



**Student Fee Review Board
Funding Application for Fiscal Year 2015-2016**

Recreational Services

Name of Unit

Jim Todd _____ **Director** _____
Dean/Director Title

MSC04 2600, Johnson Center Rm 1102 _____
Campus Address

277-3739 _____ **jtodd@unm.edu** _____
Campus Phone E-mail Address

\$ 850,704 _____
Total Amount Requested

CERTIFICATION

I certify that the statements herein are true and complete to the best of my knowledge and accept the obligation to comply with the terms and conditions of the Student Fee Review Board. I understand that the SFRB is a **recommendation** body and that its funding allocations are subject to revision by the Budget Leadership Team before final approval.

Jim Todd _____
Submitted By (Print Name)

_____ 09/04/2014 _____
Department Head Signature Date

Please submit an electronic version of this application via email to SFRB@unm.edu and 15 hard copies of this application plus to the ASUNM Office, Student Union Building suite 1016.

DEADLINE September 5, 2014, 5:00 PM.
***Late applications will not be accepted**

SFRB Executive Summary 2014-2015
Recreational Services

Recreational Services is a service-oriented program for the entire University community that totals approximately 27,000 students and 9,600 faculty and staff. Student funding entitles each student to participate in a variety of scheduled activities and the privilege to use numerous recreational facilities managed by Recreational Services. A primary function of the Department is to provide for the total well being of the University community in accordance with the University's commitment to educate the total individual and to care for the individual's needs while they attend or are employed by the University.

In order to accomplish our goals and fit within the University's mission, Recreational Services offers numerous recreational opportunities to students. This includes the following areas of emphasis: Open Recreation, Aquatics, Intramural Sports, Getaway Adventure, Outdoor/Bicycle Shop, Fitness/Wellness, Excel, Personal Training, Sports Clubs, Special Events, Challenge Course Program and Student Employment. These programs engage students, create peer groups, maintain and improve physical fitness and wellness as well as explore and attain new skills, merging academic and recreational experiences into practical application.

Recreational Services continually partners with numerous organizations within UNM and we are always looking to create new joint programming opportunities with other campus groups and departments. Examples of cooperative programming are orienteering and GPS way finding with the ROTC Units, Getaway Adventures with the Latin American Outreach Program, close coordination on a variety of events with Student Activities Center and Challenge Course Activities with numerous student groups and departments. We are now the International Programs sole provider for off-campus trips, managing and running all trips – all efforts, and registration handled by our office. We support ROTC PT training and testing in our facilities. We partner with EHPP to offer programs and services that benefit students as well as staff. We refer to/from the SHAC for counseling and physical fitness. We support numerous student focused College of Education events in the Center.

Recreational Services will continue to use student fees to pay student salaries and to fund the non-revenue generating programs that directly impact Student Life. These student positions supervise and oversee the following programs: Open Recreation – Gym Attendants, Aquatics – Life Guards, Intramural Sports – Sports Officials, Customer Service and Support – Office Staff and Marketing, Administrative Support – Assistants to Coordinators, Accountant and Facility Management – Facility Technicians.

Although, we are requesting SFRB funding, Recreational Services always promotes the fitness, wellness and team building programs to the internal UNM community as well as externally in order to generate additional funding for Operations & Maintenance, staff salaries and equipment replacement. Recreational Services is considerate of the student fees and actively uses these funds as mindful as possible by hiring work-studies when available to save funding. Through Recreational Service's conservative hiring practices and efforts to generate external funds, we are NOT requesting an increase in SFRB funding.

Application Questions

- 1) **Describe the history and mission of your unit, and how its services support the mission of the University. Please address each of the following bullet points in your answer.**
 - a) **What services does your unit specialize in that are not offered in a similar form elsewhere within the University?**
 - b) **What services does your unit specialize in that are not offered in a similar form elsewhere within the University?**

How we support the mission of the University

Recreational Services supports the University's mission by contributing to student success. This is accomplished by giving students opportunities to engage in and create peer groups, maintain and improve physical fitness and wellness, explore and attain new skills and merge academic and recreational experiences into practical application.

