2018-2019 Executive Summary

500 words or less

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

Creation of the Wolverine Wall, renovations to the upper level workout spaces, the addition of an inclusive locker room and construction of a bypass hallway to the pool were all great additions that received positive feedback from patrons. IM Sports programs increased from 11 to 15, the number of Club Sports athletes grew from 56 to 102 and health and fitness programs were able to maintain this past year despite enrollment decline.

Collaboration is not a new concept for Rec Svcs as the list of internal departments and external organizations that we partner with remains quite extensive. Probably the partnership that has the most impact on student retention is the one with the department of Public Health & Health Sciences (PHHS). In the 2018-2019 academic year, there were 32 Physical Education courses offered for a total of 572 students and 1,064 credit hours.

Rec Svcs will end the year with an approximately $95K deficit which will be covered by the Student Rec Fee Visioning funds. A proposal has been submitted to increase the Student Rec Fee to cover both Rec Svcs and Club Sports operations. On a daily basis, Rec Svcs staff have demonstrated resiliency, dedication, a strong work ethic and creativity in developing plans and updating systems to keep operations and programs running smoothly, while remaining upbeat and at-the-ready for the next challenge!

In February, one of the vacant Customer Service Specialist positions was filled by Kassi Bremer who brought a wealth of knowledge and experience with her. Filling this position has reduced stress throughout the department and has brought about a renewed focus on customer service and increasing membership related income.

Key Highlights

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

- Recruited and hired one of the two vacant Customer Service Specialist positions and implemented comprehensive onboarding training
- Implemented installation of a long-time needed Inclusive Locker room and bypass hallway that provides pool access without traveling through gender-specific locker rooms
- Installation of the Wolverine Wall and subsequent celebration that coincided with the creation and implementation of the first-ever Spirit & Traditions event
- Renovation of a racquetball court into the Upper Level Fitness Room along with remodel of the personal exercise space in the Cardio Room
- Established tablets with Innosoft Fusion software and swipe card capability to capture usage data
- Participated in the cardio equipment re-bid process and orchestrated the old equipment removal and the new equipment installation along with the implementation of a new television system to accommodate change in service provider
- Created three (3) new Club Sports teams and established home game policies and procedures along with an Away Team locker room
- Offered two (2) new Intramural Sports tournaments: Spikeball and Chess
- Developed relationships with faculty members in both the School of Nursing and the Department of Physical Therapy and offered collaborative programming: sport skills testing, health assessments, health education bulletin boards, etc.
- Reestablished contact with Business Groups and implemented a “Refer a Member” campaign
- Continued collaboration with the Greater Flint Health Coalition’s Commit to Fit program including offering free classes to the community and hosting a new Adult Educational Program related to chronic disease prevention
- Implemented the service and equipment necessary to take Maize Money for purchases
- The University Pavilion Ice Rink was named 4th of the Top 10 ice rinks in Michigan
Initiatives to Support Diversity and Inclusion Efforts

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

- Ensured that sports/activities popular in other countries (i.e. badminton, soccer, and table tennis) were available to meet the needs of all of our students.
- Through facility reservations, offered fitness space for “women only” workouts.
- Framed and hung 3 posters from the Universities “Respect” Campaign in the Equipment Station Foyer.
- Completed renovating space for an Inclusive Locker Room and a hallway that bypasses gender-specific locker rooms.
- Continued to place emphasis on showing diversity of participants in marketing material.
- By exhibiting openness and acceptance of differences, the demographics of Intramural and Club Sports teams is very diverse.
- Offered a first-ever Chess Tournament as an alternative option through IM Sports.
- By exhibiting openness and acceptance of differences, the demographics of Rec student employees is very diverse.
- Created specific diversity and inclusion themed bulletin boards in the Rec Center related to fitness and sports.
- Through a facility reservation process, made space available for a variety of student organizations including Phaze Out Hip Hop Dance, Drop-In Judo, Student Dance Organization, Indian Dance, fraternities & sororities, etc.
- Ensured access to the pool and whirlpool spa by providing transfer lifts and support of UM-Flint Physical Therapy students and Functional Therapy Unlimited who work with individuals with disabilities.
- Supported a partnership with Health Alliance Plan/National Kidney Foundation to offer a water exercise program that is offered free to low income community members.
- Providing one-on-one entrance/access at the Plaza level for those with physical disabilities during MSB project.
- Assisted with the Disabilities Network’s Holiday Party that included use of the Ice Rink and skating aids.

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

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

Internal Collaborations and Partnerships

- **Office of Admissions** – Rec supported Admissions by participating in recruitment activities, and utilizing club sports coaches to recruit student athletes.
- **Center for Gender & Sexuality** - Collaborated on several events throughout the year including family activities at the Rec and Pee for Pizza.
- **Department of Public Safety (PHHS)** – DPS provides Clery Training for Rec employees and club sports officers. Rec supported DPS in investigating breach of policies, crimes, and possible crimes that occurred in and around the Rec Center.
- **Educational Opportunity Initiatives (EOI)** – Rec staff member provided presentation for Promise Scholars and hosted use of Rec Center for Promise Scholars and pre-college summer programs.
- **Environment, Health & Safety (EHS)** – Rec Svcs assists with Emergency Notification Alerts by entering contact information for Genesee Early College (GEC), Northbank Center external tenants and University Pavilion Vendors. Rec serves on the All Hazards Committee that EHS leads, and works with them with AEDs, Exposure Control Plan asbestos and lead awareness Training, and hazardous material safety.
- **Facilities & Operations (F&O)** – On a daily basis, Rec Svcs works with F&O departments including Custodial Services, Grounds, Trades and Projects staff members on routine and special projects that keep the Rec Center, fields, and Ice Rink operating properly to be able to meet customer needs and expectations.
- **Housing & Residential Life (HRL)** – Rec Svcs hosted the “Rec Bash” as part of HRL move-in weekend, arranged for special Rec Center rates for guests staying in Housing, and proposed an equipment replacement plan for the Riverfront Fitness Room.
- **Nursing and Physical Therapy (PT)** – Nursing and PT provided students who assisted with the Health & Fit Fair and other health assessment services for students and CrimFit.
- **Office of Development (Development)** – Rec Svcs works with Development to obtain sponsors that provide third stream revenue for Club Sports, Rec Center operations, Ice Rink operations and youth basketball camp scholarships. The Rec Director served as a co-chair for the Faculty, Staff, & Retiree Annual Giving Campaign.
- **MHealthy and Human Resources (HR)** – Rec Svcs partner with MHealthy and HR partner to offer comprehensive wellness programming for faculty and staff. We also worked very closely with HR with some of the Women’s Commission goals, and club sports coach contracts.
- **Public Health & Health Sciences (PHHS)** – Five Rec staff members serve as adjunct faculty for PHHS teaching Physical Education courses, and the Rec Director coordinates the schedule and assists with marketing. In FY18, there were 32 PE courses offered for a total of 572 students and 1,064 credit hours.

