



# TABLE OF CONTENTS

From the Director . . . . .	<b>3-4</b>
Mission, Vision, Values . . . . .	<b>5-6</b>
Strategic Priorities & Goal Achievements . . . . .	<b>7-8</b>
Inclusive Excellence Plan & Achievements . . . . .	<b>9-10</b>
New in 2018-2019 . . . . .	<b>11</b>
Facility Projects . . . . .	<b>12</b>
Intramural Sports . . . . .	<b>13</b>
Club Sports . . . . .	<b>14</b>
Enviromental Adventure Center . . . . .	<b>15-16</b>
Crest + MSPC . . . . .	<b>17</b>
Group Exercise . . . . .	<b>18</b>
Wellness . . . . .	<b>19</b>
Special Events . . . . .	<b>20</b>
Shamrock Shuffle . . . . .	<b>21</b>
Jig's Up . . . . .	<b>22</b>
Recruitment . . . . .	<b>23</b>
Rentionion . . . . .	<b>24</b>
Assessment . . . . .	<b>24-25</b>
Equity, Diversity, Inclusivity . . . . .	<b>26</b>
Student Employment . . . . .	<b>27</b>
High Impact Experience . . . . .	<b>28</b>
Student Employee Learning Outcomes . . . . .	<b>29</b>
Student Participant Learning Outcomes . . . . .	<b>30</b>
Where Are They Now? . . . . .	<b>31</b>
Staff Involvement . . . . .	<b>32-33</b>
Staff . . . . .	<b>34</b>

# FROM THE DIRECTOR

## EXECUTIVE SUMMARY

2018-2019 was a successful year for Recreation and Sport Operations at the University of Wisconsin – Eau Claire. It was a year of transition and progress, and our staffing was a good reflection of that!

What had been a vision became reality in 2018 when we hired Zac Ruch to become the University's first full-time Strength and Conditioning Coach and supervisor of the McPhee Strength and Performance Center (MSPC). This new position within Recreation has given us the capability to train varsity athletes, club sport athletes, and the general student population. The vision for this position included the development of an internship/practicum experience for Kinesiology students which Zac created and implemented in this first year for seven undergraduate Kinesiology students. We broke new ground with this position which has been met with enthusiasm and approval from Athletics, Kinesiology, and Recreation. This success of this innovative new direction has led to another new hire in the summer of 2019 with Gunnar Mach being named Assistant Strength and Performance Coach. In addition, Matt Tomsho was also hired as an Assistant Strength and Performance Coach and Assistant Football Coach.

Mid-way through the year Recreation was surprised by the sudden and unexpected resignation of our Intramurals and Club Sports Supervisor. Our positive and resilient staff responded as the cohesive team they are, with some picking up the Intramurals, some working with Club Sports, and everyone stepping up to help fill the gaps. Our staff met the challenge head on and turned a difficult situation into a positive opportunity, truly relying on one another to continue to provide excellent Intramural and Club Sport programs to our students. In early May, after a national search, Garrett Larson was hired as our new Competitive Sports Coordinator.

Our long-time Laundry and Equipment manager, Nancy Schuch retired in spring of 2019, leading to another new hire for our department – Zach Hill.

We continue to focus on the development of our Recreation Facilities Master Plan, with considerable input and involvement from students and staff.

As a result of UWEC's administrative re-structuring in 2018, Recreation became part of the new Division of Enrollment Management.



**ANDY JEPSEN**

## FACILITIES PROGRESS/UPDATES

- The completion of the Bouldering Wall at the start of the fall semester created a buzz on campus and great participation from students.
- Phase One of the Simpson Field project – turf and track & field area - went out to bid with hope of completion by fall of 2019 or spring of 2020.
- Concerted efforts have been made to get to a referendum for the Sonnentag Property (Site of the planned Eau Claire Community Complex). A proforma has been developed and the target referendum date is spring of 2020.
- Bollinger Field #2 – The softball field has been renovated and upgraded for use as the official varsity softball complex.
- Bollinger Field #6 – The baseball field has been re-sodded and upgraded – a much-needed improvement.
- An RFP has been put forward for the development of a comprehensive Recreation and Athletic facilities Master Plan.
- Coordinated the development and expansion of satellite fitness centers within select residence halls.

We've embraced our role in recruitment and retention with a re-vamped and growing Freshman Connection program as well as new offering for transfer students – Rec Connect. Both programs were extremely successful, and we look to build on that success in the coming year and beyond.

Everything we do in Recreation is done with the best interest of students at the forefront. We work tirelessly to bring quality recreational and health-focused programs to our students, from Intramurals and Club Sports to Group Exercise, Fitness Centers and Outdoor Adventure trips. We seek feedback from students and use prominent satisfaction and benchmark surveys to help us provide what students want.

And – we are passionate about our student employees and providing them with incredible leadership-development opportunities. We ask a lot of our student leaders, which results in high-impact experiences for them – they facilitate high ropes course activities, manage buildings and events, create and teach exercise classes, supervise and officiate sporting events, lead outdoor adventure trips, participate in facility planning and development, and present the annual Recreation budget to the Student Finance Commission. We work with our students on goal setting, assessment and learning outcomes, and host student trainings that include programs in EDI and Active Shooter response.

This report highlights the accomplishments of Recreation and Sport Operations for 2018-19. I hope you enjoy learning about our programs, services, facilities and student development opportunities and the impact our department has on the University of Wisconsin-Eau Claire and the surrounding community.

Sincerely,  
Andy Jepsen  
Director  
Recreation and Sport Operations

# MISSION, VISION, VALUES

## GUIDEPOST GOALS:

Our Guidepost Goals are the driving force behind our plans for UW-Eau Claire's future:

100%

of students participating in at least one high-impact learning experience

90%

of first-year students retained to their second year

50%

of students graduating within four years

20%

enrollment of students of color, and elimination of the opportunity gap

## ABOUT US:

Recreation and Sport Operations provides a variety of programs and services to meet the needs and interests of the University community. Specific programs include Group Exercise, Fitness, Adventure Trips, Archery, Climbing Programs, Open Recreation, Massage Therapy, Billiards Center, Intramurals, Club Sports, Special Events, Wellness Education, and an Internship Program.