Research has identified a very positive relationship between participation in campus recreation programs with student recruitment, retention, scholastic success and satisfaction. Refer to **Appendix I** for a review of the literature.

History

John Dolzadelli, the Department's first director, founded the University of New Mexico Recreational Services Department during the 1949 - 1950 academic year. The Intramural Program, as it was known at the time, offered 18 activities designed primarily for the male population at UNM. The Department has since evolved into a nationally recognized program that offers over 200 activities per year that provide a wide variety of opportunities to enhance the educational and recreational experiences for a diverse University community and individuals with special needs.

Over the years, the Johnson Gym which was first built to house Athletics and Education, has been renovated and expanded to provide additional facilities for education and athletic initiatives with recreation falling behind. Through out this same time period, Recreational Services has added programs and staff necessary to support these programs

Programs and Services

The services provided to the University community by the Recreational Services Department are unique and designed specifically to meet the student's needs. No other department is able to offer facilities (e.g. weight room, gyms, pools, etc.) for **student** recreation. And no other department is able to offer programs and services that specifically address physical fitness, team sports, individual sports, camping, bicycling, skateboarding and numerous other activities. The Physical Education Department offers fitness classes but those classes are for credit. Attendance in these classes is mandatory and you must arrange your schedule to enroll in these classes. Our goal is to provide alternatives that fit your schedule and meet your needs.

Recreational Services is a service-oriented program for the entire University community that totals approximately 27,000 students and 9,600 faculty and staff. Student funding entitles each student to participate in a variety of scheduled activities and the privilege to use the numerous recreational facilities during Open Recreation. A primary function of this Department is to provide for the total well being of the University community in accordance with the University's commitment to educate the total individual and to care for the individual's needs while they attend or are employed by the University. Recreational Services programs in the following areas of emphasis:

- ✓ Campus Recreation - During Open Recreation hours, students may use the following recreational facilities: gymnasiums, weight room and fitness center, racquetball and squash courts, dance and aerobic studios, wrestling and yoga room, tennis courts and several outdoor grass fields.
- ✓ Aquatics - The aquatic complex consists of three pools: Johnson Pool, Therapy Pool and the Olympic Pool. Lap swim is generally available all day. Therapeutic and family use of all pools is limited to Open Recreation hours.
- ✓ Intramural Sports - Recreational Sports offers participants the opportunity to compete individually, in pairs or on a team in many different sports in either tournaments or league play.
- ✓ Getaway Adventures - The Getaway Adventures Program offers instructional, educational, and recreational excursions, clinics and workshops.
- ✓ Outdoor Shop and Bicycle Shop - Camping and sporting equipment are available for rent to all UNM students at the Outdoor Shop for a very reasonable fee. Items for individual use, such as swim accessories, tennis and racquetballs are also available for sale at the Outdoor Shop. The Bicycle Shop is a full service bicycle rental and repair shop servicing all types of bicycles and non-motorized wheelchairs.
- ✓ Fitness and Wellness - The Fitness Program offers a variety of wellness and fitness classes and workshops designed to enhance the total well being of the individual. The Works offers traditional aerobic and fitness classes as well as instructional classes such as Fencing, Hip Hop and Salsa.

WOW Pass stands for World of Wellness. It is a program sponsored by Recreational Services, Employee Health Program and Recreational Services that allows benefits eligible faculty and staff to use their tuition remission benefit for Recreational Services group exercise classes.

Excel classes provide recreational opportunities for disabled students, faculty and staff. These programs provide for the development of skills in areas such as swimming, weight training and various sports activities.

Next Level Fitness classes offer nontraditional fitness classes and are skill-based.

Personal Training matches students with nationally certified trainers to assist in establishing fitness and wellness goals and then developing and implementing exercise plans to obtain those goals.

Fitness Assessments provide students with a baseline to start their exercise program. For a small fee, participants are tested on girth, body mass index, body composition, flexibility, muscular endurance and cardiovascular capability. Each participant will then have a private, individual session with a certified personal trainer and receive a personalized recommendation to help the individual achieve their fitness goals.

