

University of Louisiana at Lafayette

Detailed Assessment Report 2015-2016 Recreational Sports

As of: 11/21/2016 11:28 AM CENTRAL

(Includes those Action Plans with Budget Amounts marked *One-Time, Recurring, No Request.*)

Student Learning Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

SLO 1: Student Development

Development of student workers at Bourgeois Hall to better prepare them after graduation and getting hired to a full time job.

Related Measures

M 27: Employee Survey on Job Development

Survey sent out to currently employees to see what improvements we could make to our current Student Development in-services and training's. Did employees feel that we increased their knowledge and skills as it relates to the professional world.

Source of Evidence: Employer survey, incl. perceptions of the program

Target:

To have 50% of all of our staff (125+ students) feel that they received training that helped develop them professionally.

Finding (2015-2016) - Target: Not Reported This Cycle

The staff member assigned to this task is no longer with the university. This survey will be reevaluated this year.

M 28: Interview Graduating Student Workers to discuss how prepared they feel for future jobs

Conducting exit interviews/evaluations with graduating seniors to discuss how prepared they feel applying for jobs after graduation. Discuss different training's or workshop's we could have done to better prepare them.

Source of Evidence: Exit interviews with grads/program completers

Target:

Get 75% of workers to feel very satisfied with how Rec Sports prepared them for jobs after graduating.

Finding (2015-2016) - Target: Not Met

70 % of graduating seniors interviewed stated that they were very satisfied with how Rec Sports prepared them for jobs after graduating. All other respondents indicated that they were satisfied. No respondents indicated that they were not prepared for jobs after graduation.

Related Action Plans (by Established cycle, then alpha):

Partner with other departments on campus that specialize in certain trainings

Partner with Career Services and Student Leadership to provide other opportunities outside of our regular training's and in-services.

Established in Cycle: 2014-2015

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Interview Graduating Student Workers to discuss how prepared they feel for future jobs | **Outcome/Objective:**

Student Development

Implement Student Hiring Committee

This committee will be made up of student leaders within the Recreational Sports Department. The committee will review resumes, organize and lead interviews, and make recommendations regarding hiring of student staff. This process also gives each potential Recreational Sports student staff member the experience of going through a job interview and the student leaders with the experience of conducting the interview. These processes will hopefully better prepare our students for these same interactions in the workplace post graduation.

Established in Cycle: 2015-2016

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Interview Graduating Student Workers to discuss how prepared they feel for future jobs | **Outcome/Objective:** Student Development

M 30: Student Supervisor Evaluation

Evaluate Student Supervisors at the end of each academic year to see areas in which we can improve the experience of student workers and evaluate their performance.

Source of Evidence: Evaluations

Target:

Have 75% of students evaluated get satisfactory or higher markings on their evaluation.

Finding (2015-2016) - Target: Not Reported This Cycle

This was not reported on due to professional staff turnover.

Related Action Plans (by Established cycle, then alpha):

Re- word Student Learning outcome

Recreational Sports will re-evaluate this item for the next cycle. We would like to change this to an outcome that is more easily measured.

Established in Cycle: 2015-2016

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Student Supervisor Evaluation |
Outcome/Objective: Student Development

SLO 2: Student Engagement

Engage students to participate in Rec Sports programs to promote healthy lifestyles/choices.

Related Measures

M 30: Student Supervisor Evaluation

Evaluate Student Supervisors at the end of each academic year to see areas in which we can improve the experience of student workers and evaluate their performance.

Source of Evidence: Evaluations

Target:

Get 60% of student workers to have participated in at least one event/program put on by Rec Sports.

Finding (2015-2016) - Target: Not Reported This Cycle

This was not reported on due to professional staff turnover.

Related Action Plans (by Established cycle, then alpha):

Student Employee Board

Each program area nominates experienced student employees to be the student representative for the area. Students act as liaisons for their programs and plan events to help get student employees more involved. If nominated for this position the student takes on more responsibility and higher expectations.