- **Student Involvement & Leadership (SIL)** – Partnered with SIL to host the University Pavilion Ice Rink Opening Celebration, Family Day and planning Maize & Blue Welcome Days.

- **Student Success Center (SSC)** – Both Rec Svs and Clubs Sports staffed tables at every First Year and Transfer Orientation session and Clubs Sports provided student athletes to participate in Fall and Winter Previews.

- **Students Health Committee (SHC)** – Rec staff supports the functioning of the SHC in a variety of ways. In addition to the numerous departments already listed above, Rec collaborates with Counseling & Psychological Services (CAPS), International Center (IC), and University of Michigan-Ann Arbor Student Life Health Services (SLHS) on providing health-related programs and services to students.

**External Collaborations and Partnerships**

- **Crim Fitness Foundation (Crim)** – The Rec Center sponsorship of the CrimFit Adult Training Program includes being designated as the CrimFit Official Training Center. This partnership has resulted in a significant number of new Rec Center members. The Assistant Director for Fitness serves on the CrimFit Adult Training Program Advisory Board, coordinates a Campus Training component of the CrimFit Adult Training Program that included approximately 17 Group Leaders and 75 participants (faculty, staff, students & community members), and coordinates pre- and post-fitness assessments for the Crim grant-funded Community Training Program. The Associate Director coordinated bike rentals for the Tour de Crim and the one-mile water station for the 10 Mile race during the Crim Festival of Races. UM-Flint and Crim reps meet monthly to coordinate the numerous areas of collaborations.

- **Crystal Fieldhouse (CFH)** – Men’s Club Hockey practices and holds home games at the CFH under a mutually beneficial agreement. CFH supports our annual Alumni Hockey Game with free ice time and other amenities. In addition, CFH provides ice skates and lessons for the University Pavilion Ice Rink.

- **Greater Flint Health Coalition (GFHC)** – The GFHC Commit to Fit program sponsors several Rec Center adult fitness classes that are offered free to community members. The Director serves on the GFHC Workplace Wellness Committee and helped UM-Flint obtain the Gold Level Healthy Workplace designation. The Rec Center hosted the GFHC’s Adult Program that focused on obesity prevention this past year.

- **Genesee County Health Department (GCHD)** – The GCHD is another health care provider that is located in close proximity to campus. Representatives for GCHD serve on the Student Health Committee. They attend and provide services at the annual Health & Fit Fair and other special events throughout the year including Pee for Pizza (STI Testing). This past year, they provided a flu shot clinics through a student Capstone project called Maize & Flu that included faculty from the Nursing and Communication departments.

- **Genesee Community Health Center (GCHC), Genesee Health Plan (GHP), Ascensions Downtown Flint Health Center (GDFHC), Genesee Health System (GHS), Hamilton Community Health Network (HCHN), Hurley Wellness Services (HWS)** - These organizations are health care providers that are located in close proximity to campus and are included in our Greater Downtown Flint Health Care Resources guide for students. They often attend SHC meetings and provide services at the annual Health & Fit Fair and other special events throughout the year.

- **Genesee County Prevention Coalition (GCPC)** – GCPC became members of the SHC and offers a substance prevention, intervention and pre-treatment program called Prime for Life. GCPC met with CAPS staff to establish a referral system for students to Prime for Life if needed.

- **National Kidney Foundation (NKF)** – The NKF coordinated the Splash Bash water exercise program that was sponsored by Health Alliance Plan held at the Rec Center.