All upper campus indoor and outdoor sport facilities are managed by Recreation and Sport Operations. These facilities include McPhee Center/Ade Olson Addition, Hilltop Recreation Center, Crest Fitness Center, Eagle's View Challenge Ropes Course, Simpson Fields, Towers Field, Bridgman Basketball Courts, and Bollinger Fields.

## MISSION:

### University of Wisconsin – Eau Claire

We foster in one another creativity, critical insight, empathy, and intellectual courage, the hallmarks of a transformative liberal education and the foundation for active citizenship and lifelong inquiry.

### Recreation and Sport Operations

Recreation and Sport Operations provides experiences that connect academic learning with self-discovery.

### EQUITY, DIVERSITY, AND INCLUSIVENESS

We respect and appreciate all people. We value the individual differences that make us unique and the similarities that bring us together. Come as you are and EXPERIENCE **RECREATION!**

### INDIVIDUALS WITH DISABILITIES

If a disability related accommodation is needed to participate in any of our programs, please contact the Recreation Office at (715)836-3377.

# VISION:

## **University of Wisconsin – Eau Claire**

We are noted for rigorous, integrated, globally infused undergraduate liberal education and distinctive select graduate programs. We are leaders in preparing students for lifelong contributions to society through career, services and personal achievement.

## **Recreation and Sport Operations**

Recreation and Sport Operations will work in partnership with university faculty, staff, and community to develop citizenship and well-being for all students by creating comprehensive student-centered opportunities that foster success, connectedness and social development.

# VALUES:

## **University of Wisconsin – Eau Claire**

Diversity and Inclusiveness • Leadership • Innovation and Continuous Improvement • Stewardship and Sustainability

## **Recreation and Sport Operations**

Student Enrichment • Wellness • Collaboration • Stewardship • Sustainability • Customer Service • Inclusiveness



# STRATEGIC PRIORITIES + GOAL ACHIEVEMENTS

## WELLNESS

- Encourage and support professional staff attendance at relevant conferences and/or training that benefit both the individual and the department.  
**Staff attended WIRSA, NIRSA, NIRSA Facility conference, AORE, Marketing and Social Media Conference, and Fitness/Wellness Certifications.**
- Support student development by providing regular performance evaluations, guidance in goal setting, leadership opportunities, and scholarships for conferences and trainings.  
**All Recreation student employees received performance evaluations; set SMART Goals at the Fall Training, and \$4,635.20 was spent in financial support for student professional development.**

## STUDENT ENRICHMENT

- Encourage student involvement in the Student Recreation Advisory Committee. Students from each program area are represented on the SRAC. Students help in decision making on budget, program, and facility developments, as well as the development of strategic initiatives like Freshman Connection and RecConnect.
- **A student representative from each program area of Recreation serves on the SRAC.**
- Promote student involvement in department-wide programming and training opportunities.  
**Students are actively involved in programming (Jig's Up/Shamrock) and training (EDI, All Fall, Program Areas).**

## INCLUSIVENESS

- Ensure that the Recreation EDI statement is prominent in all marketing materials and evident in our personal conduct and treatment of all people.  
**The EDI statement is on all marketing materials, EDI is included in staff and student performance evaluations, staff and students are encouraged and supported in attending EDI events.**
- Work to strengthen Recreation connections and collaborations with the Office of Multicultural Affairs, Center for International Educations, Gender & Sexuality Office and the Services for Students with Disabilities Office.  
**Outreach is made to these offices for employment, programming, and facility development. A plan is being developed for all-gender restrooms in all recreation facilities.**
- Prioritize and promote EDI in hiring and training for professional and student staff.  
**EDI is a topic in trainings and a consideration when hiring.**

## SUSTAINABILITY + COLLABORATION

- Work with Facilities Management on a maintenance and custodial plan that optimizes cleanliness and safety in our facilities.

**Recreation financially supports a maintenance and custodial plan to ensure facilities are held to a high standard.**

- Continue development of a comprehensive long-term Master Plan for Recreation/Athletics facilities.

**A RFP was prepared for the development of a comprehensive Recreation and Athletic Facilities Master Plan.**

- Cultivate solid, mutually beneficial relationships with Housing and Residence Life, Kinesiology, Athletics, and the Community for effective collaboration on shared-use facilities.

**Established monthly meetings with all constituents to ensure positive relationships.**

## STEWARDSHIP

- Manage department funds with integrity and wisdom, planning for and prioritizing immediate and long-term needs, and avoiding unnecessary or frivolous expenditures.

**We actively seek feedback and collaborate with administration and students on the overall budget.**

- Provide complete budget transparency to the Administration, Student Senate Finance Commission and all students.

**Regular meetings and open, honest communication ensure transparency.**

- Involve students in the budget development process and in the presentation of the budget to the Student Finance Commission.

**The Student Recreation Advisory Committee is involved in the planning, preparation, and presentation of the Recreation budgets.**



# INCLUSIVE EXCELLENCE PLAN + ACHIEVEMENTS

## MENTORING

**ACTION STEP:** Create personal mentoring relationships between staff and students; ensure programs are meeting their needs

**Goal:** Recreation Staff volunteer as a college coach for the Blugold Beginnings Learning Community  
Andy Jepsen, Neil Ostlund, and Sheryl Poirier served as mentors.

**Goal:** EDI/Recreation Intern position is filled for the academic year; intern reaches out to OMA student organizations for feedback on Recreation programs and opportunities

Gaonang Lee was our EDI/Recreation Intern and administered a Recreation Satisfaction Survey to students of color. Results were shared with the Recreation staff and new programs and initiatives were created based on the feedback.

**ACTION STEP:** Connect and enhance relationships with the Center for International Education, Office of Multicultural Affairs, Gender & Sexuality Office, and Disability Services

**Goal:** Post Recreation Employment opportunities in these offices  
Marketing and promotional materials were dropped off at each office throughout the year.

**Goal:** Utilize the EDI/Recreation Intern to connect with these offices and promote open positions  
Position openings were emailed to these offices and posted in OMA.

