2017 NIRSA Creative Excellence Awards Committee
 - NIRSA Mentor Program
 - 2018 NIRSA Annual Conference Host Committee
 - Division of Student Affairs Image Committee
 - Campus Recreation Student Staff Development Committee
 - Campus Recreation Employee Appreciation Committee
 - Campus Recreation Inclusivity Committee
 - Colorado State University Body Acceptance Week Committee
- Arianne Judy, Intramural Coordinator
 - Service
 - Mentor, First Year Students, Colorado State University Orientation and Transition Program
 - Campus Recreation Employee Appreciation Committee
- Matt McCarthy, Intramural Coordinator
 - Service
 - NIRSA Assembly
 - NIRSA Region V Flag Football Tournament Officials Committee
 - NIRSA Region V Basketball All Tournament Committee
 - 2018 NIRSA Annual Conference Host Committee
 - Campus Recreation Student Staff Development Committee
 - Campus Recreation Inclusivity Committee
- Judy Muenchow, Executive Director
 - Service
 - CSU Stadium Game Day Experience Committee
 - CSU Colorado Combined Campaign Committee
 - Student Affairs in Higher Education Faculty
 - Student Affairs in Higher Education Graduate Program Advisor
 - Student Affairs in Higher Education Application Review/Selection Team
 - Student Affairs in Higher Education Curriculum Committee
 - Division of Student Affairs Liaison to CSU Development Office
 - Division of Student Affairs Liaison to Human Resources and Office of Equal Opportunity

- Division of Student Affairs Vice President’s Leadership Team
 - Division of Student Affairs Vice President’s Council
 - Division of Student Affairs Auxiliary Director’s Council
 - Division of Student Affairs Salary Committee
 - Division of Student Affairs FLSA Task Force (Chair)
 - Division of Student Affairs Equal Opportunity Coordinators (Chair)
- Andy Nelson, Outdoor Program Coordinator
 - Service
 - Campus Recreation Student Staff Development Committee (Chair)
 - Campus Recreation Inclusivity Committee
 - Association of Outdoor Recreation and Education (AORE) Access and Permitting Committee (Chair)
- Erin Patchett, Associate Director of Administration
 - Service
 - 2018 NIRSA Annual Conference Host Committee (Chair)
 - 2016-2017 NIRSA Research and Assessment Committee (Chair)
 - NIRSA Equity, Diversity, and Inclusion Commissioner
 - Division of Student Affairs Research Steering Committee
 - Division of Student Affairs Assessment Steering Committee
 - Division of Student Affairs High Impact Practices Work Team
 - Pride Resource Center Safe Zone Facilitator
 - Campus Recreation Inclusivity Committee (Chair)
 - Colorado State University Victim Assistant Team advocate
- Rob Patchett, Associate Director of Programs
 - Service
 - 2016-2017 National Intramural Recreational Sports Association Annual Conference Program Committee
 - Division of Student Affairs Multicultural Competencies Committee
 - Division of Student Affairs Onboarding Steering Committee
 - Student Resolution Center Conduct Investigation Team
 - Campus Recreation Management Leadership Team
 - Campus Recreation Inclusivity Committee
 - Campus Recreation Student Employment Committee
 - Campus Recreation Risk Management Committee
- Nick Pfeifer, Aquatics Coordinator
 - Service
 - Campus Recreation Inclusivity Committee
 - Campus Recreation Student Employee Committee
 - Campus Recreation Risk Management Committee
 - Colorado State University Campus Bike Advisory Committee
- Adam Walsh, Assistant Director of Intramural Sports

- Service
 - NIRSA National Championship Series, Assistant Director Competition
 - NIRSA National Championship Series, Officials Committee
 - 2018 NIRSA Annual Conference Host Committee
 - Campus Recreation Risk Management Committee
 - Campus Recreation Inclusivity Committee
 - Campus Recreation Employee Appreciation Committee
 - Colorado State University Division Student Affairs Conflict Resolution Team
 - Advisor for Special Olympics Colorado student organization
- Brittney Wolf, Facility Scheduling and Event Management Coordinator
 - Service
 - Campus Recreation Employee Appreciation Committee (Chair)
 - Campus Recreation Inclusivity Committee
 - Colorado State University Special Events Advisory Group
 - Colorado State University Division of Student Affairs' Annual Awards and Recognition Celebration
 - Colorado State University Pride Resource Center Safe Zone Facilitator
 - 2018 NIRSA Annual Conference Host Committee

Honors and Recognitions - Organizations

- Baseball, Climbing, Cycling, Disc Golf, Equine Polo, Men's Ice Hockey, Men's Lacrosse, Women's Lacrosse, Rodeo, Shotgun Sports, Swimming, Tennis, Triathlon, Men's Ultimate, Women's Ultimate and Wrestling all qualified for and participated in post-season, Nationals play

Strategic Plan

FY16-18 Campus Recreation Strategic Plan accomplishments during FY17 include:

- Outdoor equipment rental program shifted from Member Services area to Outdoor Program area in August 2016
- Full implementation of sport club concussion & injury tracking software databases in August 2016
- Completed professional staff position description review & classification analysis, and feasibility analysis of salary adjustment to meet FLSA threshold test during Summer and Fall 2016
- Upgraded Student Recreation Center audio-visual/public address system in August 2016

Department Challenges

One challenge experienced by numerous Campus Recreation staff were delays in the hiring of student hourly employees. A new University policy required all student employees undergo a background check during the hiring process. With some background checks taking up to six weeks to complete during the summer and fall 2016, many areas of the department had staffing issues as they could not train or schedule any new hires until their background check cleared. While the waiting period was improved greatly after Fall 2016, many areas were understaffed or had employees being overworked while this issue resolved.

Another Campus Recreation's challenge during FY17 was the planning, preparation, and implementation of the Fair Labor Standards Act. Through numerous staff discussions and attendance at University trainings, information was shared with the intention of helping prepare staff to be successful with the new nonexempt classification.