**Key Performance Indicators**

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

<table>
<thead>
<tr>
<th>Key Performance Indicator</th>
<th>Outcome</th>
<th>Change from 2017-2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruitment</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of community organization events held at the Rec Center and number of participants</td>
<td>30 external organizations, 62 events, 1928+ participants</td>
<td>6 external organizations, 261 events, 4,683 participations</td>
</tr>
<tr>
<td>Number of promotional tables at University and community events</td>
<td>36 On Campus; 6 Off Campus</td>
<td>34 On Campus; 3 Off Campus</td>
</tr>
<tr>
<td>Retention</td>
<td>GPA of athletes by sport clubs</td>
<td>GPA of athletes by sport clubs</td>
</tr>
<tr>
<td>-----------------------------------</td>
<td>--------------------------------</td>
<td>--------------------------------</td>
</tr>
<tr>
<td>Overall FTIA retention rate</td>
<td>72%</td>
<td>NA</td>
</tr>
<tr>
<td>Overall non-Rec users</td>
<td>75%</td>
<td>NA</td>
</tr>
<tr>
<td>Overall Rec users</td>
<td>77%</td>
<td>NA</td>
</tr>
<tr>
<td>IM Sports athletes</td>
<td>85%</td>
<td>NA</td>
</tr>
<tr>
<td>Club Sports athletes</td>
<td>80%</td>
<td>NA</td>
</tr>
<tr>
<td>Students that took PE</td>
<td>75%</td>
<td>NA</td>
</tr>
<tr>
<td>Overall GPA=3.06</td>
<td></td>
<td>Overall GPA=2.82</td>
</tr>
<tr>
<td>Men’s Basketball=3.24</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women’s Basketball=3.03</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cheer=3.01</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men’s Hockey=2.84</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women’s Soccer=3.27</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men’s Soccer=2.95</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women’s Volleyball=3.31</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfaction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer comment cards</td>
<td>N=36; Topics: staff 3%, Cybex</td>
<td>N=32; Topics: staff 27%, eqmp 9%</td>
</tr>
<tr>
<td>Fitness class &amp; U-Fit satisfaction</td>
<td>See Exhibit A</td>
<td>equipment 17%, gen eqmp 3%,</td>
</tr>
<tr>
<td>Intramural Sports satisfaction</td>
<td></td>
<td>free weights 6%, fitness classes 13%,  gen facility 10%, locker rooms 17%,</td>
</tr>
<tr>
<td>Club Sports satisfaction</td>
<td></td>
<td>pool 3%, spa 3%, sauna 3%, track 3%,  customer service 10%, housekeeping 6%,</td>
</tr>
<tr>
<td>Satisfaction</td>
<td></td>
<td>other 3%</td>
</tr>
<tr>
<td>Usage</td>
<td></td>
<td></td>
</tr>
<tr>
<td># of facility reservations by Org</td>
<td>449 reservations</td>
<td>458 reservations</td>
</tr>
<tr>
<td>Rec Center usage by percent users</td>
<td>30% Students, 58% Mems, 12% Day Pass</td>
<td></td>
</tr>
<tr>
<td>Rec Center ave patrons weekdays</td>
<td>Sp/Su=287, Fa=420, Wi=479</td>
<td>Sp/Su=339, Fa=484, Wi=505</td>
</tr>
<tr>
<td>by semester</td>
<td>Sp/Su=4663, Fa=1,741, Wi=1,629</td>
<td>Sp/Su=475, Fa=1,949, Wi=1,818</td>
</tr>
<tr>
<td>Rec Center active student users</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Fitness/U-Fit classes</td>
<td>Classes Sp/Su=39, Fa=40, Wi=38</td>
<td>Classes Sp/Su=42, Fa=54, Wi=50</td>
</tr>
<tr>
<td>participants &amp; participations</td>
<td>Participants Sp/Su=145, Fa=280,</td>
<td>Participants Sp/Su=na, Fa=366, Wi=368</td>
</tr>
<tr>
<td>by semester</td>
<td>Wi=324</td>
<td></td>
</tr>
<tr>
<td>Number of Health Events and</td>
<td>Events=17 Participants=870</td>
<td>Events=17 Participants=542</td>
</tr>
<tr>
<td>participants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of IM leagues/tournaments</td>
<td>Leagues/Tournaments=15</td>
<td>Leagues/Tournaments=11</td>
</tr>
<tr>
<td>participants &amp; participations</td>
<td>Participants Fa=203, Wi=322</td>
<td>Participants Fa=250, Wi=288</td>
</tr>
<tr>
<td>by semester</td>
<td>Participations Fa=1,456, Wi=1,519</td>
<td>Participations Fa=1,456, Wi=1,568</td>
</tr>
</tbody>
</table>
### Number of Club Sports athletes and events by sport (ath = athlete; hg = home game; trips = away game/s)

<table>
<thead>
<tr>
<th>Sport</th>
<th>Athletes</th>
<th>Home Games</th>
<th>Trips</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men’s Basketball</td>
<td>12</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>Women’s Basketball</td>
<td>8</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Cheer</td>
<td>10</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Men’s Hockey</td>
<td>21</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>Women’s Soccer</td>
<td>18</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Men’s Soccer</td>
<td>22</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Women’s Volleyball</td>
<td>12</td>
<td>2</td>
<td>0</td>
</tr>
</tbody>
</table>

Total Athletes: 102; Total home games: 56; Total Trips: 37

### Attendance at Club Sports games and events

- 2,500+ spectators
- N/A

### Number of Instagram followers & posts

- Followers: 1,196; Posts: 690
- Followers: 610; Posts: 374
- Followers: 1,598

### Number of Facebook followers (all accounts)

- Followers: 1,853

### Efficiency

<table>
<thead>
<tr>
<th>Distribution of current Student Rec Fee</th>
<th>Rec Fee: $27; Def Mnt: $5; Vision: $3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership price comparison</td>
<td>Same</td>
</tr>
</tbody>
</table>

### A 2018-2019 list of programs and activities is included in Exhibit D

### Progress of 2018-2019 Priorities

#### Priority

<table>
<thead>
<tr>
<th>Obtain approval for department name change to “Recreation &amp; Wellness” then revise mission statement and branding.</th>
<th>The Department of Recreational Services still feels that a name change to Recreation and Wellness better reflects what we do. This name is also consistent with the change that many other universities have made. Our request is being considered.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receive approval to post the vacant Customer Service position, re-align duties and responsibilities, recruit and hire.</td>
<td>Approval was obtained, posted the Customer Service Specialist (CSS) position and received a good pool of qualified candidates. Rather than turning around and posting the second open Customer Service Specialist position; we received approval to hire two from the initial pool. The process included assessing both positions and re-aligning duties and responsibilities to maximize success for the department. Major Areas of Responsibilities (MARs) were established for both positions and comprehensive onboarding schedules were created to ensure proper and thorough training was provided for each of the new employees. Subsequently, due to uncertainty with the Rec and Club Sports budgets, filling the second CSS position was put on hold.</td>
</tr>
<tr>
<td>Provide stability and consistency to the Club Sports program, including onboarding the new Club Sports Associate Director, adding three new sports and accommodating home games held in the Rec Center gymnasium.</td>
<td>Through setting consistent expectations for all teams, we did lose men’s lacrosse and women’s hockey to a lack of sufficient interest from students. However, we were able to start men’s &amp; women’s basketball along with women’s volleyball, bringing our Club Sport team total to seven. Nine athlete orientation dates were offered this year, in addition to dozens of make-up sessions for those that were unable to attend a group session, for our 102 club sport athletes. This is tremendous growth, considering last year there were 56 athletes. We also saw a growth in the number of club officers, starting with 14 and ending with 20 officers, many of whom will be returning next year. There were some struggles concerning coaching, including a removal and two vacancies, and</td>
</tr>
</tbody>
</table>
we are hopeful that those vacancies will be filled by next academic year. We are continuing to review the Club Sports manual for effective & accurate policies that reflect our current practices. Not to be left out are our sport-based VSOs. In addition to the existing Judo club, we are excited to also have the following sport-based VSOs in the early stages of formation as of March 2019: Baseball, Softball, Bass Fishing and Cross Country.

