



**SUNY
BROCKPORT**

Office of the Vice President for Enrollment Management & Student Affairs

Unit End of Year Report		
Report includes: <ul style="list-style-type: none"> • 2020-2021 Annual Goals • 2020-2021 Assessment Plan • Key Performance Indicators • 2021-2022 Annual Goals • 2021-2022 Assessment Plan • 2020-2021 Points of Pride 	Unit: Campus Recreation Director: Scott Haines Assessment Team Representative: Mick Ballart	
UNIT OVERVIEW		
Unit Mission Campus Recreation promotes student success by prioritizing student learning and development through educationally purposeful activities, leadership opportunities, and employment. We are committed to offering healthy lifestyle choices through safe, quality programming to the College campus and its surrounding communities by emphasizing student learning beyond the classroom.		
Unit Functional Goals	Division Goal Mapping	College Goal Mapping
Campus Recreation student employees will develop transferable leadership and professional skills.	2, 4	1.1, 1.5
Campus Recreation will provide fitness and wellness opportunities to all members of the community.	3, 5	1.1, 1.5

Club sport participants will create safe, welcoming and inclusive organizations through gainful leadership opportunities which will result in long-term pride in and for The College at Brockport.	1, 6	1.1, 1.8
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SECTION ONE: 2020-2021 UNIT STRATEGIC ANNUAL GOALS

Unit Strategic Annual Goals	Outcome/Status
Increase the number of group exercise participants by 15%.	Goal Not Met/Ongoing
Increase participation of historically underrepresented students by 5-10% in intramurals, club sports, and group exercise.	Goal Partially Met/Ongoing
Have 90% of employees complete at least 2 red shirt drills during the year.	Goal Met/Ongoing

SECTION TWO: 2020-2021 Assessment Plan

Unit Goal		College Mission Alignment:
Campus Recreation will provide fitness and wellness opportunities to all members of the community.		To be a Great College at which to Learn (1.1 and 1.8) To be a College Engages with its Community (2.1)
Outcomes and Criteria:	Data Sources and Methods:	Assessment Data:
<ol style="list-style-type: none"> Increase the number of fitness center participants by 10%. Offer 1-2 new group exercise classes. 	Fusion access portal, social media marketing	<ol style="list-style-type: none"> Goal Not Met: The fitness center participants had a decline of 48% from the previous year. The full-time student body decreased by 11.3% with the uncertainty of how many students did not come to campus throughout the year due to the pandemic. The campus elected to close the fitness facility down from mid-November until early February, when it would be normally open as a precautionary measure against the pandemic. Goal Not Met: Campus Recreation was unable to invite companies to host certification classes on campus due to COVID restrictions. In past this was something the department would offer students and, in most situations, received comps on classes for providing a host site for certification classes.

CLOSING THE LOOP

Resources Used: Fusion software, human resources

Key Findings: The fitness center participation declined by 48% when compared to 19-20 numbers. The student population was down overall and the number of students returning to campus was even less as many classes were being offered virtually. Campus Recreation did not sell any memberships during the year which limited the number of users for the fitness center.

Dissemination/Discussion of Key Findings: Findings were shared with the professional staff and the Director of Campus Recreation.

Summary Sentence for EMSA Divisional Report: Campus Recreation’s goal was to increase participation in the fitness and wellness components of the department. Unfortunately, with the pandemic happening and the significant decrease in students attending in person classes, this goal was not met.