- ✓ Sport Clubs - Recreational Services is home to all Sport Clubs at the University of New Mexico. Sport Clubs allow students the opportunity to compete against other clubs and institutions in their chosen sport. Current club offerings include ice hockey, rugby, karate, water polo, mountaineering, cricket and cycling. Sport clubs are able to store their equipment purchased by ASUNM funds in the “Sport Club Closet” located in Johnson Center.
- ✓ Special Events - Recreational Services offers several Special Events each year. Recreational Services’ staff is also available to assist other departments and groups with their events.
- ✓ Challenge Course Program - Recreational Services manages and schedules the high and low ropes courses as well as the climbing walls. Participation in the ropes courses emphasizes the basics of teamwork and communication. Along with the ropes courses, we offer Outdoor Experiential Education activities, such as, cooperative games, UNM rock climbing walls, a portable rock climbing wall, rock climbing trips, snowshoeing, outdoor environmental trips, day hikes and overnight backpacking trips. The high are available to all UNM student organizations and low ropes course and other activities.
- ✓ Student Employment - Recreational Services also employs close to 200 student employees each year responsible for the above-mentioned programs. Each program has a hierarchical organization structure with student supervisors, head guards, head sports officials, etc. to provide students with professional development and leadership opportunities.

Diversity

All of Recreational Programs are inclusive or where gender is an issue, dual events are offered. We have a very diverse work force and staff are required to complete training each year in the areas of civil rights, ethics and diversity. Each program within Recreational Services has developed a Diversity and Inclusion Statement, which can be referenced in Appendix II.

We support groups that self-identify themselves as diverse in our sports club program. Our getaway Program has a cultural component to it as we plan trips to several Pueblos feast days in the State. We have a very strong commitment to the disabled population on campus through our collaborative efforts with the HESS adaptive sports program and ACCESS, chartered student club that advocates for the disabled. We also provide support for all ethnic centers (El Centro,

American Indian Student Services, African American Student Services) and Global Initiatives as well as increase awareness of issues confronting students, faculty and staff with disabilities.

2.) Briefly describe each program/project in your unit that is funded specifically by student fees. What are the outcomes, so far, of each program/project?

SFRB funds are used primarily for student employee salaries. These employees supervise and oversee open recreation, open swim, intramural sports, sport clubs, marketing and customer service.

The anticipated impact on the population can be illustrated by our participant count from 2013 – 2014 referenced in Appendix III.

Participation numbers as shown by head count increased in all areas other than the Auxiliary Weight Room (faculty and staff use only). Total participant count for all facilities showed an increase of 185,190 from previous fiscal year.

3.) Describe any increase in SFRB funding you are requesting, and provide justification detailing how raising student fees will improve your unit's impact on the student population.

a) Please complete Budget Form B for funding increases and one-time requests.

Recreational Service will not be requesting any increase in funding for 2015 – 2016.

4.) Describe student participation in your unit, and any plans to improve it, addressing each of the following bullet points

**a.) How are students involved in the governance/decision-making of your unit?
Student Support**

Recreational Services employs between 175 and 190 student employees each semester. Student employees have the opportunity to move up in grade and into supervisory positions based on performance and seniority. We have adopted a student-run center philosophy. A student supervisor is on duty at all times the facility is open and is responsible for all activities in the Center. Students also serve on committees and represent the Department and University in marketing endeavors, conferences, seminars and at the NIRSA. We have adopted the following learning outcomes for our student employees: develop transferable skills in assertiveness, cultural awareness, respect, accountability, responsibility, self-awareness, self-confidence, integrity, problem solving, decision-making, judgment and wellness.

Student Supervision

Recreational Services promotes student employees to student supervisors that have demonstrated leadership, dedication, initiative and loyalty. These supervisors are responsible for overseeing programs and make decisions concerning the day-to-day operation of the facility. Students advance to positions of higher authority through promotions. Five of our current professional staff members started off as student employees at Recreational Services. Student supervisors currently oversee portions of Open Recreation, Intramural Sports, Aquatic Center, Outdoor Shop and Bicycle Shop, and Getaway Adventures as trip leaders. The Center is opened and closed for recreation by student supervisors. They are responsible for all open recreation hours during the week.