Other notable accomplishments from 2018-19 include:
- Hosted 32 home games, along with a women’s basketball round robin. Over those events, we will have had an estimated 2,500+ spectators.
- Teams also went on 32 away trips for single match ups, round robin and tournaments.
- As of March 2019, teams have collected an estimated $32,000+ in team dues, fundraisers, donations, etc. since July 1, 2018.
- Hired a Club Sports Intern to handle accounting based items for clubs.
- Facilitated multiple education sessions for officers, including: CSA training, concussion education, building a team constitution, and preparing a team budget
- Looking to hold first ever Club Sports yearend celebration in April 2019, and hold elections for Club Sports Council officers

Establish Club Sports off-season conditioning opportunities, pre-season conditioning programs, team camps, etc.

- Men’s Hockey – Utilized the U-Fit room for team workouts on Thursday evenings in Spring/Summer and Fall 2018. Workouts included plyometric training, functional training, and cardiovascular endurance training.
- Women’s Soccer – Winter 2018 the team enrolled in an indoor league at Soccer Zone. Fall 2018/Winter 2019, an off-season strength and conditioning program was drafted and given to Jessycya Mathews (Women’s Soccer Coach).
- Men’s Soccer – Team was set to enroll in an indoor soccer league for Winter 2019, but it did not come to fruition.
- Cheer – no conditioning plan formulated
- Women’s Basketball – new sport in 2019
- Men’s Basketball – new sport in 2019
- Women’s Volleyball – new sport in 2019

Continue to provide a comprehensive offering of Intramural Sports and Fitness programs that meet the needs of users and potential participants.

Intramural Sports, leagues and special events offered to students, faculty/staff, members, users remained consistent during the fall 2018 and winter 2019 semesters. Offerings included intramural sports kick-off, co-ed volleyball, co-ed soccer, co-ed basketball, co-ed flag football, co-ed badminton, chess tournament, co-ed spikeball and NCAA bracket pick’em contest. The first annual spikeball tournament was offered during the fall 2018 semester and had 8 participants. The first annual chess tournament was offered during the winter 2019 semester and had 4 participants. The format for intramural sports remained the same with 8-weeks of regular season play and 2-weeks of playoffs each semester. Program evaluations are administered to all participants at the end of each special event and intramural sport season. Plans to include more utilization of outdoor fields and collaborations with other campus departments are ongoing.

In addition, offered over 100 free fitness class sessions during the 2018-2019 academic year to students, members and day pass users. Participants choice from a variety of classes, offered in the areas of cardiovascular endurance, strength training, flexibility, dance and aquatics. Added new classes (Yoga Flow, Foundational Yoga, HIIT Shred in 30, Tone & Chisel) and changed time of WERQ to meet the needs of our student body.

The personal training program offers equipment orientations, fitness assessments, body composition, single and group personal training. From ideas gained after attending the NIRSA conference 2019, implemented a more inclusive atmosphere and terminology into our fitness classes and marketing initiatives.

Provide student health programming and services at a level appropriate for available resources and grow relationships with Nursing and Physical Therapy departments and with external health partners for additional support.

Continued collaboration with other campus departments and community health partners, providing health and wellness programs and services including Environment, Health & Safety, Counseling & Psychological Services, Women’s Educational Center, MHealthy, Housing & Residential Life, International Center, Genesee County Health Department, Hamilton Community Health Network, CRIM Foundation, National Kidney Foundation and Commit to Fit.

Offered interesting and educational health-related programming to the student body and campus community, including Health & Fit Fair, National Rx Take Back Day, Alcohol
Continue to support the offering of Physical Education courses through the relationship with the department of Public Health & Health Sciences, including seeking conclusion to the building classification issue.

It continued to be a very challenging year for supporting the Physical Education (PE) classes due to the fact that the Recreation Center is still not classified as a Classroom Building. Facilities & Operations has been trying to resolve this issue since April 2017. Until this situation is corrected, the schedule of PE classes has to be adjusted to meet the guidelines for a Non-Classroom Building. This involved changing times of classes and moving classes to other buildings. Professors have been flexible and changed class times and locations to meet the classification requirements.

The relationship with PHHS remains strong. A total of 32 courses were offered by five (5) Rec Svcs’ employees and 2 adjuncts from other departments serving as lecturers for a total of 572 students and 1,064 academic credits.

Assist with DSA major events that support the retention of students through new and old traditions.

Rec Services staff assisted with numerous aspects of Maize & Blue Days to welcome students back to campus during the month of September. Julia Stulock took on the challenge of creating and implementing the first-ever Spirit & Traditions Day. This involved researching traditions from the past from anecdotal information and creating interactive experiences to commemorate them.

The second annual Family Day was offered this year with over 250 participants. Highlights included the game watch party and the return of the tug-of-war tradition. The Ice Rink Opening Celebration still draws skaters and spectators, but numbers were lower than previous years. Added Rock the Rec Spirit Week which started with the NCAA Bracket Pick’em Contest and concluded with .the Alumni vs Students Basketball Game with lots of fun in-between.

Continue creating and implementing ways to best utilize social media, along with providing effective and consistent branding in all promotional material.

Our social media marketing platforms have remained consistent during FY19 with followers and “likes” steadily increasing – with heavier focus during the fall 2018 and winter 2019 semesters. We do practice year-round e-marketing recognizing that this supports campus recruiting efforts, as well as communication with Recreation Center membership. Platforms include Facebook and Instagram (Facebook = 2 accounts: Club Sports and Recreation Center | Instagram = 4 accounts: umflintrec, umflintclubsports, umflinthalthwellness, umflintintramurals).