Established in Cycle: 2015-2016

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Student Supervisor Evaluation |

Outcome/Objective: Student Engagement

Track Participation

Utilize IM Leagues and/or Fusion software to track participation of student workers in Rec Sports programs.

Established in Cycle: 2015-2016

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Student Supervisor Evaluation |

Outcome/Objective: Student Engagement

M 31: Program Growth

Look at participation in our different areas including Intramurals, Club Sports, Group X, # of visits to facility.

Source of Evidence: Activity volume

Target:

See an increase in participation in at least half of our programs from the year before.

Finding (2015-2016) - Target: Partially Met

Group Exercise, Intramural Sports and Fitness Center use all saw increase in participation. Club Sports however, saw no increase.

SLO 5: Healthy Lifestyle

Promote healthy lifestyle choices for students by increasing participation in programs offered by Rec Sports.

Related Measures

M 26: Recreational Sports Impact Survey

Administration of the Recreational Sports Impact survey will allow the Department of Recreational Sports to evaluate and benchmark the impact it currently has on students. With recent additions to facilities, parking, and programs, Bourgeois Hall has become a focal point for student life at UL. Studies show that participation in recreational activities during college has a positive impact on educational experiences as well as increased student satisfaction. Because campus recreation facilities consume large amounts of resources and play an important role on college campuses, it is important to assess recreational facilities/services/programs and document outcomes.

This study assesses:

- The impact of Recreational Sports offerings on student recruitment and retention
- Frequency of participation in various recreational opportunities
- Outcomes of participating in Recreational Sports opportunities

Recreational needs and interests

The assessment also provides a detailed demographic section that will allow us to filter and view the data for certain sub-populations of students.

Source of Evidence: Benchmarking

Target:

We would like to get at least 400 students to fill out our Impact Survey. With at least 70% reporting satisfactory or higher with our programs.

Finding (2015-2016) - Target: Not Reported This Cycle

This survey was not established. The staff member assigned to this task is no longer with the University. We will re-evaluate this item in the next year.

Related Action Plans (by Established cycle, then alpha):

Use social media to get more students to fill out our survey.

Since we were unable to send a survey out to the entire student body we plan on taking advantage of our social media accounts to encourage students throughout the year to fill out our surveys. Also after programs like Group X and Intramurals sports have students fill out surveys before leaving.

Established in Cycle: 2014-2015

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Recreational Sports Impact Survey |

Outcome/Objective: Healthy Lifestyle

Budget Amount Requested: \$1,000,000.00 (recurring)

M 31: Program Growth

Look at participation in our different areas including Intramurals, Club Sports, Group X, # of visits to facility.

Source of Evidence: Activity volume

Target:

See an increase in participation in our different programs/activities.

Finding (2015-2016) - Target: Partially Met

Group Exercise Classes, Intramural Sports Leagues, Fitness Center Use all experienced growth in numbers from the 2014-2015 year. Club Sports however did not experience a growth in numbers but stayed the same as 2014-2015.

Other Outcomes/Objectives, with Any Associations and Related Measures, Targets, Findings, and Action Plans

O/O 3: Professional Staff Growth

Through conferences and certifications. Also growing in numbers as a professional staff.

Related Measures

M 29: Pro Staff Evaluations

Evaluate all Professional Staff and Graduate Assistants. Discuss development opportunities they had throughout the year and if they helped. What future professional development opportunities could Rec Sports Provide them.

Source of Evidence: Evaluations

Target:

We would like 75% of Rec Sports Pro Staff and Graduate Assistants to feel that they received adequate amount of opportunities to participate in conferences and certificate opportunities.

Finding (2015-2016) - Target: Met

During Pro- Staff evaluations, 100% of professional staff indicated that they received adequate amounts of opportunities to participate in conferences and certification opportunities.

Related Action Plans (by Established cycle, then alpha):

Increase Travel Budget and Continue to Grow Training for Staff

We will continue to provide these learning opportunities for our professional staff. We have increased our travel budget by \$5000 to help accommodate additional conference attendance and certification opportunities.