Recreational Services Advisory Council / Governance

To help us provide better programs and services to the University community, we continue to pursue increased involvement of the Recreational Services Advisory Council. The Council provides us with feedback and helps us evaluate our current programs and offer suggestions for future enhancements.

b) How many students do you employ (including graduate assistants, interns, etc.)?

Recreational Services has between 175 and 190 student positions each semester. Student employee positions held include:

Graduate Assistant (not filled)	Gym Attendants
Sports Officials	Coordinator Assistants
Customer Service	Outdoor Shop
Bicycle Mechanics	Trip Leaders (Getaway)
Information Technology	Fitness Instructors
Graphic Artists	Personal Trainers
Building Supervisors	Sport Official Supervisors
Challenge Course	Lifeguards

Supervision and planning are essential to create and maintain a safe and secure facility and provide recreational programming. For example, to open the facility just for open recreation, it requires 10 to 15 student employees depending upon the day and events planned. If an intramural sports league is in season, add an additional 10 to 20 student employees are required depending on the sport.

5.) Describe specific improvements your unit has made in the last fiscal year to the visibility/accessibility of its services, and any plans to further improve visibility/accessibility.

Our Marketing and Public Relations Coordinator attends workshops and seminars in order to the marketing efforts of Recreational Services. A student lead team is specifically assigned to assist our Marketing and Public relations Coordinator to successfully promote and advertise

all of the programs we offer. Initiatives have been implemented such as Twitter, Pintrest and Instagram. We continue to create accounts and post information to social networking sites such as Facebook and You Tube. Extensive effort was put forth to reach incoming freshmen during Lobo Orientation. Again, as part of the Residence Halls Rez Hall-A-Daze, we offered “Got Rec?” night for all residence hall students. We closed the Center to all but the residence hall students and allowed them complete access to the facility. We provide instruction in rock climbing, Zumba, and provide personal trainers in the weight room and officiated multiple games dodgeball. We successfully spotlighted the variety of programs we offer and encouraged this on-campus population to become regular participants.

We also attend as many information fairs and University events as we are invited to and use student employees to promote our programs. We are part of New Student Orientation and we also provide content to UNM News, UNM SUB Marketing, Las Noticias, UNM Calendar, etc. In other words, anyone that will print or display our information receives all of marketing material. We will take our show on the road wherever requested.

We solicit feedback and suggestions about our programming through several sources. We provide comment cards at our office in Johnson Center. All comments are reviewed; the action taken indicated and then logged in our comment book. Feedback is also accepted through our website and on participant entry forms. We receive a great deal of feedback through our website. The heretofore-mentioned RSAC is an additional source of feedback.

Future plans include video screens located throughout the building displaying our content. Other future plans include developing application for mobile devices, improved way-finding within the building and latching on to the latest and greatest social media venue.

6.) How does your unit collaborate with other campus units and/or off-campus entities?

We are always looking to create new joint programming opportunities with other campus groups and departments. Examples of cooperative programming are orienteering and GPS way finding with the ROTC Units, Getaway Adventures with the Latin American Outreach Program, close coordination on a variety of events with Student Activities Center and Challenge Course Activities with numerous student groups and departments. We are now the International Programs sole provider for off-campus trips, managing and running all trips – all efforts, and registration handled by our office. We support ROTC PT training and testing in our facilities. We partner with EHPP to offer programs and services that benefit student as well as staff. We refer to/from the SHAC for counseling and physical fitness. We support numerous COE events in the Center.

7.) What methods have been used in evaluating your unit’s impact on the student population (e.g. surveys, focus groups, interviews), and how effective have those methods been?