Unit Goal		College Mission Alignment:
Increase participation of historically underrepresented students by 5-10% in intramurals, club sports, and group exercise.		To be a Great College at which to Learn (1.1 and 1.8)
Outcomes and Criteria:	Data Sources and Methods:	Assessment Data:
<ol style="list-style-type: none"> Increase the intramural underrepresented participants by 5-10%. Increase club sports underrepresented participants by 5-10%. Increase the group exercise underrepresented participants by 5-10%. Club sport representatives will attend 75% of cultural club meetings. 	Institutional Effectiveness, Fusion, DoSportsEasy (DSE), IMLeagues.com	<ol style="list-style-type: none"> Goal Met: 2019-20: 5.8% of the participants identified as members of historically underrepresented groups 2020-21: 29% participants identified as members of historically underrepresented groups Goal Not Met: 2019-20: 25.1% of the participants identified as members of historically underrepresented groups of the participants were underrepresented 2020-21: 22.8% of the participants identified as members of historically underrepresented groups Goal Met: 2019-20: 22.4% of the participants identified as members of historically underrepresented groups 2020-21: 28% of the participants identified as members of historically underrepresented groups Goal Met: Campus Recreation Club Sports staff met with members from the Cultural Council 5 times during throughout the academic year. These meetings had at least 2 members from the Campus Recreation department. These meetings were opportunities to form programing partnerships with members of the Cultural Council and their club members. This is an area that we will continue to focus on for the future.

CLOSING THE LOOP

Resources Used: Human resources, DSE software, IMLeagues software, Fusion software

Key Findings: Even with participation numbers declining across all programs the number of underrepresented students who participate increased. More than 20 percent of students who participate in the programs did not identify as Caucasian.

Dissemination/Discussion of Key Findings: Findings were shared with the professional staff and Director of Campus Recreation.

Summary Sentence for EMSA Divisional Report: Campus Recreation's goal was to increase the participation levels for students from historically underrepresented groups.

Unit Goal		College Mission Alignment:
Have 90% of employees complete at least 2 red shirt drills during the year.		To be a Great College at which to Learn (1.1 and 1.5)
Outcomes and Criteria:	Data Sources and Methods:	Assessment Data:
<ol style="list-style-type: none"> 1. Perform 6-8 red shirt drills per month. 2. Have staff complete American Red Cross refreshment quizzes 1-2 per semester. 	Excel spreadsheets, Subitup, Mach Forms	<ol style="list-style-type: none"> 1. Goal Met: Campus Recreation was able to red shirt test all of the student staff hired prior to the end of March. Red shirt drills test how and what students would do in an emergency situation. This allows staff to give advice on how to handle many emergency scenarios. Students were tested once per semester to keep up with emergency scenarios. 2. Goal Not Met: Refresher quizzes were not accessed and distributed to students. The department focused on ensuring that the students were confident in doing red shirt drills, where the American Red Cross refresher quizzes are tested.

CLOSING THE LOOP

Resources Used: Human resources, through tracking of certifications

Key Findings: Campus Recreation was able to test all student employees twice during the academic year. Refresher quizzes were not sent out to the student employees.

Dissemination/Discussion of Key Findings: Findings were shared with the professional staff and Director of Campus Recreation.

Summary Sentence for EMSA Divisional Report: Campus Recreation’s goal was to have every employee complete 2 red shirt drills. Due to the pandemic, it was difficult to complete refresher quizzes with student staff. As we continue to increase the number of trainings our student staff complete each year, the department will need to increase the staffing budget.

SECTION THREE, CAS REVIEW

Unit Goal	College Mission Alignment:
Complete CAS Review Phase 1 to include required standards and development of appropriate action plan to improve department services and programs as well as address gaps as appropriate.	This unit goal directly aligns with the College’s mission to support students; growth through engagement and transformation.

