

Goal	Definition	Department Initiatives & Metrics			
<b>Sustainability</b>	Focus sustainability efforts on facilities, financial resources, risk management, professional development programs and education of our efforts.	1. Create an Energy Plan. <i>Metric:</i> Incorporate business plan & staff training.	2. Develop the Campus Recreation Staff Culture. <i>Metric:</i> Create streamlined onboarding program for staff and students. <i>Metric:</i> Integrate DiSC into culture – onboarding, training and meetings.	3. Create a replacement/maintenance plan for Campus Recreation operations, including individual areas. <i>Metric:</i> Institute a facility checklist to ensure upkeep is ongoing.	4. Encourage and develop collaborative resources on campus and in the community. <i>Metric:</i> Identify potential partnerships and evaluate current partnerships.
<b>Diversity</b>	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. <i>Metric:</i> Develop an independent organizational diversity statement and position on inclusivity. <i>Metric:</i> Develop a Diversity Plan.	2. Create a monitoring system to measure diversity representation by function at all levels. <i>Metric:</i> Develop organization-wide assessment and evaluation system to monitor diversity of programming and employment.	3. Develop Diversity Training. <i>Metric:</i> 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. <i>Metric:</i> Create four new programs and assess viability.

<p><b>Student Development</b></p>	<p>Campus Recreation will provide leadership opportunities and pre-professional experiences for student employees and participants.</p>	<p>1. Perform longitudinal assessment on effects of student employment on learning outcomes. <i>Metric:</i> Conduct outcomes survey 2-3 times each academic year</p>	<p>2. Provide transformative learning opportunities through employment and participation in LEAP*. <i>Metric:</i> Increase unique participation by 35% over three years.</p>	<p>3. Develop more formal Pre-Professional Experiences for Students in the form of internships, Graduate Assistants and program assistants. <i>Metric:</i> Track educational and professional accomplishments of students post graduation.</p>	<p>4. Evaluate student staff supervision. <i>Metric:</i> Assess current supervision standards; benchmark with other programs and institute recommendations.</p>
<p><b>Health &amp; Life Balance</b></p>	<p>To enhance the health &amp; wellness of the Campus Recreation community through program development and available resources that support, facilitate and educate on components of lifelong healthy living.</p>	<p>1. Provide open recreation opportunities that meet the needs of our entire member population <i>Metric:</i> Variety of fitness equipment available – wheelchair accessibility, disability usage, language translations available for all equipment <i>Metric:</i> Conduct Focus Groups and Surveys to determine user needs. <i>Metric:</i> Continue to grow perspective that Campus Recreation is more than just sport/recreation.</p>	<p>2. Provide students with the skills, knowledge and opportunities to develop healthy behaviors and the ability to maintain those once they leave campus. <i>Metric:</i> Develop programs and informational pieces that integrate all dimensions of wellness.</p>	<p>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. <i>Metric:</i> Continue to diversify our spaces, programs, offerings and equipment to meet the needs of the Illinois student population</p>	<p>4. Create intentional Wellness Program for Campus Recreation staff. <i>Metric:</i> Conduct Ergonomics Assessment for staff and students. <i>Metric:</i> Develop five wellness programs for staff.</p>

<p><b>Assessment</b></p>	<p>Campus Recreation will embrace a culture of assessment in all aspect of its operation.</p>	<p>1. Develop a baseline understanding of assessment and metrics by professional staff  <i>Metric</i> : Provide semesterly group planning for professional staff  <i>Metric</i>: Support assessment professional development  <i>Metric</i>: Create a “common language” of assessment.</p>	<p>2. Develop assessment tools and templates, and metrics for all appropriate areas  <i>Metric</i>: Identify areas for assessment and prioritize respective metrics  <i>Metric</i>: Utilize existing data resources, i.e. i-card swipes and data warehouse.</p>	<p>3. Use, evaluate and determine best application for data gathered.  <i>Metric</i>: Incentify individual and team successes</p>
<p><b>Timeline</b></p>	<p><b>Mid-Year Review</b>                  January 2015; 2016; 2017</p>	<p><b>Annual Review: May-June 2015</b>                  Review Initiatives &amp; Compile Accomplishments</p>	<p><b>Annual Review: May-June 2016</b>                  Review Initiatives &amp; Compile Accomplishments</p>	<p><b>Rewrite Strategic Plan March – June 2017</b>                  Review Goals, Definitions, &amp; Initiatives; Compile Accomplishments of 3 year plan</p>

\*Leadership Experience and Assessment Program

*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