1. Welcome
   a. Marcus called meeting to order at 4:04 PM. He thanked everyone for coming and for their participation on the committee. Those in attendance were: Committee Members – Patty Pyrz, Rebecca Seymour, Alex Sune, Jenny Tsai-Chen, Jeanette Weider, Jordan Weidler. Campus Recreation Staff – Marcus Jackson (ex-officio), Diane Dean, Jessica Gentry, Cherise Marks. Non-Committee Person(s) – Bill Williamson

2. Review / Approve November 2017 Minutes
   a. Minutes were reviewed and approved with the following correction from Section 3, Subsection a.i.3. Changed from: “Inquired why Silver Sneakers members could only use the CRCE facility.” Changed to: “Inquired about when Campus Recreation would be investigating the possibility of working with Silver Sneakers to help faculty/staff Campus Recreation members get partial payment for their fees through their Silver Sneakers membership.”

3. Open Question Forum
   a. Non-committee members will have time (5 minutes) to ask questions or voice concerns
      i. Bill Williamson would like for CRAC members to encourage Marcus Jackson to work with Silver Sneakers member’s questions. He shared a memo (attached) that he sent to the Senate Committee on Faculty and Academic Staff Benefits.
      ii. Bill Williamson asked if Campus Recreation has data on congestion in our facilities, i.e. timing, usage by hour, faculty/staff vs students, etc.

4. Old Business
   a. Update on Usage Charges of Bruce Nesbitt African American Cultural Center (BNAACC) – Diane Dean
      i. The recommendation of CRAC at the 11.30.17 meeting was to reduce their rent to reflect average utilities.
      ii. Marcus shared that recommendation with Lowa Mwilambwe, Associate VC of Student Affairs. He was supportive of this.
      iii. This will reduce their rent payment approximately $400/month. BNAACC was pleased with this decision.
b. Student Employment and Development Information per request from CRAC Members – Cherise Marks
   i. Showed org structure for all areas; student staff areas color-coded to show level within department (entry level, promotional, etc.)
   ii. Details offered for specific responsibilities of Student Leads
       (1) Open/close facilities
       (2) Highest ranking student employee
       (3) Early/late event needs
       (4) Problem solve different situations
       (5) Work with all departments, large part of discipline process for student staff
       (6) Risk management issue identification
       (7) Student Lead new position – May 2016
           (a) Replaced Facility Manager
           (b) Cherise focusing on team building
           (c) Future goals, mid-semester evaluations, transferable skills
   iii. General student development plan
       (1) Cherise still understanding the “why” of what we do, how we do it, etc.
           (a) Looking at a few things – leadership retreat, all staff training
               (i) Something more elevated for leaders/promotional positions
           (b) Learning what already exists on campus and figuring out what other departments already offer – avoid reinventing the wheel
           (c) Looking for ways to revamp new hire orientation
               (i) Difficult as staff are all new and rarely know one another
               (ii) Ted Talk about Everyday Leadership seems to resonate well
           (d) Frontline staff quiz – Student Leads, Member Service Managers, and Facility Assistants
               (i) Video and quiz on Compass
               (ii) All need to know our General policies and procedures
               (iii) Had to score 90% or higher – schedule meeting with their supervisor if not reached
               (iv) Where are our gaps?
               (v) Approximately 200 staff amongst the 3 areas
           (e) Verbal Judo – Rob Murphy UIPD
               (i) Offering more sessions
               (ii) Conflict resolution & de-escalation
               (iii) In process of determining effectiveness

5. New Business
   a. Departure of Committee Member Colin Dietz
      i. Marcus encouraged members to share names of faculty/staff and/or students who could be asked to join CRAC.
   b. Campus Recreation Lost and Found Policy
      i. General Policy (found on website) – “Items deemed little to no value such as personal hygiene, water bottles, and undergarments including swimwear will not be kept.”
         (1) CRAC supports this policy.
ii. Water Bottles
   (1) We currently discard all water bottles that we find in our facilities.
   (2) CRAC members advised additional or updated signage/verbiage alerting members of
       this.
   (3) There will be further discussion exploring the idea of not discarding (for a period of
       time to be determined) the higher-end water bottles.

C. Risk Management Update
   i. Marcus Jackson, Jessica Gentry, and Diane Dean met with representatives from Campus
       Risk Management and University Counsel.
       (1) Campus Recreation waivers were shared with ultimate goal to condense the number
           of waivers used, as well as ensuring we meet University standards and expectations.
       (2) “Assumption of Risk” statement on Campus Rec website – “Participation in all
           activities is voluntary and all individuals knowingly assume all risks when they take
           part in informal or programmed recreational activities. Each participant also has a
           responsibility to use prudent and ordinary care in his/her actions. The University of
           Illinois and Campus Recreation are not liable for injuries sustained during
           participation in an activity or program.”
       (3) Ambulatory Devices
           (a) We will no longer distribute crutches or wheelchairs at the ARC or CRCE for
               members.
           (b) We will use the wheelchair at the Ice Arena to help remove patrons from the ice
               in the event of an injury.

6. Questions/Comments/Concerns
   a. Upcoming summer projects will be discussed at a future CRAC meeting.

7. Next Meeting – Thursday, 3/29, 4:00, ARC Large Conference Room