Standards under review	Summary of Initial Findings	Recommendations
Part 1: Mission Part 2: Program Part 3: Organization and Leadership Part 6: Law, Policy, and Governance Part 7: Diversity, Equity, and Access Part 12: Assessment and Evaluation	<p>Describe conclusions (description of what you learned that was significant)</p> <ul style="list-style-type: none"> • CRP is a known department across campus where departments can reach out for space and resources for programming needs. • There are areas of CRP that should be assessed more often. • CRP will continue making improvements in making EDI a priority for programming. <p>Describe meaningful limitations to completion of the program review (such as if you could not score all of them and why or if you lacked data/evidence) and why</p> <ul style="list-style-type: none"> • COVID played a large part of limiting the amount of participation involved having all meetings virtually. • CRP was down 2 full-time staff positions and 2 graduate assistants while completing the report. <p>Describe the primary strengths of the functional area and how have these changed over time. Describe the innovative programs/services/practices that the functional area has initiated with respect to “best practices” in the field.</p> <ul style="list-style-type: none"> • CRP partakes in the Consortium Survey every 3 years. • All staff members and student employees are CPR/AED certified. • CRP has various employee trainings throughout the year. All student employees go through a staff training presentation and the beginning of each semester and go through red shirt drills. Red shirt drills being mock scenarios where an emergency/injury takes place. • Student employee model • Use of new technology (drills, assessment data, trainings) 	<ul style="list-style-type: none"> • Discuss and review the Mission every year with CRP staff and graduate assistants (2021-22). • Utilize the data that is being collected from assessments to implement more adjustments to trainings and other feedback (2021-22). • Solicit feedback for discussion surrounding improvement for student employee work environment (2021-22). • More online trainings for professional staff and graduate assistants (2021-22). • Continue reviewing current policies on an annual basis and review by SUNY legal at least every 3-4 years (2021-22). • Continue requiring CRP’s student leaders to attend RISE training at beginning of semesters (2021-22). • Continue having monthly discussions at staff meetings on EDI related topics (2021-22). • Collective planning as a department to ensure that reports and results are identified (2021-22).

		<ul style="list-style-type: none"> • Create a detailed plan on how to make appropriate changes after reviewing findings of assessments (2021-22).
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SECTION FOUR: STUDENT LEARNING OUTCOMES

Institutional Student Learning Outcomes

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| 1. Written and Oral Communication | 4. Critical Thinking and Information Literacy |
| 2. Quantitative Reasoning | 5. Civic Engagement |
| 3. Intercultural Competence | |

Departmental Learning Outcomes	Institutional Learning Outcomes					Assessment Year
	1	2	3	4	5	
1. Students who work in the Campus Recreation Department will develop leadership and professional skills supporting successful work after graduation.	X			X		2020-21
2. Students who participate in Fitness and Wellness programs offered through the Campus Recreation Department will express why being involved in recreation activities is important to their holistic wellness.				X		2019-20
3. Students participating in Club Sports as supported by Campus Recreation will create safe, welcoming and inclusive organizations resulting in long-term pride in and for SUNY Brockport.	X				X	2021-22

Departmental Learning Outcome Measured in 2020-2021:

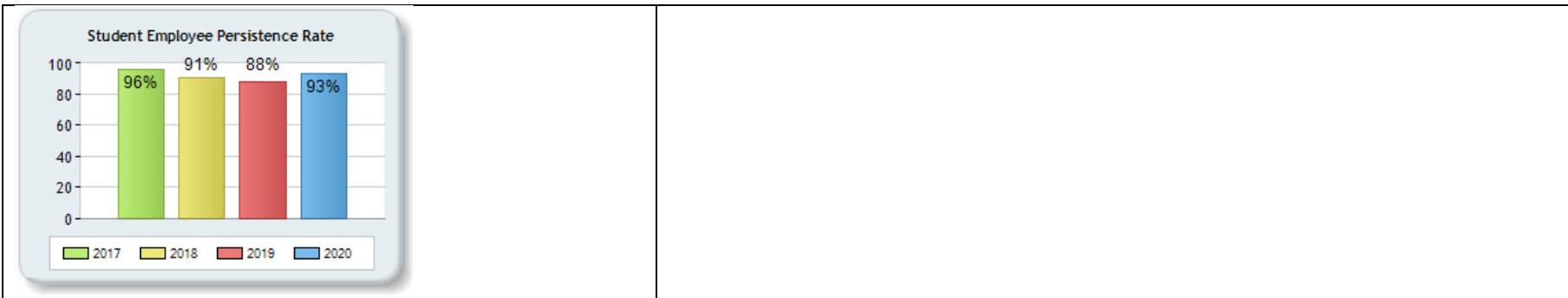
Students who work in the Campus Recreation Department will develop leadership and professional skills supporting successful work after graduation.