Surveys and evaluations by the participants of structured and open recreation programs allow participants to give feedback to the Department. Several times a year, evaluations are sent out by the various programs to the participants to give them the opportunity to help us

improve our services. The number of participants who respond varies from year to year from 200 to 500 depending on what programs are involved. Data is also collected and analyzed from each programming area and is used to compile our annual report. We can track participation and cost effectiveness of these programs.

We have done extensive research into the programs and services that our peer institutions offer. This provides great insight identifying current trends in recreation programming and facility use.

Data is also collected and analyzed from each programming area and is used to compile our annual report. We can track participation and cost effectiveness of these programs. Our website is also a very useful tool. Participant feedback via our website is very strong. **Data indicates that approximately 80-percent of all visitors to Johnson Center are students.**

8.) What are your unit's current non-SFRB sources of funding (e.g. Instructional & General, state or federal grants, self-generated revenue), and if applicable, what additional funding sources are you seeking this fiscal year?

Recreational Services receives funding from the following sources: SFRB, UNM Administration and self-generated revenue. Administrative funding is from the Combined Benefits Payroll Tax, from which we received \$507,791. This is reoccurring revenue and has been reoccurring for 20 plus years. This allocation is processed by the Budget Office and is reimbursement for Faculty and Staff use of Johnson Center. Self-generated revenue comes from our fee-based programs, affiliate memberships and facility rentals.

Note: We do not offer a community membership. Affiliate memberships only include UNM Alumni, spouse, domestic partner or a legal dependent of current UNM students, faculty or staff, UNM Hospital and other groups contracting with UNM on a reoccurring basis.

a) What increases or decreases from non-SFRB funding sources do you anticipate compared to your budget last year?

Recreational Services is not requesting additional funding from the SFRB as funds provided in 2014 – 2015 were sufficient. We expect our sales to remain constant and we do not anticipate an increase or decrease in funding from the administration via the Combined Benefits Payroll Tax to cover faculty and staff.

b) Please complete Budget Form C for non-SFRB income.

9.) What are your unit's current plans to address the recommendations of last year's SFRB? We understand that these plans are subject to change in response to any unexpected developments later in the fiscal year.

Our award letter came from the Office and Planning and Budget Development. There were no recommendations indicated from ASUNM or GPSA.

10.) Provide any other information or a narrative that will assist the SFRB in making its decision to fund your unit

We realize the SFRB's task of determining funding for requesting departments is daunting at best. We appreciate your efforts. Being a service provider, our main expense is salaries with student salaries being a large part of our expenses. We believe we are an important part of creating a vibrant and alive campus for students while also working to be a part of the University's many missions.

Any funds available, i.e. reserves, at the end of a fiscal year are used to create additional student positions the next year or purchase equipment primarily used by students during intramurals or open recreation.

Appendix I

The following literature review illustrates the influence of participation in campus recreation programs on student recruitment, retention, scholastic success and satisfaction.

The National Intramural-Recreational Sports Association (NIRSA) conducted a study on the impact of participation in recreational sports programs and activities on college campuses. Several key relationships between participation and college success were identified. The study represented the most comprehensive attempt to investigate the impact of participation in recreational sports programs and activities on college satisfaction and performance. More than 2,600 students from sixteen (16) colleges participated in the study ever conducted with respect to the value of participation in Recreational Sports (Downs, 2003, p 9).

The NIRSA study found that participation in recreational sports programs and activities is correlated with overall college satisfaction and success (Downs, 2003, p 9). Students agreed that participating in recreational sports resulted in the following wide range of benefits (in priority order):

1. Improves emotional well-being
2. Reduces stress
3. Improves happiness
4. Improves self-confidence
5. Builds character
6. Makes students feel like part of the college community
7. Improves interaction with diverse sets of people
8. Is an important part of college social life
9. Teaches team building skills
10. Is an important part of the learning experience
11. Aids in time management
12. Improves leadership skills (Downs, 2003, p 11).

Additional research has shown one of the most consistent findings in recreational research is that student satisfaction is highly correlated with extracurricular involvement, specifically in intramural and recreational sports (Down, 2003, p 13). In this research, Ryan found that “Participation in intramural sports appears to have a positive effect on student retention, degree aspirations and satisfaction with the college experience (Ryan, 1990, p100). Ryan also found that intramural sports participation was one of the strongest in-college activity predictors of overall college satisfaction.