Established in Cycle: 2015-2016

Implementation Status: In-Progress

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Pro Staff Evaluations | **Outcome/Objective:** Professional Staff Growth

Budget Amount Requested: \$5,000.00 (recurring)

O/O 4: Facilities Improvements

Improvements to facilities, and equipment at Bourgeois Hall.

Related Measures

M 31: Program Growth

Look at participation in our different areas including Intramurals, Club Sports, Group X, # of visits to facility.

Source of Evidence: Activity volume

Target:

Add new equipment and or facilities to our existing programs.

Finding (2015-2016) - Target: Partially Met

Intramural Sports Complex support building has been completed. This building will serve as a support building for students participating in Intramural and Club Sports. It is equipped with an office, equipment check out area, storage, meeting room, restrooms and large covered patio. This is the first step in finishing the complex- next will be field improvements by adding artificial turf and high quality grass surfaces, LED sports lighting, fencing and additional shade structures.

Related Action Plans (by Established cycle, then alpha):

Continue to assess equipment and replace things as they wear out.

Until we get a increase in our student fee it will be difficult for us to make large purchases or upgrades. We are able to maintain our current operations and equipment but will struggle to make big purchases or improvements until we find other resources either through a student fee or starting to charge for certain services.

Established in Cycle: 2014-2015

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Program Growth | **Outcome/Objective:** Facilities Improvements

Continue Complex Planning

Continue to work with University Administration to secure funding for field improvements, adding artificial turf, LED sports lighting, fencing and additional shade structures.

Established in Cycle: 2015-2016

Implementation Status: Planned

Priority: High

Relationships (Measure | Outcome/Objective):

Measure: Program Growth | **Outcome/Objective:** Facilities Improvements

Analysis Questions and Analysis Answers

How were assessment results shared and evaluated within the unit?

Evaluation results are shared with the various units within Recreational Sports via each unit saving their results on the shared drive for the office. This gives access to the data to all Professional Staff members. The Department then held a planning and evaluation meeting in which we discussed the results and reviewed our processes for collecting data.

Identify which action plans [created in prior cycle(s)] were implemented in this current cycle. For each of these implemented plans, were there any measurable or perceivable effects? How, if at all, did the findings appear to be affected by the implemented action plan?

During this cycle we implemented 2 of the action plans from the 2014-2015 cycle. First we continued to partner with other Departments on Campus to help provide our students with the Professional Development that will help them be successful post -graduation. We partnered with the Department of Career Services to provide a training session/work shop on resume building and interviewing for our student staff. Our student staff that participated in these sessions reported that they feel more ready for preparing their resume and feel better prepared for future interviews due to the session. We will continue with seeking collaborative opportunities with other Departments to add expertise to our staff development training sessions. We also continued to assess and replace equipment in our Fitness Center. This action plan is vital to continuing to offer high quality facilities for our programs. During the 2015-2016 year Recreational Sports expanded our facilities to include a new Intramural Sports Complex and additional Training Studio. With the growth in participation in these areas additional space and equipment will continue to be an important component of our success. Recreational Sports committed funding to upgrade the wired and wireless internet service to our building in conjunction with purchasing a new Recreation Management software system. This system will help stream line our operations and make the users experience more pleasant. This system will be on-line in the Spring 2017 semester.

What has the unit learned from the current assessment cycle? What is working well, and what is working less well in achieving desired outcomes?

We have learned that our exit interviews with our graduating student staff and our semester evaluations with our student supervisors give our department a good view of how things are going from a student development standpoint. This information is valuable for policy change and implementing change in future semesters. With the professional staff turnover that we have experienced we have learned that it is important to have all staff included in the planning and evaluation process. We are not able to report on some of our items because surveys were not given out at the appropriate times. We will evaluate this process in our next cycle and attempt to come up with a plan that is achievable and realistic while still meeting all of our assessment needs.