## EMPLOYMENT

## FACILITY IMPROVEMENTS

**ACTION STEP:** Evaluate needs of all users. Promote EDI events and programs in McPhee, Hilltop, Crest and include EDI and Disability Statements on our marketing materials

**Goal:** Bouldering Wall and future expansions are accessible and welcoming.

The accessible Bouldering Wall opened in September.

Recreation financially supported the creation of all-gender restrooms across campus.

**Goal:** Create an area in McPhee, Crest, + Hilltop to promote events, programs, and employment opportunities at the CIE, OMA, Gender & Sexuality Office, and Disability Services.

This goal will continue into 2019-2020.

**ACTION STEP:** Actively sponsor, support, encourage, educate, and provide EDI related festivals, events, and programs

**Goal:** Staff and students attend The Forum programs, OMA Welcome Back Picnic, Eau Queer Film Festival, National Coming Out Day, Hmong New Year, Black History Month Events and other EDI related programming.

The Recreation department supported these events through attendance, representation or sponsorship.

**Goal:** Support collaborative programming with the Center for International Education, OMA, Gender & Sexuality Office, and Disability Services OMA "After Party" following the Senior Send Off, Black Student Alliance Pajama Party, McPhee Fun Night, McPhee Freeze, Adaptive Climb and other Special Events. Collaborative events included McPhee Fun Night and Melt, Adaptive Climb, Trap Yoga, Freshman Connection, Host a Friend, Mall of America Trip, EDI Recreation Staff Trainings.

**ACTION STEP:** Trainings were offered throughout the year and 100% of student employees educate and provide opportunities for student employees to be proficient in understanding EDI.

**Goal:** Identify and measure student employee learning outcomes related to EDI  
100% of student employees agreed with the statement, "Students who work for Recreation and Sport Operations will be submerged in programs/services that offer equal opportunities and are inclusive to all UWEC students/faculty/staff in an effort to develop multicultural competency."

**Goal:** Include EDI in student and staff performance evaluations

Student performance evaluations included under Professionalism: Appreciates differences; makes an effort to include everyone; supports an environment of understanding, respect, and equality.

**ACTION STEP:** Offer opportunities for all student employees to come together in a social setting to have significant contact with each other.

**Goal:** Coordinate the Fall All Staff Training, Homecoming participation, the January Semester Kick Off and program area End of Year Celebrations.

Student employees participated in the Fall All Staff Training, EDI Trainings, and individual end of the semester celebrations.

**ACTION STEP:** Include an EDI component in staff trainings.

**Goal:** Invite the Center for International Education, Office of Multicultural Affairs, Gender & Sexuality Office, and Disability Services staff as presenters at our Fall All Student Staff Training and request that our staff visit each of these offices annually. EDI was a topic at the Fall All Staff Training with guest presenter Jodi Thesing-Ritter.

## TRAINING + PROFESSIONAL DEVELOPMENT



# NEW IN 2018-2019



## BOULDERING WALL

### Grand Opening in Fall of 2018!

- Annual participation: **8,897**
- Free to UWEC students, faculty, staff
- 63 paid membership (community)
- Hosted Wisconsin Indoor Climbing Series (WICS) competition with 60 student participants from WI and MN schools

## STRENGTH & CONDITIONING PROGRAM

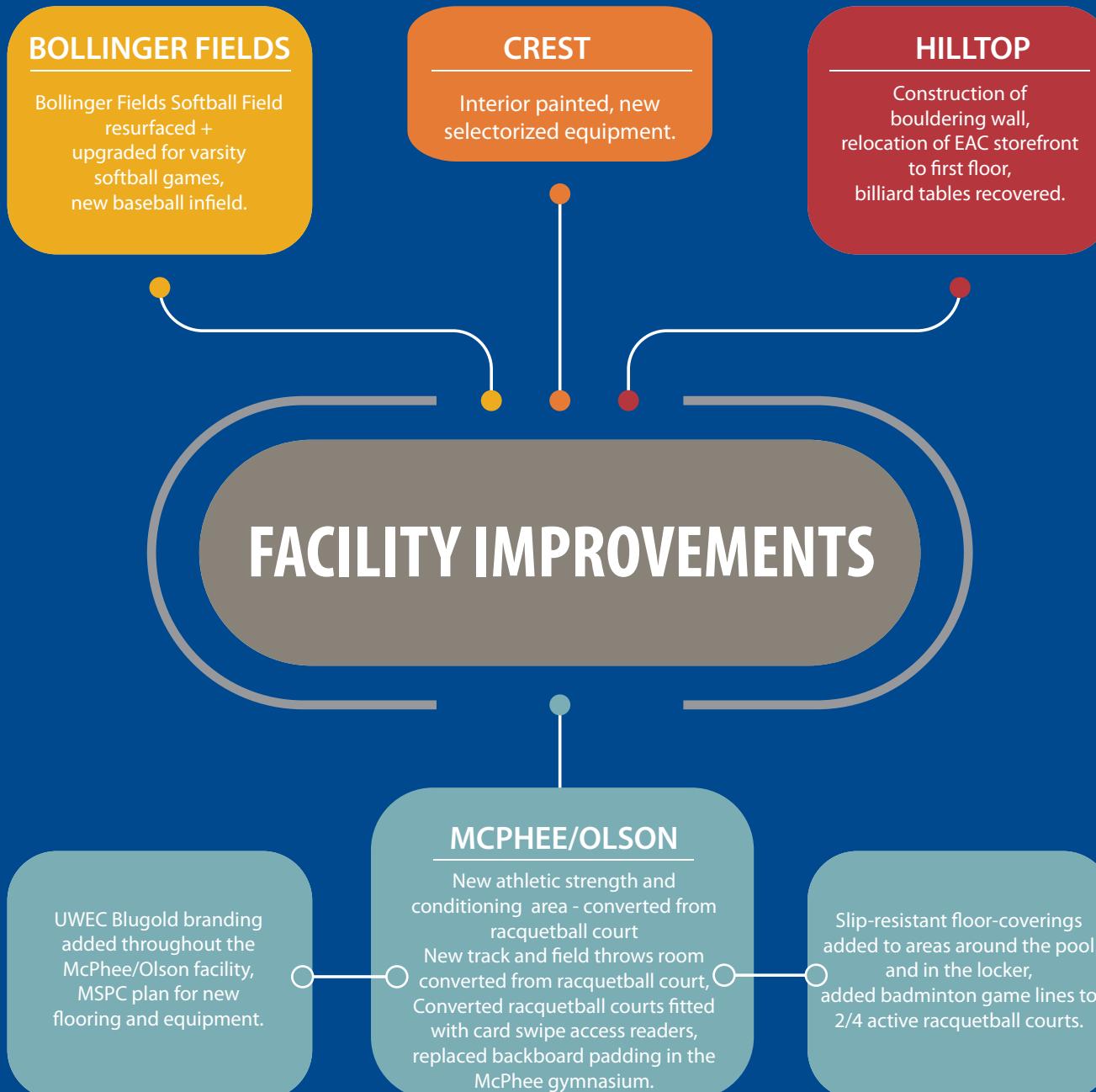
Recreation added a 1.0 FTE Strength and Conditioning Coach/MSPC Coordinator position. Zac Ruch joined our staff on July 1 and began coordinating strength and conditioning training for varsity athletes, club sport athletes and the general student population.