We hired a social media intern to help support our marketing and design coordinator with content as well as photography needs throughout each semester. This helps capture special events, intramural sports contests and tournaments, club sport teams/games, and other varying marketing/promotions. Social media reporting occurs weekly at staff meetings and annually at the Rec Advisory Board meeting in May. Our Marketing and Design Coordinator attends monthly University Communications & Marketing Social Leadership Team meetings. This provides an opportunity to learn about campus website/social initiatives with plans to utilize ITS’ New Events and Social websites as well as adhering to brand standards and account guidelines. Future plans include offering more student contests, monthly featured healthy lifestyle, campus and national content, student employee recognition and testimonials, as well as other ideas that communicate our desired social media tone in support of sports, fitness, nutrition and health/wellness lifestyles and behaviors.

Implement infrastructure changes along with continued programming and communication practices that support improved accessibility and inclusion.

The Rec Center is continually updating its amenities in an effort to strive for total inclusion. We recently completed renovating space for an Inclusive Locker Room and a hallway that bypasses gender-specific locker rooms. The Inclusive Locker Room is available to families, those with a care-giver or those who require a private changing space. Posters from the “University’s “Respect” campaign were framed and hung on the wall in the lower level foyer.

Compile and evaluate information collected from the recently administered student employee climate survey; and implement quality

The results of the student employee survey prompted the need for further information gathering. During the annual student employee orientation in August, a circle process utilizing questions designed to obtain information to improve the Rec Center as a workplace was conducted. The suggestions for improvement were compiled and changes were made as appropriate. See Exhibit E for summary and follow-up.
improvement changes that supports retention.

| Create an effective professional development plan for each staff member. | Each Rec Services regular staff member created an individual professional development plan with support from their supervisor. We took advantage of the many opportunities held right on campus through Human Resources, MHealthy, and the Division of Student Affairs Professional Development Committee. In addition, off-campus conferences and online webinars were utilized. See list in Exhibit F |
| Plan and conduct a retreat for regular staff that focuses on communication, teambuilding and thriving during change. | On June 27, 2019, Rec Services’ regular staff participated in a 4.5 hour staff retreat facilitated by Mary Berry-Cybulsiki. The focus was on communication. We each filled out the “Straight Talk” instrument and received a Team Profile to review. We learned about everyone’s communication style and how best to communicate with each other based on their style. Overall, staff felt this was worth our time, but have liked more time on elements of working with each individual style. |

### Proposed 2019-2020 Priorities

5-7 key department priorities for 2019-2020 in bullet format

- Continue to seek approval for department name change to “Recreation & Wellness” then revise mission statement and branding. (Theresa)
- Maintain quality programs and services with reduced revenue. (All)
- Continue to provide a comprehensive offering of Intramural Sports and Health/Fitness programs that meet the needs of users and potential participants. (Jess & Ervin)
- Continue to support the offering of Physical Education courses through the relationship with the department of Public Health & Health Sciences, including seeking conclusion to the building classification issue. (Theresa)
- Continue to support and place emphasis of efforts that promote diversity, inclusion and respect for all. (All)
- Review and revise all training procedures, material and tools for hiring, and onboarding student temporary employees. (Ervin, Julia, Chris)
- Implement the system in Fusion that will allow for web portal payments for memberships, club sport dues, etc. (Amy & Julia)
- Pilot using Fusion on a computer in ADR for fitness class swipe access; and if successful, implement in LLFR, Room 11 and U-Fit Room. (Theresa, Jess & Amy)
- Obtain approval, prepare protocols and execute a credit card machine at the front counter. (Amy & Kassi)
- Increase program and service collaboration within the department. (All)
- Continue program and service collaborations with Physical Therapy, Nursing, Center for Gender & Sexuality, Greater Flint Health Coalition, Crim Fitness Foundation, etc. (Jess)
- Create and implement ways to increase followers of Rec Svcs’ social media including leveraging student employees. (Jo Ann)
- Establish a student led club sports council with an elected executive board, with plans for regular club meetings through fall/Winter semesters, as well as programming collaborations with other organizations or offices. (Julia)
- Implement officer training and other resources that will assist teams in having a smooth start to the season, including plans for any desired off-season conditioning. (Julia, Chris)
- Become educated on the collegiate Esports landscape, through webinars and NIRSA resources, to be best prepared to launch program if/when needed. (Chris, Julia, Theresa)
- Explore the creation of a “Recreation Prescription for Academic Success” program that could be implemented in 2020/2021. (All)
a. **Ensure that all 2018-2019 department goals contribute to the University’s Retention and Strategic Plan.** The Rec Services departmental 2018-2019 goals were all directly related to retention and the Strategic Plan initiatives in one way or another. From the High Level Priorities: A Distinctive Identity That Builds Campus Pride, Excellent Education and Scholarship Across the Institution, A Student-Centered Culture Focused on Retention and Success, Recruitment through High Quality Programs and Campus Life, and A Vital Partnership with an Engaged Community; to the Key Initiatives: develop, maintain and revitalize high quality and viable academic programs; support professional aspirations and development of students, faculty and staff; strengthen and streamline communication and collaboration across campus and beyond; recruit, retain, and support well-qualified diverse students, faculty and staff by creating an inclusive and safe campus culture; cultivate and leverage purposeful engagement of alumni and external community; develop innovative approaches to address the university’s critical physical and technical infrastructure needs.

b. **Commit to educational and professional development for DSA staff and celebrate staff and professional accomplishments.** Rec Svcs staff members strategically increased participation in professional development opportunities. Selection of and participation in professional development opportunities was based on job functions, interest, desire to increase knowledge and support for the DSA. See Exhibit F for complete list.

c. **Increase collaborative programming around intersecting identities to foster an inclusive community that is safe and accepting.** Rec Svcs purposefully offered intramural sports and open rec activities that appeal to international students and are co-ed, offered free “women only” and student organization reservations, offered a variety of fitness programs to meet various abilities, offered programs that support LGTBQ, family and older adults. Rec Svcs installed an inclusive locker room to support families, transgender individuals and those with disabilities. Included diversity, equity and inclusion training for employees.

d. **Define what student engagement looks like at UM-Flint and share student engagement accomplishments with campus and community stakeholders.** Social media marketing platforms was an area of focus this past year with followers and “likes” steadily increasing. Platforms include Facebook and Instagram (Facebook = 2 accounts: Club Sports and Recreation Center | Instagram = 4 accounts: umflintrec, umflintclubsports, umflinthwellness, umflintintramurals). A social media intern helped with marketing content as well as photography needs. All social media is available to the department of University Communications & Marketing and many of our posts were used on various University platforms.