Strategies/Programs	Assessment Tools/Data Sources	Results
<p>Campus Recreation Student Employees</p>	<p>Student employee satisfaction survey, Subitup software</p>	<p>Campus Recreation requires and offers students CPR/AED training. This certification is a skill students can take with them beyond college. Students are later tested during Red Shirt Drills. These drills test the skills they learned in CPR/AED trainings.</p> <p>Student employees were given a Satisfaction survey at the end of April. This survey reviewed area student supervisors and professional staff, as well as job satisfaction. Below are results from some of the survey questions.</p> <ul style="list-style-type: none"> - 72% of students agreed they have learned many new job skills in the position. - 96% of students agreed they have developed transferable skills that they can use after graduation. - 100% of students agreed they have developed/adapted leadership skills useful for after graduation.
<p>Summary of Findings and Next Steps:</p>		

Students are learning valuable and transferable skills during their time with Campus Recreation. Campus Recreation will continue providing the job satisfaction survey to the students. Professional staff will review the survey to determine what supervisors and staff can improve upon for the student staff.

SECTION FIVE: UNIT KEY PERFORMANCE INDICATORS

Key Performance Indicators and Benchmarks	Analysis																				
<p>Student Supervisor GPA</p> <table border="1"> <thead> <tr> <th>Fiscal Year</th> <th>GPA</th> </tr> </thead> <tbody> <tr> <td>FY18</td> <td>3.17</td> </tr> <tr> <td>FY19</td> <td>3.35</td> </tr> <tr> <td>FY20</td> <td>3.46</td> </tr> <tr> <td>FY21</td> <td>3.6</td> </tr> </tbody> </table> <p>Number of Student Employees</p> <table border="1"> <thead> <tr> <th>Fiscal Year</th> <th>Number of Employees</th> </tr> </thead> <tbody> <tr> <td>FY18</td> <td>129</td> </tr> <tr> <td>FY19</td> <td>133</td> </tr> <tr> <td>FY20</td> <td>112</td> </tr> <tr> <td>FY21</td> <td>67</td> </tr> </tbody> </table>	Fiscal Year	GPA	FY18	3.17	FY19	3.35	FY20	3.46	FY21	3.6	Fiscal Year	Number of Employees	FY18	129	FY19	133	FY20	112	FY21	67	<p>Student supervisors continue to see a GPA average above a 3.0. One supervisor obtained a 4.0 GPA. These averages are above the required GPA of a 2.5 that is necessary to become a supervisor.</p> <p>Campus Recreation continues to provide opportunities for employment on campus for students even during a pandemic. Staffing was cut in half with multiple programs not being able to operate during the pandemic. The department still found ways to employ students.</p> <p>Campus Recreation student employees continue to persist at a higher rate than those who are not employed with the department.</p>
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FY21	67																				



SECTION SIX: 2021-2022 UNIT STRATEGIC ANNUAL GOALS

Strategic Annual Goals	Divisional Goal Mapping	Strategic Plan Operational Objective(s)	Action Plan	Timeline
Increase all program participants by 25% (intramurals, club sports, group exercise, etc.).	2,3	1.1,1.5	Campus Recreation will look to offer new programs and reintroduce ones prior to the COVID pandemic to attract more student participation.	Academic Year 2021-22
Professional staff and graduate assistants will complete a monthly BizLibrary session on 1 topic related in EDI and 1 in leadership.	4,6	1.8, 4.2,4.5	Campus Recreation will have monthly discussions about trainings at team staff trainings. Each staff and graduate assistant will be responsible for their own and reporting what sessions they completed.	Academic Year 2021-22
Obtain a 95% completion rate for student leaders within Campus Recreation (club sports and student supervisors) for Hazing and Prevention online training.	2,3	1.1,1.5	Will track leaders' completion within the online training portal throughout the year. Reminders and instructions will be presented at trainings at the beginning of the fall semester.	Academic Year 2021-22

SECTION SEVEN: 2021-2022 Assessment Plan

Unit Goal:		College Mission Alignment
Increase all programs by 25% (intramurals, club sports, group exercise, etc.).		To be a Great College at which to Learn (1.1 and 1.8)
Outcomes and Criteria:	Data Sources and Methods:	Resources Needed and Individual(s) Responsible:
<ol style="list-style-type: none"> Increase the intramural program by 25%. Increase the club sport program by 25%. Increase the fitness center and group exercise programs by 25%. 	DoSportsEasy, IMLeagues.com, Fusion Software	Intramural and Club Sports Coordinator, Facilities Coordinator, Assistant Director, full time staff, human. Dylan Hill, Rich Klancer, and Mick Ballart will be responsible for this goal.