In a study conducted by Mass at Arizona State University comparing persistence rates of college freshmen who were users and non-users of the university’s Student Recreation Complex (SRC), Maas found that persistence rates for SRC users “clearly outpaced that of their non-user counterparts.” (Belch, Gebel & Mass, 1999, p 261).

The Art and Science Group conducted a telephone survey of prospective students, which indicated a strong correlation between intramural and recreational sports and student recruitment. Published in “Student Poll,” Vol. 4, No. 4, one of the major findings of the poll indicated that intramural and recreational sports have a much greater influence on college choice than intercollegiate athletics (p 1).

A 2001 report from Washington State University illustrated a positive relationship between grade point average (GPA) and frequency of Student Recreation Center (SRC) use. Data from student card operations and the institution’s Data Warehouse were combined to show that for every semester (spring, summer and fall), both GPAs and average credit hours taken were higher for students used the SRC than those that never used the SRC (Downs, 2003, p 16, Washington State University).

Bibliography

Down, P. (2003). *Value of Recreational Sports on College Campuses*. *NIRSA Recreational Sports Journal*, Vol. 27, No. 1, 5-62.

Ryan, FJ. (1990). *Influences on Intercollegiate Athletic Participation and Psychosocial Development of College Students*. UMI Dissertation Services: University of California, Los Angeles.

Belch, H., Gebel, M. & Maas, G. (2001). Relationship Between Student Recreation Complex Use, Academic Performance, and Persistence of First Time Freshmen. *NASPA Journal*, XXXVIII, 254-266.

Student Poll, Art and Science Group. Vol 4, No. 4 (2001). Intercollegiate athletics have little influence on college choice - intramural and recreational opportunities matter more. 1.

Washington State University (2001). Student Recreation Center User Data. Unpublished.

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A recent article published by the American College of Sports Medicine also illustrates the value of recreation and fitness.

HIT THE TREADMILL—NOT JUST THE BOOKS—TO BOOST GRADES

Study: College grades were better with vigorous activity

BALTIMORE – Many college students sweat before finals, but those who also sweat through exercise may have an edge, according to a study presented today at the American College of Sports Medicine’s 57th Annual Meeting in Baltimore. A study of 266 undergraduates showed higher grade point averages (GPA) among those who more often engaged in at least 20 minutes of vigorous physical activity—generally defined as effort of seven or eight on a scale of one to 10. (According to the U.S. Centers for Disease Control, those exercising moderately can talk but not sing, while vigorous activity makes

it difficult to say more than a few words without pausing for breath.)

Though exercise advocates may not be surprised that those who are physically active tend to get better grades, researchers say this study involved older students than most. **“While the link between physical activity and academic achievement is well established for elementary and middle-school students, this has been less studied among college students,”** said Joshua Ode, Ph.D., who supervised the study. “We documented a positive association between vigorous activity and GPA.” Researchers, including Jennifer Flynn (then an undergraduate), also examined other factors that might correlate with GPA, including gender, race, study time, participation in university athletics, class standing and major (kinesiology/other). “After accounting for these variables, vigorous physical activity was still associated with GPA,” she said. The research team developed an equation that includes physical activity, gender and major to predict GPA. “Students who participate in vigorous activity seven days per week have GPAs that average .4 higher, on a scale of 4.0, than those who participate in no vigorous activity.” Noting the relatively small sample size, Ode and Flynn called for more research to further clarify associations between physical activity and academic achievement throughout one’s college career. Meanwhile, said Ode, their findings reinforce what many experts already recommend—a daily dose of physical activity to reduce stress, improve performance and increase one’s sense of well-being.