e. **Increase collaborative programming that is intentional, student centered, and grounded in best practices within and external to the division.** Provided a variety of programs and services this past year; many were in collaboration with internal and/or external departments/organizations. See Collaboration & Partnership lists above. The selection of programs and services to offer are based on needs-assessments, many are student centered and all are grounded in best practices following guidelines from nationally recognized organizations (ACSM, IDEA, NIRSA, etc.).
Exhibit A

Fitness Class Program Evaluation
Fall 2018 & Winter 2019

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

116 Total Evaluations

1) The instructor demonstrates his/her knowledge about exercise and fitness: 5 (x113) 4 (x2) 3 (x1)

2) Class sessions start and end on time: 5 (x109) 4(x4) 2 (x1)

3) There is adequate warm-up and cool-down time during the class: 5 (x110) 4(x2) 3(x2) 2(x1) 0(x1)

4) Instructor emphasizes safety & proper body alignment throughout class: 5 (x111) 4 (x3) 3 (x1) 2(x1)

5) The instructor provides enthusiasm and motivation: 5 (x111) 4 (x4) 2 (x1)

6) The instructor communicates verbally clearly with appropriate volume: 5 (x113) 4 (x2) 3 (x1)

7) The instructor gives verbal and visual cues: 5 (x113) 4 (x3)

8) The class workouts are □ too difficult (x2) □ too easy (x2) □ just right (x112)

9) Check any of the benefits you gained by participating in UM-Flint’s fitness classes:
   Muscular Strength (x104) 89%    Motivation (x99) 85%
   Muscular Endurance (x97) 83%    Discipline (x91) 78%
   Cardiovascular Endurance (x89) 76%    Accountability (x83) 71%
   Flexibility (x94) 81%    Socialization (x84) 72%

10) Do you feel there is a diverse variety of classes to participate in? □ Yes (x107) □ No (x9)
   If no, what other classes would you like to see offered?
   Pilates, Tuesday yoga, Hatha yoga, Zumba (x2), Body pump, More yoga (x2), Tai Chi (x2), More morning classes (x2), Yoga flow in evenings, Aqua Jogging, Water fitness

11) What did you like best about participating in UM-Flint’s fitness classes?
   The socialization (x17), Fun (x2), Help me meet my fitness goals, Convenience (x6), Included in membership (x6), Health benefits (x5), Maria, Workout, Instructors (x7), Options, Sense of community (x6), Great atmosphere (x3), Motivate each other (x6), Variety (x4), Feel great afterward, Overall wellness, Number of classes (x4), Rose, yoga, Times (x5), Days (x2), Benefits (x3), Variety of classes offered (x6), Challenging Instructors (x6), Strength gained (x3), Meet new people (x8), Flexibility (x2), Facilities, Splash Bash (x4), Training, Staying fit (x5), Accessibility, Katherine

12) What did you like least about participating in UM-Flint’s fitness classes?
   Not enough classes during the day, Water is too cold in pool, Yoga classes too short, Not enough options, More free to the community classes, More publicity, Not enough early morning classes, Instructors do not have proper sound equipment, Not available in summer, Pool closures, Shorter than a regular class (lunchtime yoga), Instructor, Classes fill up quickly, No earlier yoga classes, Not enough variety, Too challenging, Not challenging enough, No notifications when spin is cancelled, No air conditioning.

13) Are you a: □ Student (x17) □ Faculty/Staff (x16) □ Member (x68) □ Day-Pass User (x15)
Exhibit B

Intramural Sports League (Soccer, Basketball, Volleyball)
Tournaments (IM Kick-off or Flag Football or Spikeball or Badminton)

Fall 2018 & Winter 2019 Combined Evaluations

How did you hear about this Intramural Sports league? (Check all that apply)
Intramural sports brochure x13  M-Times Article x2  Friends x27
Recreation center brochure x13  Social Media x10  I played x3
Recreation Center website x9  Other x18

Did you find the registration process easy to understand and implement? Yes x60  No x2
If no, please explain didn’t find it on website; didn’t register

The following have been identified as components of effective teamwork. Which did you experience or witness while participating in this IM Sports league (Circle all that apply)?
Commitment to a goal x45  Regular Participation x44  Open Communication x44
Efficient use of ideas x32  Decision Making x40

The following have been identified as components of good sportsmanship and character. Which did you experience or witness while participating in this IM Sports leagues (Circle all that apply)?
Respecting officials x44  Play by the rules x42  Giving your best effort x43
Winning gracefully x40  Losing gracefully x46

What did you like most while participating in this IM Sports leagues?
Doing extracurricular activities x14  Staying active x5  Teamwork x15
Fun experience x13  The cost (free) x1  Winning it all x3
Dunking x1  Officials x1

What did you like least while participating in this IM Sports leagues?
Refs x2  Losing x3  People complaining/fighting x4
Scheduling late games x2  Not enough teams x1  Cheating x1
Fighting x1  Short time clock x2  Rules x7
Having only 4 members for a game x6  Flopping x1
Exhibit C

Club Sports End of Season Survey 2018-2019
N=45

1. **To what extent did your Club Sports experience make you feel more connected with UM-Flint?** 91% of athletes reported an increased connection to campus due to their participation.
   
   A Great Deal (16)  Considerably (13)  Moderately (6)  Slightly (5)  Not At All (4)

2. **The following have been identified as components of effective teamwork. Which did you experience or witness while participating in Club Sports?**

   - Commitment to a goal (30)
   - Decision Making (22)
   - Regular Participation (31)
   - Efficient use of ideas (23)
   - Open Communication (31)

3. **The following have been identified as components of good sportsmanship and character. Which did you experience or witness while participating in Club Sports?**

   - Respecting officials (20)
   - Giving your best effort (39)
   - Losing gracefully (35)
   - Play by the rules (29)
   - Winning gracefully (25)

4. **To what extent do you agree or disagree with the following statements, as they relate to your team, coach(es), officers & the Club Sports program?**

   73% of athletes agreed or strongly agreed with the below statements, indicating clear goals, positive experiences or helpful interactions.

