<table>
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<tr>
<th>Goal</th>
<th>Definition</th>
<th>Department Initiatives &amp; Metrics</th>
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| **Sustainability** | Focus sustainability efforts on facilities, financial resources, risk management, professional development programs and education of our efforts. | 1. Create an Energy Plan.  
**Metric:** Incorporate business plan & staff training.  
2. Develop the Campus Recreation Staff Culture.  
**Metric:** Create streamlined onboarding program for staff and students.  
**Metric:** Integrate DiSC into culture – onboarding, training and meetings.  
3. Create a replacement/maintenance plan for Campus Recreation operations, including individual areas.  
**Metric:** Institute a facility checklist to ensure upkeep is ongoing.  
4. Encourage and develop collaborative resources on campus and in the community.  
**Metric:** Identify potential partnerships and evaluate current partnerships. |
| **Diversity** | Provide a safe, and enjoyable experience for students and campus customers independent of sexual orientation, race, ethnicity, gender, identity, abilities, status, and religious affiliation. | 1. Create a Campus Recreation Diversity Statement and understanding of why Diversity is important.  
**Metric:** Develop an independent organizational diversity statement and position on inclusivity.  
**Metric:** Develop a Diversity Plan.  
2. Create a monitoring system to measure diversity representation by function at all levels.  
**Metric:** Develop organization-wide assessment and evaluation system to monitor diversity of programming and employment.  
3. Develop Diversity Training.  
**Metric:** Based on specific objectives: Marketplace, Talent, Innovation, Reputation and Values for student and/or professional staff.  
4. Develop diverse programming that includes nontraditional sports, facility amenities, and users.  
**Metric:** Create four new programs and assess viability. |
| Student Development | Campus Recreation will provide leadership opportunities and pre-professional experiences for student employees and participants. | 1. Perform longitudinal assessment on effects of student employment on learning outcomes.  
**Metric:** Conduct outcomes survey 2-3 times each academic year. | 2. Provide transformative learning opportunities through employment and participation in LEAP*.  
**Metric:** Increase unique participation by 35% over three years. | 3. Develop more formal Pre-Professional Experiences for Students in the form of internships, Graduate Assistants and program assistants.  
**Metric:** Track educational and professional accomplishments of students post graduation. | 4. Evaluate student staff supervision.  
**Metric:** Assess current supervision standards; benchmark with other programs and institute recommendations. |
| Health & Life Balance | To enhance the health & wellness of the Campus Recreation community through program development and available resources that support, facilitate and educate on components of lifelong healthy living. | 1. Provide open recreation opportunities that meet the needs of our entire member population  
**Metric:** Variety of fitness equipment available – wheelchair accessibility, disability usage, language translations available for all equipment  
**Metric:** Conduct Focus Groups and Surveys to determine user needs.  
**Metric:** Continue to grow perspective that Campus Recreation is more than just sport/recreation. | 2. Provide students with the skills, knowledge and opportunities to develop healthy behaviors and the ability to maintain those once they leave campus.  
**Metric:** Develop programs and informational pieces that integrate all dimensions of wellness. | 3. Encourage student participation in Campus Recreation activities, facilities and programs as an essential component of the Illinois experience, thus assisting in developing healthy lifestyle behaviors.  
**Metric:** Continue to diversify our spaces, programs, offerings and equipment to meet the needs of the Illinois student population. | 4. Create intentional Wellness Program for Campus Recreation staff.  
**Metric:** Conduct Ergonomics Assessment for staff and students.  
**Metric:** Develop five wellness programs for staff. |
### Assessment

Campus Recreation will embrace a culture of assessment in all aspect of its operation.

1. Develop a baseline understanding of assessment and metrics by professional staff
   **Metric:** Provide semesterly group planning for professional staff
   **Metric:** Support assessment professional development
   **Metric:** Create a “common language” of assessment.

2. Develop assessment tools and templates, and metrics for all appropriate areas
   **Metric:** Identify areas for assessment and prioritize respective metrics
   **Metric:** Utilize existing data resources, i.e. i-card swipes and data warehouse.

3. Use, evaluate and determine best application for data gathered.
   **Metric:** Incentify individual and team successes

### Timeline

|------------------|------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|

*Leadership Experience and Assessment Program

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**Mission:** Campus Recreation provides a welcoming environment with sustainable facilities and programs that inspire the University community to engage in recreation and wellness opportunities.

**Vision:** There is a place for everyone at Campus Recreation.

**Values:** Innovation; Collaboration; Leadership; Student Experience; Inclusiveness