- Developed a Kinesiology apprenticeship program (7 undergraduate students – 581 hours of hands-on training experience).
- Coordinated a *Reflexive Performance Reset* level one certification class for 60 students/faculty/staff from Recreation, Athletics and Kinesiology.
- Worked with **22** different athletic teams



# FACILITY PROJECTS

Recreation and Sport Operations has oversight and management of all athletic and recreational facilities, and the work to maintain and upgrade our high-quality facilities is an ongoing priority.



# INTRAMURAL SPORTS

**38** Leagues Offered  
**707** Individual Teams  
**3184** Male Participations  
**2063** Female Participations  
**5247** Total Participations



**792** Freshman  
**421** Sophomore  
**445** Junior  
**482** Senior  
**66** Other

**1212** Individual Male Participants  
**973** Individual Female Participants  
**2185** Total Participants



## Teams per Sport

Category	Volleyball	Soccer	Softball	Flag Football	Ultimate Frisbee
Outdoor	147	39	43	46	12
Indoor	141	41	3	147	62

The Intramural Sports program provides a diverse array of activities for students, faculty, and staff to stay active, create memories, and build friendships through engagement with the university community.

The Sport Facility Manager served as the interim Intramural Coordinator for spring semester 2019.

- Developed and implemented enhanced officials' training to include training for all sports for each official with an increased focus on thorough rules-based training.
- Updated sport rules and program policies and replaced worn sports equipment.

“

*I have been involved with intramural sports for all five years I've been here and I can honestly say it made a huge impact on my undergraduate career. Not only have I been able to play the sports I love and get competition in, but I've met so many great people and I even found a job as an official that led to a passion of a career in campus recreation. The intramural program gave me an outlet from academics and more importantly gave me a home and sense of belonging.*

”

# CLUB SPORTS

**624**  
Athletes

**27**  
Unique Clubs

**100+**  
Community Service Hours

The Club Sports program provides students the opportunity to participate competitively against other intercollegiate teams with a focus on enhancing skills, promoting social fellowship, and student development.

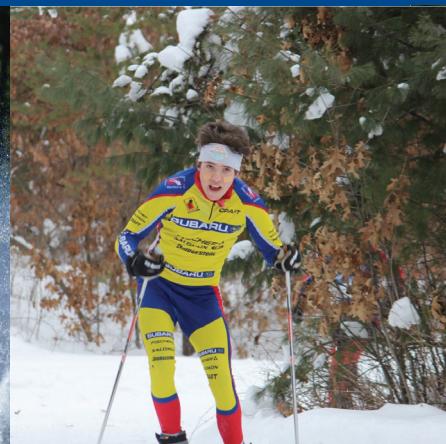
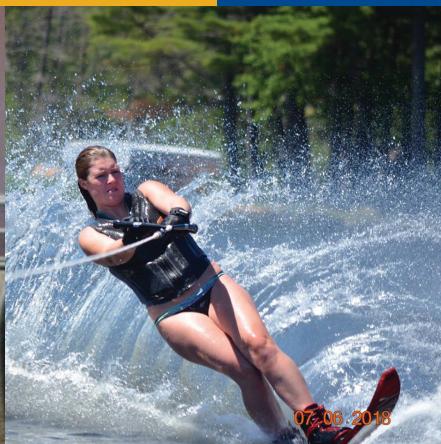
Baseball  
Bowling  
Cheer & Stunt  
Cross Country Ski  
Dance Team  
Dodgeball  
Equestrian  
Figure Skating  
Hwa Rang Do

Men's Hockey  
Men's Lacrosse  
Men's Rugby  
Men's Soccer  
Men's Ultimate Frisbee  
Men's Volleyball  
Mixed Martial Arts  
Powerlifting  
Table Tennis

Two to Tango  
Triathlon  
Waterski/Wakeboard  
Women's Hockey  
Women's Lacrosse  
Women's Rugby  
Women's Soccer  
Women's Ultimate Frisbee  
Women's Volleyball

**“**  
**WORK  
HARD  
PLAY  
HARD**  
Without my club team I would have transferred away, so it kept me here, and eventually made me grateful that I did  
**”**

*1st Place Finishes: Dance Team, Figure Skating and Women's Rugby  
National Qualifiers: Women's Rugby, Women's Hockey and Men's Volleyball  
Two to Tango dancers showcased at Viennese Ball.*



# ENVIRONMENTAL ADVENTURE CENTER

The EAC offers fun, engaging opportunities to get into the outdoors. The EAC is located in the upper level of Hilltop Center

## FALL SEMESTER TRIPS



- Devil's Lake Climbing
- Northshore, MN Climbing + Backpacking
- Flambeau River Canoeing
- Porcupine Mountains Backpacking

## SPRING SEMESTER TRIPS



- Ice Climbing
- Utah Hiking, Camping + Mountain Biking
- Rock Climbing + Camping Horeshoe Canyon
- Rock Climbing Taylors Falls