   Strongly Agree (36%)  Agree (37%)  Neutral (13%)  Disagree (4%)  Strongly Disagree (9%)

   - The team had a clear goal for the season.
   - The team had adequate practice time to achieve its goal.
   - The team had adequate space and resources to achieve its goal.
   - Everyone on the team had a clear and vital role.
   - Everyone on the team demonstrated good sportsmanship.
   - The team worked well together.
   - The coach treated players with fairness.
   - The coach provided me the necessary support to improve or be successful in my position.
   - The coach taught skills and tactics appropriate for my level of experience and/or to help me improve.
   - The coach organized safe, enjoyable, meaningful practices.
   - I felt the coach listened to me when I expressed my opinion.
   - The club officers communicated updates and changes in a timely manner to the team.
   - The club officers were able to effectively communicate my concerns to the coach(es).
   - The Club Sports staff are supportive and treat players with fairness and equality.
   - The Club Sports staff was available to assist me and the team when necessary.
   - The Club Sports Program provided valuable training, either one on one or in a group meeting.

5. **My overall experience on the team this season was:**

   82% of athletes reported an excellent or good experience with their team.

   Excellent (18)  Good (18)  Fair (4)  Poor (1)  Terrible (3)
Exhibit D

Rec Services 2018-2019 Programming/Event dates
(Code as: Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

June 12-Aug 29  Orientations (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Aug 10 & 11  SSO Retreat (Diversity & Inclusion, Health & Wellness)
Aug 14  MHealthy Kickball Tournament (Health & Wellness)
Aug 23/24  Crim Festival of Races: Michigan Mile & Water Station (Family Friendly, Diversity & Inclusion, Health & Wellness)
Sept 1, 2, 8, 9  Men’s Soccer Tryouts (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 2  Late Night Rec Bash (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 4  Twenty Eight (28) Fitness Classes start (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 7, 9  Men’s Hockey Pre-season Camp (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 4  Welcome Back & Carnival: Cheer, Fitness, Yoga, Tai Chi (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 5  “Spirit & Traditions”: Wolverine Wall Celebration (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 11, 13  Women’s Soccer Tryouts (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 11, 13  Cheer Tryouts (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 16  IM Sports Spikeball Tournament (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 17, 19, 20  Men’s Basketball Tryouts (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 19, 20  Women’s Volleyball Tryouts (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 19, 21  Women’s Basketball Tryouts (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 19, 22  Men’s and Women’s first home soccer games (Health & Wellness)
Sept 23-29  Fitness Week (Health & Wellness)
Sept 24  IM Sports leagues start (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 28  Family Swim & Pizza Party (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 29  IM Sports Flag Football Tournament (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Sept 29  Tour de Crim-bike rentals (Family Friendly, Health & Wellness)
Sept 29  Men’s first home Hockey game (Health & Wellness)
Oct 1-31  Commit to Fit Fall Challenge (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Oct 16  MHealthy’s Fall event (Health & Wellness)
Oct 18  IM Badminton tournament (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Oct 23  Breast Cancer Awareness (Health & Wellness)
Oct 20  Family Day (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Oct 20  Game Watch Party (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Oct 24  Flu Shot/Immunization Clinic (Health & Wellness)
Oct 27  National Prescription Take Back Day (Health & Wellness)
Nov 8 & 9  Student Health Screening w/Community Nursing Class (Health & Wellness)
Nov 15  3v3 BB tournament/WBB Fundraiser (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Dec 4  De-Stress Yoga (Health & Wellness)
Dec 7  Men’s Hockey Student Appreciation Game (Family Friendly, Diversity & Inclusion)
Dec 12  De-Stress Tai Chi (Health & Wellness)
Dec 12  MHealthy Skate Break (Health & Wellness)
Dec 8  Ice Rink Opening Celebration (Family Friendly, Diversity & Inclusion, Health & Wellness)
Dec 2  Women’s Basketball Scrimmage w/Ferris State (Family Friendly, Health & Wellness)
Dec 10  Men’s Basketball home game against Madonna (Family Friendly, Health & Wellness)
Dec 5-Mar 3  Open skating (Family Friendly, Diversity & Inclusion, Health & Wellness)
Jan 3  Fitness Classes start (Health & Wellness)
Jan 5  Men’s Hockey Alumni Game (Family Friendly, Health & Wellness)
Jan 9  Winter MGagement Fair (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)
Jan 11  Men’s Hockey home game (Family Friendly, Health & Wellness)

Jan 16  MHealthy Skate Break (Health & Wellness)

Jan 18  Family Skate (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

Jan 13-19 Free Fitness Week (Diversity & Inclusion, Health & Wellness)

Jan 23  Health & Fit Fair (Health & Wellness)

Jan 25  Men’s Hockey home game (Family Friendly, Health & Wellness)

Jan 29  Intramurals Sports leagues start (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

Feb 2  Men’s Hockey home game (Family Friendly, Health & Wellness)

Feb 8  Men’s Hockey home game (Family Friendly, Health & Wellness)

Feb 13  MHealthy Skate Break (Health & Wellness)

Feb 15  Family Pizza Swim Party (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

Feb 16  Men’s Hockey home game-Hat give-away (Family Friendly, Health & Wellness)

Feb 16 & 17 Men’s Basketball home (Family Friendly, Health & Wellness)

Feb 17  Badminton Tournament (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

Feb 21  Chess Tournament (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

 Feb 21-Mar 28 Commit to Fit Adults Program (Health & Wellness)

March 18-April 1 Healthy Recipe Competition (Health & Wellness)

March 11  National Nap Day (Health & Wellness)

March 13, 28, April 3 Crim Campus Training Program Registration Blitz (Health & Wellness)

March 13  Health Insurance Enrollment Assistance (Health & Wellness)

March 15  Mental Health First Aid Certification (Health & Wellness)

March 16 & 17 Men’s Basketball home games (Family Friendly, Health & Wellness)

March 17  Spikeball tournament (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

March 21 & 28 Rock the Rec spirit week (Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

March 21-April 8 NCAA Pick’em Contest (Diversity & Inclusion, Non-traditional/Transfer)