Action Plan:

- Continue to market programs to the entire campus body.
- Use social media and tabling on campus to push program offerings.
- Develop new marketing materials to attract new students to programs.
- Research new programs to offer.

Goal Rationale: Campus Recreation saw a large drop in the usage of the fitness center and department programs largely based on the pandemic. The expectations are to bounce back and be back to normal for the 2021-22 academic year.

Unit Goal:		College Mission Alignment
Club sport participants will create safe, welcoming and inclusive organizations which will result in long-term pride in and for The College at Brockport.		To be a Great College at which to Learn (1.1 and 1.8)
Outcomes and Criteria:	Data Sources and Methods:	Resources Needed and Individual(s) Responsible:
<ol style="list-style-type: none"> 95% of club sport officers will complete the Hazing and Prevention online training. 	DoSportsEasy (DSE), baseline, surveys	Intramural and Club Sports Coordinator, human, full time staff, baseline Dylan Hill and Mick Ballart will be responsible for this goal.

2. 85% of the clubs will complete 2 community service activities and 1 campus involvement event.		
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Action Plan:

- Have monthly discussions during officer meetings.
- Tracking completion through Hazing and Prevention software.
- Tracking through DSE

Goal Rationale: Hazing has always been a discussion within Campus Recreation for club sports. Having this type of training available for students, the department needs to utilize it to educate the student leaders.

Unit Goal:		College Mission Alignment
Professional staff and graduate assistants will complete a monthly BizLibrary session on 1 topic related in EDI and 1 in leadership.		To be a Great College at which to Work (1.2 and 1.5)
Outcomes and Criteria:	Data Sources and Methods:	Resources Needed and Individual(s) Responsible:
<ol style="list-style-type: none"> 1. All professional staff and graduate assistants will complete 8 EDI trainings in the Biz Library. 2. All professional staff and graduate assistants will complete 8 leadership trainings in the Biz Library. 	Biz Library and human resources	Full time staff, Director, human Scott Haines and Mick Ballart will be responsible for this goal.

Action Plan:

- Have monthly discussions during staff meetings.
- Provide listings of different sessions that are available.
- Have staff members discuss what sessions were attended.

Goal Rationale: Have Campus Recreation professional staff and graduate assistance learn new leadership skills and partake in EDI discussions for personal and professional growth.

SECTION EIGHT: 2020-2021 POINTS OF PRIDE AND ACCOMPLISHMENTS

Point of Pride/Accomplishment	College Mission and Priorities Alignment
Abiel Payano, Graduate Assistant, served on NIRSA National Esports Committee Courtney Sherwin, Graduate Assistant, served as the Region 1 Coordinator for Women's Club Soccer League	To be a Great College at which to Work To be a Great College at which to Learn
Madison Jansen, student supervisor, obtained a graduate assistant position at the University of Buffalo	To be a Great College at which to Work To be a Great College at which to Learn
Club Sports logged 239.5 community service hours	To be a Great College at which to Learn
Scott Haines, Director, delivered a webinar to the Association of College Unions International with Director of SUA, Dr. Kim Haines	To be a Great College at which to Work
Scott Haines, Director, was interviewed by the Campus Rec Magazine and was added to the Editorial Board	To be a Great College at which to Work
Campus Recreation developed and implemented the Campus PPE distribution for the fall and spring (8 days)	To be a Great College at which to Work To be a Great College at which to Learn
Campus Recreation professional staff worked 600+ hours for pool testing	To be a Great College at which to Work
Campus Recreation set up pool testing, vaccination, and flu clinic sites throughout the year	To be a Great College at which to Work To be a Great College at which to Learn
Scott Haines, Director, received divisional collaboration award	To be a Great College at which to Work
Student Supervisors had an overall GPA of a 3.6 Graduate assistants had an overall GPA of a 3.73	To be a Great College at which to Work To be a Great College at which to Learn