## SUMMER TRIPS



- Out West Adventure
- Freshman Connection

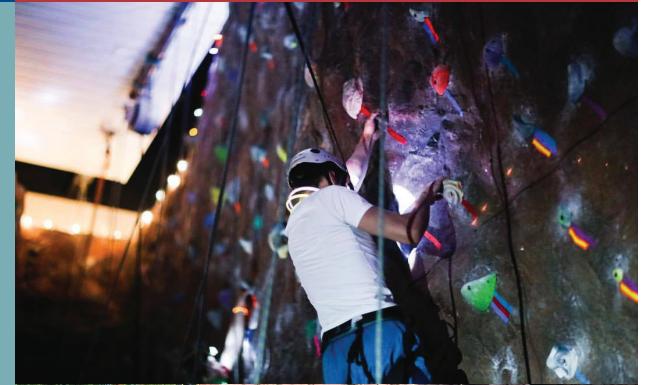
A new Bouldering Wall was constructed and open in time for fall semester 2018! The EAC also relocated customer service operations to the first floor of Hilltop next to the bouldering wall and EAC staffing expanded to manage the Bouldering Wall hours and Hilltop building supervision.

## INDOOR CLIMBING WALL - MCPHEE

**1,373**  
Participants

**174** University Members

**95** Community Members



## BOULDERING WALL - HILLTOP

**8,897**  
Participants

**Free** University ID Members

**63** Community Members



ANNUAL ADAPTIVE CLIMBING EVENT  
With the Services for Students with  
Disabilities Office

## EAGLE'S VIEW CHALLENGE ROPES COURSE

**1,346**  
Participants

**35** Total Groups



# CREST + MSPC

Crest Fitness Center + McPhee Strength & Performance Center offer a large variety of cardiovascular equipment, strength machines, free weights, and other performance training equipment.

Total Members

**4712**

Crest Members

**1784**

MSPC Members

**2335**

Dual Members

**593**

**\$45/ Semester**  
**\$103 Annual**

**\$45/Semester**  
**\$103 Annual**

**\$57/Semester**  
**\$133 Annual**



# GROUP EXERCISE

A FREE program that offers a wide variety of fun classes for students, faculty, and staff to get fit, relieve stress and exercise with friends!

**20,975**  
Total Participants

“Group exercises classes such as power yoga have helped me stay in touch with friends I might not otherwise see. We started going freshman year and now that we don't live near each other, we make a point to see each other once a week during group exercise.”

Anything Goes

Barre Fit

Boot Camp

Butts + Guts

Cycling

Dance Strength Fusion

Express Fit

HIIT

Hydrorobics

Kickboxing

Low Impact Cardio

Meditation Yoga

Paddleboard Yoga

Pilates Yoga Strength

Strength + Tone

Yoga

Yoga Sculpt

Zumba

Fall Semester: **47** classes/week

Spring Semester: **52** classes/week

Winterim: **7** classes/week

Summer: **5** classes/week

# WELLNESS



## Fit4Life

28 members of the university community took advantage of the individualized exercise instruction/guidance this program provides in collaboration with the Kinesiology department. An employee wellness grant covered the registration costs for faculty and staff who signed up for the program during spring semester.



## Massage Therapy

Two certified massage therapists offer a variety of services to the university community.

**250** table massages

**471** chair massages

**2** certified massage therapists



## Wellness Classes

Our Wellness Program offers fee-based fitness classes led by professional instructors. All classes are available to students, faculty, staff and the community.

Pilates  
Power plus

# SPECIAL EVENTS



## TOUR DE REC / RUN THE HILL

200 students participated in outdoor group exercise classes and over 1200 participants "Ran the Hill". Countless students enjoyed cotton candy, snow cones, and popcorn, courtesy of Recreation.



## MCPHEE FUN NIGHT

The night attracts over 300 students and includes Wellness/Club Sport Fair, Best Pizza in Eau Claire contest, Battle Ball Soccer, Log Rolling, Slack Lining, Climbing on the Wall, and Group Exercise classes and open recreation.



## MN VIKINGS GAME

42 Trip participants watched the MN Vikings do battle with the Detroit Lions on Sunday, November 4, at the US Bank Stadium in downtown Minneapolis for a Sunday Football win of 24 - 9!



## MALL OF AMERICA

18 students/staff went to the Mall of America on Saturday, December 1 to get a jump on their winter break shopping!



## MCPHEE FREEZE

This year due to weather McPhee Freeze was cancelled and rescheduled as McPhee Melt. It included free pizza, ice cream, log rolling, battle ball soccer, self-defense workshop, yoga, the climbing wall, slack line, dodgeball, spike ball, bag toss, table tennis.



## MN WILD GAME

27 hockey fans cheered on the MN Wild who took on the Dallas Stars on Thursday, March 14 at 7pm at the Xcel Energy Center in Saint Paul, MN. Unfortunately, they lost 1 - 4.

# SHAMROCK SHUFFLE

SHAMROCK  
SHUFFLE  
5K+ RUN/WALK

SATURDAY, MARCH 16, 2019



For the first time in its more than 20 year history, the Shamrock Shuffle was cancelled due to the hazardous trail conditions. For the ~600 registrants, partial refunds were issued and most received their event T-shirts.

# 6TH ANNUAL JIG'S UP



## JIG'S UP ICE FISHING CONTEST

LAKE WISSOTA  
**FEB 9, 2019**  
7AM-2PM • CHIPPEWA FALLS, WI

**1289**

Fish Tickets Sold

**\$43,773**

Net Total Profit

UWEC Recreation, Blugold Athletics, and the Lake Wissota Lion's Club hosted the 6th Annual Blugold Ice Fishing Contest with over \$80,000 in cash and prizes including a 2 year lease on a 2019 Ford F150.