<http://www.acsm.org/about-acsm/media-room/acsm-in-the-news/2011/08/01/hit-the-treadmill---not-just-the-books---to-boost-grades>

Appendix II

Program Diversity and Inclusion Statements

Fitness

Recreational Services Fitness Programs and class schedules are designed to include and meet the needs of the diverse population of the University of New Mexico's campus. We offer an array of classes to cater to every age, skill level and ability. We monitor fitness industry trends to motivate all populations to become involved in our fitness programs and to be inclusive of everyone in our campus community. We strive to offer classes that will accommodate any skill level.

Whether the participant is in great shape or has never worked out a day in his or her life, our fitness instructors have certifications to accommodate any participant. Our instructors not only offer great diversity in their instruction, they are diverse themselves. Our instructors range in age, gender and come from different cultural backgrounds. Our fitness program continues to evolve with the current fitness trends, and we are determined to make sure all populations are included and can participate in our classes.

Intramural Sports

The Intramural Sports Program welcomes all people of any walk of life to participate in this program. It is our goal is to create an environment which will foster interactions of a highly diverse population. All individuals are welcome regardless of race, color, age, ethnicity, sex, religion, disability, sexual orientation, marital status, and political affiliation. In doing so, we ensure that all people of various walks of life feel included, treated equally with respect and dignity.

Getaway Adventures

The Getaway Adventures program offers a myriad of cultural and outdoor activities in order to accommodate the needs and interests of our participants. While some activities are very physical in nature others are not and are engaging in more of the cultural aspects our state has to offer. With the plethora of activities that is offered in the Getaway Adventure program it lends itself to diversity and that there is something for everyone to do regardless of race, religion, physical ability or gender.

Open Recreation, Aquatics, Facilities

The Open Recreation component of Recreational Services is committed to fostering a university community and workforce that values, respects and includes all people. In order to ensure a safe, affirming and nurturing environment that is welcoming to everyone, Open Recreation actively celebrates differences and promotes mutual respect, cultural diversity and inclusion in all of our programs. It is our hope that our facilities and programs will assist participants in developing new relationships that will strengthen and unite our community.

Outdoor and Bicycle Shop

Within the Outdoor and Bike shop there is willingness and the ability to recognize, understand, respect, and fully utilize the unique contributions of a diverse student employee work force.

Regardless of whoever they are, however they come to us, if they have the skill and talent that we need, to help us be successful, within the Outdoor and Bike Shop, it is my responsibility to figure out a way to create an environment where these individuals can achieve their highest potential.

Some examples to help create such an environment are:

- Treat everyone equally without consideration for age, race, culture, physical ability, appearance, education or religious background
- Avoid work environment that avoids situations for failure or ridicule.
- Establish and ongoing, open and respectful dialogue on diversity.
- Design a workplace that rewards people who work well with others.
- Discourage cliques or other exclusive and practice behaviors that reflect your commitment to diversity.

By accepting diversity and being inclusive to differences, we can provide better customer service while nurturing, retaining, and developing a talented student workforce, needed to succeed presently and in the future.

Front Office

The Recreational Services front office strives to be the model for diversity and inclusion. Our staff is extremely diverse as it is comprised of the diverse student population at the University of New Mexico. Along with respect for one another, we value and celebrate unique backgrounds and perspectives. We believe that bringing diverse individuals together allows Recreational Services to connect with our surrounding communities and effectively embracing the difference of our patrons. Our goal is to have teamwork, a family environment and respectful communication to ensure a positive work environment and understanding of different background, ideas and beliefs. With this, Recreational Services front office actively acknowledges differences and promotes mutual respect, cultural diversity and inclusion.

Appendix III

Total Head Counts in Informal Programs 2013 – 2014

Participant Count	Total Head Counts per Facility
WR - Upper Level Cardio	219,780
WR - Lower Level Strength	207,433
WR- Faculty/Staff	6,651
Gymnasiums	373,051
Racquetball Courts	44,757
Aerobic, Dance and Wrestling	275,302
Natorium	140,805
Intramural Fields	65,861
TOTAL OPEN RECREATION	1,333,640

Discussion: Participation numbers as shown by head count increased in all areas other than the Faculty Staff Weight Room. Total participant count for all facilities showed an increase of 185,190 from previous fiscal year.