March 25  Maize & Blue Apparel Day in Fitness Classes (Health & Wellness)

March 27  Knockout & 3 Point contests at IM Games (Family Friendly, Health & Wellness)

March 28  Alumni Basketball Game & Pep Rally (Family Friendly, Health & Wellness)

March 28  Health Insurance Enrollment Assistance (Health & Wellness)

April 4  Pee for Pizza (STI testing) (Health & Wellness)

April 11  Wolverines Excellence Awards (Diversity & Inclusion, Non-traditional/Transfer)

April 11  Alcohol Screening Day (Health & Wellness)

April 14-20  De-Stress Yoga Week (Health & Wellness)

April 16  Crim Timing Night (Health & Wellness)

April 29  Fitness Classes start (Health & Wellness)

May 4  Flint City Bucks ticket partner (Family Friendly, Diversity & Inclusion, Health & Wellness, Non-traditional/Transfer)

May 4, 5, 11, 12 Fitness Instructor Certification & Personal Training Certification (Health & Wellness)

June 17-20 Boys YBB Camp (Family Friendly, Diversity & Inclusion, Health & Wellness)

June 24-27 Girls YBB Camps (Family Friendly, Diversity & Inclusion, Health & Wellness)
WHY DO YOU WORK AT THE REC?
- Experience/career growth
- Like to meet people
- The environment/great atmosphere
- People/patrons
- Easy job/flexible schedule

WHAT SKILLS ARE THERE TO GAIN WORKING HERE?
- Teamwork, Leadership, new skills, Communication, Multi-tasking, Customer service, Patience, Discipline

WHAT MAKES YOU FEEL IMPORTANT AT THE REC CENTER?
- Being at front desk/first face: giving tours; when people say hello to me
- Helping community health; Helping people
- Writing notes/letting others know of problems; giving knowledge; answering questions w/pro-staff
- Lifeguard as a first responder
- Being Student Supervisor

WHAT COULD PRO-STAFF DO BETTER?
- Give us more responsibility
- Walk around – Weighbex & other stations; be available for questions (new staff especially!)
- Trust us more/not “baby” us
- More feedback
- Encourage to apply for promotions
- Acquire different skill sets

WHAT IS SOMETHING YOU WOULD CHANGE ABOUT THE REC IF YOU COULD?
- Communication (x13)
  - Student employee and pro-staff communication
  - Pro staff do not relay information to employees, especially because they have staff meeting
  - Never hear of policy changes until they are in trouble

At start of each shift, SS will determine which Pro Staff is on-duty and “huddle” to obtain directions/updates; then SS can go around to work stations and update their team
- Less technology and more face to face for communication/- Pro Staff to try to walk around to all work stations more often
- Communication/consistency (State ID vs MCard)-Never take MCard (except ice rink); call pro staff if no State ID
- Take notes on daily shift report-Pro staff to make commitment to follow up on daily shift reports
- Challenge employees more-Suggestions?
- Like to see more people doing their jobs, instead of seeing people on their phones-Suggestions?
- Who is pro staff on duty?- SS to check at the start of each shift
- Tank top/athletic tops for LG-DONE
- Repairs-Provide repair update on Out of Order signs on machines
- Employees should not have to pay for spring/summer membership (x11)-It’s a U policy, not departmental; need to model support for policy. Communicate it in advance so employees are prepared; Offer payroll deduction option
- Be able to do light homework at FC-DONE
- Sign on pool locker room doors “need MCard to get back in”-DONE
- Get a backup radio for the pool-DONE
- More pro-staff need to be available for lifeguard certification-Jess and Ervin will try again to become certified
- Cleaning up the overflow locker room because it smells really bad in there as well-DONE
Exhibit F
Rec Services Professional Development 2018-2019

Jo Ann Ford
- DOS Fall Synergy meeting
- Welcome Back BBQ
- DSA Staff Breakfast
- FERPA Training Enrolled
- Rec Staff Retreat
- UM-Flint Social Leadership In-service
- Adobe Learning Summit Webinars:
  - Business Transformation through CXM
  - Transformative Leadership
  - Marketing Nation
- MHealthy:
  - Spreading Kindness & Gratitude
  - S.O.S. Stress Reduction Strategies
- UM-Flint UCOM Template System

Chris Clinger
- DOS Fall Synergy Meeting
- All Hazards Planning Team training
- Campus Security Authority Training
- Lifeguard Re-Certification
- Lifeguard Instructor Re-Certification
- CPR/AED Re-certification

Ervin Leavy, Jr.
- DOS Fall Synergy Meeting
- Campus Security Authority Training
- Hazardous Materials Training
- MHealthy Active U
- CPR/AED Re-certification

Gary Parr
- DOS Synergy Meeting
- Lifeguard Instructor Re-certification, ARC
- Lifeguard Re-certification, ARC
- Indoor Pool Air Quality, National Swimming Pool Foundation
- Working With Multiple Generations.
- Hazardous Materials Training
- Lifeguard Training Workshop, National Recreation & Park Association
- MHealthy Active U

Julia Stulock
- CMS/website management training
- MIRSA state workshop
- NIRCA cross country National Championships
- NIRSA Annual Conference
- Using Kultura Workshop
- Critical issues forum: Power of Positivity
- NIRCA track & field championships

Theresa Landis
- DOS Fall Synergy Meeting
- Women’s Commission Retreat
- "Your Health/Your Voice/Your Vote: Health Issues in the 2018 Election."
- Spreading Kindness & Gratitude in the Workplace
- Minors on Campus Update
- MIRSA state workshop
- NIRSA Director’s Institute
- CPR/AED/First Aid Re-certification
- Title IX & Clery Reporting Training

Jessica Viertlboeck
- DOS Fall Synergy Meeting
- NIRSA Conference
- NASM Personal Training Re-certification
- NETA Group Fitness Instructor Recertification
- NETA Empower! Self-Defense Certification
- Recertification CPR, AED and First Aid

Amy Clolinger
- Critical Issues Forums
- Purchasing & PO Procedures Training
- Tableau Training
- DOS Synergy Meeting
- Fusion Training
- CPR/AED Recertification