**\$30,475**

in Raffle Tickets Sold

*Earned through raffle ticket sales:*

**\$5700** Club Sports

**\$2473** Rod and Gun

**\$587** Athletic Trainers

**\$792** Lions Club

# RECRUITMENT

UWec recreation  
**FRESHMAN  
connection**  
AN IMMERSION EXPERIENCE

**60**

New Participants

**5**

Outdoor Adventure Trips

**98%** Agreed Freshman Connection helped them be more confident in their ability to be successful at UW-Eau Claire

**100%** Agreed Freshman Connection helped them feel more connected to the UW-Eau Claire campus

**90%** Agreed Freshman Connection allowed them to experience a broader perspective of future possibilities

## FRESHMAN CONNECTION

The Freshman Connection Immersion Program is a 6-day, one-credit educational experience designed to help incoming freshmen make a smooth transition to college life while developing their leadership potential. The program consists of workshops, group activities and adventure trips that focus on personal development, academics, goal setting, and social network development. Students gain self-awareness, create lasting friendships and develop a proactive approach to life as they prepare to begin their experience at UW-Eau Claire.

## STUDENT TESTIMONIALS

*"During freshman connection I learned a lot about the opportunities that Eau Claire provides. Personally I am going to go outside of my comfort zone and make new friendships with others. Academically I am going to work hard and find a career that I enjoy."*

*"Freshman connection has allowed me to not only get to know the campus better, but it has also helped me become more confident in traveling and in finding resources. In the first two days of class, I have noticed my confidence level with the campus and the people on it."*



# RETENTION

## REC CONNECT

A one-day experiential program designed especially for transfer students to help connect them to their new campus, to Recreation, and to one another!

## STUDENT TESTIMONIALS

*"I felt more confident about my first few days after getting to know fellow transfer students and hear about their reasons for coming to UWEC."*

*"I made friends that I am continuing to hang out with on campus."*

## FEEDBACK

- Two transfer students related that they felt they would not have made friends had it not been for Rec Connect. They met in the program and plan to be roommates next year.
- There was a transfer student intramural volleyball team comprised of students who met in Rec Connect.
- Four Rec Connect students found employment with the Recreation department.



68

Transfer Student  
Participants

93

Registered

6

Freshman

60

Sophomore

25

Junior

2

Senior

# ASSESSMENT

Recreation assesses student employee retention and graduation rates, along with demographics such as Gender, GPA, Students of Color, First Generation, and Low Income so that we can best serve ALL students. We continue to be close, at, or above average when compared to campus as a whole.

## STUDENT EMPLOYEE

**9%**

Students of Color

**33%**

First Generation

**26%**

Low Income

**GPA: 3.34**

## CAMPUS AVERAGE

**10%**

Students of Color

**31%**

First Generation

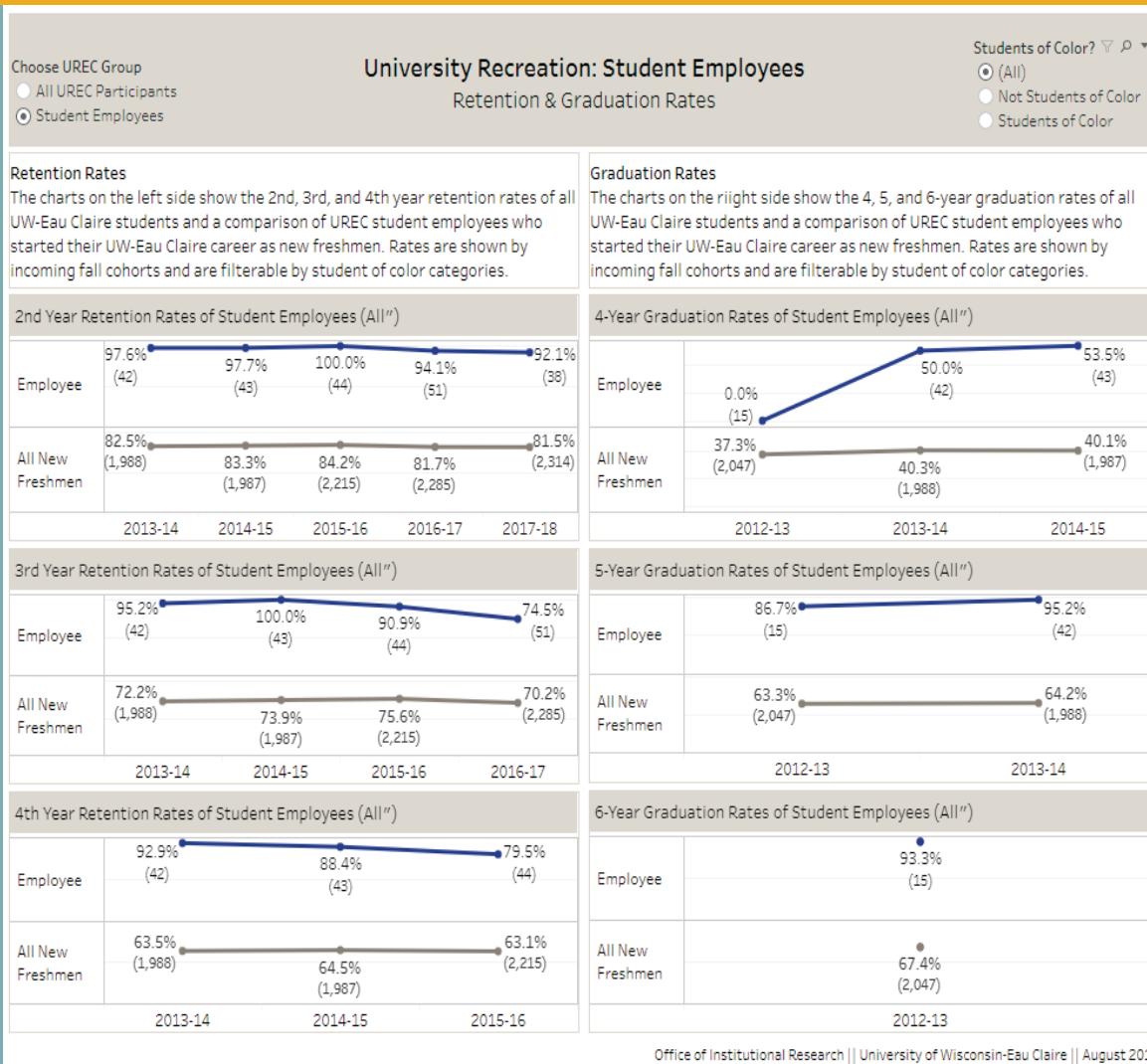
**23%**

Low Income

**GPA: 3.30**

## KEY PERFORMANCE INDICATORS

1. GPA
2. Participation Numbers
3. Retention Freshman to Sophomore Year
4. 4-year Graduation Rate



# EQUITY, DIVERSITY, INCLUSIVITY

Staff attended, sponsored or coordinated diversity programs including:

OMA  
Welcome  
Back Picnic

The  
CookOUT

Mental Health  
Awareness +  
Workshop

Man Made  
Film

Alone in the  
Game Film

Students of  
Color Zumba

SSD  
Recognition  
Program

Color Trap  
Yoga

Growing Up  
Transgender  
Workshop

Local Native  
American  
Cuisine  
Dinner

International  
Homestay  
Host

Hosted  
POW WOW

Run with  
the Cops

Annual  
Adaptive  
Climbing  
Event

# STUDENT EMPLOYMENT

**69%** of Recreation student employees who graduated in December or May, did so within 4 years  
(Guidepost goal is 50%)

**75%** of Recreation student employees who set a SMART Goal, achieved it

*"Recreation has been an area of my educational career that has bolstered my skills in the classroom. Eau Claire is known for their above-average education program, but they should also be known for their highly effective recreation program. We build lasting friendships, gain real-world skills and expertise, and collaborate to ensure the highest of standards are met. I will be a better teacher because I worked in UW-Eau Claire Recreation."*

Recreation and Sport Operations employs approximately **175** UWEC students throughout various program areas. Many of these positions are high-impact experiences that challenge our students to develop their leadership skills.

- Student staff participated in mandatory EDI and Active Shooter training sessions.
- Student staff took learning outcomes and assessment pre and post surveys and set personal goals for the year that were followed up on by supervisors.



Recreation and Sport Operations values student development and leadership and has set aside funds to financially support events/training that are considered necessary for employment or will otherwise benefit the student and the department.

**\$4,635.20**

was spent on student leadership and development in 2018-19:

- NIRSA membership
- WIRSA and NIRSA conferences and Student Lead On Neta Fit Fest Workshops
- Spinning Instructor Certifications/Trainings
- Zumba Jam Workshops
- PCIA SPI Assessment training
- Prana Vinyasa Teacher Training
- Yoga Training workshops
- CPR/AED Certifications
- Zumba training
- Certified Strength and Conditioning Specialist Exams
- Marketing/Social Media Conference

# HIGH IMPACT EXPERIENCES

ADVENTURE TRIP LEADERS



GROUP EXERCISE INSTRUCTORS



BUILDING MANAGERS



# 94%

Student employees feel that working for Recreation has been a High Impact Experience.

*This meaning their employment provided time devoted to purposeful tasks, helped them build substantive relationships, provided rich and frequent feedback, gave opportunities to apply and test what they learned, and time to reflect on the person they are becoming.*

HIGH ROPES COURSE FACILITATORS



INTRAMURAL SUPERVISORS + OFFICIALS



CLUB SPORT EXECUTIVE COUNCIL REPRESENTATIVES



GRAPHIC DESIGNERS + IT SUPPORT FOR ALL AREAS



# STUDENT EMPLOYEE LEARNING OUTCOMES

## STUDENT LEARNING OUTCOMES RESULTS PER OUTCOMES

### **Self-Discovery and Growth:**

Students who work for Recreation and Sport Operations will set and pursue personal, educational, and professional goals.

**92%**

**Agreed**

### **Effective Communication 1:**

Students who work for Recreation and Sport Operations will demonstrate the ability to write and speak effectively.

**98%**

**Agreed**

### **Effective Communication 2:**

Students who work for Recreation and Sport Operations will practice and demonstrate outstanding customer service skills.

**100%**

**Agreed**

### **Effective Communication 3:**

Students who work for Recreation and Sport Operations will be able to identify and implement correct conflict resolution skills.

**99%**

**Agreed**

### **Leadership Development:**

Students who work for Recreation and Sport Operations will participate in leadership development opportunities and develop their own leadership style.

**94%**

**Agreed**

### **Collaboration:**

Students who work for Recreation and Sport Operations will participate in group cooperation opportunities.

**99%**

**Agreed**

### **Personal Wellness:**

Students who work for Recreation and Sport Operations will balance education, work, and leisure time.

**81%**

**Agreed**

### **Appreciating Equity/Diversity/Inclusiveness**

Students who work for Recreation and Sport Operations will be submerged in programs/services that offer equal opportunities and are inclusive to all UWEC students/faculty/staff in an effort to develop multicultural competency.

**100%**

**Agreed**

# STUDENT PARTICIPANT LEARNING OUTCOMES

## PARTICIPANT LEARNING OUTCOMES

### CONNECTION:

Students who participate in Recreation programs experience connection with university staff, fellow students, and the UWEC Campus.

**89% Agreed** their experience with Recreation help them feel like they belong at UWEC.

### INCLUSION:

Students who participate in Recreation programs will feel welcomed, supported, and safe.

**95% Agreed** they feel welcome and safe when participating in Recreation programs or using facilities.

### WELLNESS:

Students who participate in Recreation programs will experience the positive impact of health and wellness in their lives.

**97% Agreed** Recreation helps them cope with stress.

“  
*Recreation has helped me feel comfortable on my campus away from home.  
I really enjoy being active and The Recreation Department does an amazing  
job having a variety of opportunities to fit the interests of everybody!*”

“  
*I have had very positive experiences when it comes to the recreation and  
spot operations. I have made friends participating in recreational activities,  
I have gained confidence, compassion for the game and so much more!  
I'm thankful for having these opportunities here at UWEC!*”



# WHERE ARE THEY NOW?

*Working and engaging in Rec and Sport during my time at UWEC was one of the most valuable aspects of my undergraduate experience. The abundance each of you gave me is outstanding and has shaped my life and my values. From my soul to yours, thank you for all you have done. UWEC rec and sport holds a special place in my heart.*

LAUREN  
BRETTINGEN

Life University  
Chiropractic School  
Georgia

ALYSSA  
HAGLIND

Orgo Wealth  
Management  
Client Services

LIZZY  
SCHAAN

Taking Boards  
Goal: OB Nurse

MEGAN  
WAGAMAN

Counselor  
Ajax Sleepaway Camp  
Meredith, CO

ANNE  
SCHREIBER

NAU  
Suzuki Pedagogy  
(Violin Instructor)

KATRINA  
SCHULTZ

Cardiac Rehab  
Masters Programs  
UW Lacrosse

TYLER  
DEAN

Exercise Phys + GA  
Fitness + Recreation  
Mankato, MN



*“Working for Recreation has had an incredible impact on my time here. Between my coworkers, student participants, and other Rec staff, I have met some amazing people that have become my friends and great networks for the future. I am confident in my leadership, conflict resolution, and interpersonal skills. Some of my favorite memories have come from working in the Rec Dept. and for that I am very thankful!”*

**AVERY  
ANDERSON**  
Marketing  
Angelic Bakehouse

**KRISTY  
MEYER**  
Branch Operations  
Technician  
Securian Financial

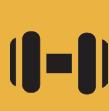
**ASHLEY  
MARDIS**  
Graphic Designer  
Mason Shoe  
Companies

**AUSTIN  
JOHNSON**  
Assistant Director  
Recreational Services  
MSOE

**MOLLY  
SANVIK**  
Personal Trainer  
Burn Boot Camp  
Holmen, WI

**JESSICA  
SHORT**  
Dental Assistant  
Dental Care  
Grafton, WI

**TYLER  
HENKE**  
Substitute Teacher  
Madison Metropolitan  
School District



# STAFF INVOLVMENT

## CAMPUS INVOLVEMENTS

- Student Wellness Committee
- Employee Wellness Committee
- Retention Operational Task Force
- Campus Connect Suicide Prevention Trainer
- Stratgeic Planning Committee
- Blugold Welcome Committee
- University Senate
- #UWECsocial

## TRAININGS

- Guests at our staff meetings: Billy and Angie, AARC, Tamara Johnson, Albert Colom
- Services for Students with Disabilities recognition program Oct. 23, 2018
- Identifying and Responding to the Mental Health needs of UWEC Students Oct 24, 2018
- Reflexive Performance Reset Training with Cal Dietz Nov. 11, 2018
- Run with the Cops Volunteer April 18, 2019
- Growing Up Transgender May 5, 2019
- EDI Tier 1 and 2 Programs
- Active Shooter Training

## AWARDS

### Friend of TRIO Award – Al Wiberg and Sheryl Poirier, April 2019

The Friend of TRIO Award is awarded to staff members for supporting the mission of the TRIO programs to empower eligible college students to fulfill their educational aspirations.

As Recreation and Sport Operations staff, Al and Sheryl play significant roles in supporting our student population. The entire department makes diligent efforts to promote accessibility for persons with disabilities, marketing their facility as a welcoming and accessible place. As the Assistant Director of Programs, Sheryl includes our department in the annual orientation wellness fair, inquires about ideas for inclusive programming, and assures appropriate and welcoming marketing approaches. As the Assistant Director of Operations, Al contacts our office to discuss ways to serve students with disabilities, and over the years has partnered with our AIM program to offer a Rock-climbing event. Al gets excited about their equipment that helps people with limited strength or use of their legs by hoisting them up the climbing wall, making this fun activity possible for all students. Both Al and Sheryl think of the things that others don't, the details that include our students and make everyday activities accessible. Thanks for all that you do to support our AIM students!



# STAFF



**SHARI BREED**  
FINANCIAL SPECIALIST

Budget + Purchasing



**TAMMY BRUNSCHMID**  
MCPHEE OFFICE MANAGER

McPhee Desk, Facility  
Scheduling/Contracting, Summer  
Sport Camps



**MATT EBNER**  
EVENT ASST. + ASST.  
FOOTBALL COACH

McPhee Facilities and Events



**JUSTIN GARDNER**  
LEADERSHIP INSTITUTE  
COORDINATOR

UWEC Leadership Institute and  
Freshman Connection Summer  
Program



**ZACH HILL**  
EQUIPMENT + LAUNDRY ROOM  
COORDINATOR

Sports Equipment Manager



**ANDY JEPSEN**  
DIRECTOR

Comprehensive Administration of  
Facilities, Programs, and Staff



**GARRETT LARSON**  
COMPETITIVE SPORTS  
COORDINATOR

Intramural + Club Sports  
Programs



**MIKE MCHUGH**  
EVENT ASST. + ASST.  
FOOTBALL COACH

McPhee Facilities and Events



**GUNNER MACH**  
ASST. STRENGTH & SPORTS  
PERFORMANCE COACH

Assistant Strength &  
Performance Coach



**NEIL OSTLUND**  
SPORTS OPERATION MANAGER

McPhee + Olson, Simpson Field,  
Open Recreation Program,  
Aquatic Program



**ELROY PERKIN**  
FIELD MAINTENANCE  
COORDINATOR

Outdoor Facility Maintenance  
Coordinator of Simpson Athletic  
Fields + Bollinger Fields



**SHERYL POIRIER**  
ASST. DIRECTOR OF PROGRAMS

Assessment, Special Events,  
Marking, Graphic Design, Hilltop  
Center



**ZAC RUCH**  
MSPC COORDINATOR + HEAD  
STRENGTH & SPORTS  
PERFORMANCE COACH

McPhee Strength & Performance  
Center Supervisor



**JAN THORSON**  
RECREATION OFFICE MANAGER

Administrative Assistant to  
Director + Program Associate



**MATT TOMSHO**  
MSPC ASST. COORDINATOR +  
ASST. FOOTBALL COACH

Assistant Strength &  
Performance Coach



**AL WIBERG**  
ASST. DIRECTOR OF OPERATIONS

Eagle's View Ropes Course, Indoor  
Climbing Wall, EAC Trips,  
Equipment Rental Center



**BRITTANY WOLD**  
FITNESS + WELLNESS  
COORDINATOR

Group Exercise, Crest Fitness  
Center, Wellness, Massage  
Therapy

EXPERIENCE  
RECREATION

University of Wisconsin-Eau Claire