

## *Vision*

We will use the unique natural and built resources to provide premier opportunities for students and the broader community to live healthier, balanced lives.

We will provide outstanding programs, facilities, and staff that support physical fitness, healthy habits, respect for the natural world and balanced behaviors.

We will maintain a respectful, inclusive, and vibrant living and learning environment where relationships with students, campus and community are valued.

We will become a model of responsible/sustainable use of financial, human, physical, and natural resources.

We will collaborate with departments across campus, as well as local, regional, and national organizations to promote participation in physical activity and outdoor experiences.

We will provide professional development opportunities for student leaders and employees that are foundational skills for an educated, active citizenry.

## *Values*

**Wellness** - We encourage lifestyles that promote physical and emotional wellness within a community of well-being.

**Student Development** - We provide opportunities where students interact with each other in a socially responsible manner and develop lifelong personal and professional competencies.

**Learning** - Through teamwork, problem solving, and teaching we provide educational experiences that foster the development of lifelong skills and knowledge.

**Discovery & Adventure** - We value the sense of adventure and discovery that are associated with activity and exploration.

**Engagement** - We actively collaborate with each other and the larger community to identify and achieve common goals.

**Inclusiveness** - We respect and embrace the diversity of individuals, perspectives, and ideas while promoting social justice. Everyone is important and valued.

**Sustainability** - We balance current environmental, economic, and social needs with those of future generations.

**Excellence/High Quality service** - We provide high quality service and programs developed with creativity and innovation.

**Our People** - We value our professional and student staff for their quality service, creativity, passion, commitment to our mission, and care for all participants.

**Safety/Risk Management** - Safety is at the core of all of our programming opportunities.

**Enjoyment** - being active, playing sports and exploring the outdoors is FUN! Enjoyment is at the heart of what we do.

### *Mission*

**Recreational Sports Outdoor Program fosters active, healthy lifestyles and connections to the natural world.**

### *Goals*

<b>RSOP Goal</b>	<b>Mapping to University Goals</b>	<b>Mapping to Student Life Goals</b>
1) Deliver model co-curricular opportunities that encourage healthy habits and an enhanced quality of life through participation	1,4	1.1, 1.2, 3.1,
2) Through our programs, build knowledge and habits that contribute to success in academic, personal, and professional life.	1,3,5	1.1, 1.2, 3.1
3) Maintain a department that has a welcoming and inclusive climate for all by advancing equity, diversity, and social justice.	2	2.1, 2.2
4) Provide access to quality facilities, equipment, and knowledgeable personnel that enrich the student experience.	1,3,4	1.1, 3.2, 4.1, 5.1

5) Maintain a culture of continuous improvement where innovation and growth are encouraged, service is delivered in a positive, skillful and accurate manner, and empathy and inclusiveness are integrated into every aspect of customer service.	1,2,5	4.1,4.3, 6.1
6) Provide professional training and experiences for students going into outdoor, fitness, and recreation careers.	1	1.1, 1.2, 6.3
7) Manage resources in a responsible, sustainable manner as well as provide affordable services to students.	4,5	5.1, 5.2, 5.3
8) Provide youth and community programming that supports the university mission of outreach and improves the wellness of the Northeastern Minnesota community	5	5.3

*Objectives/Outcomes*

Objective/Outcome	Mapping to Department Goal	Assessment Strategy
Strive to keep professional staff employed while serving a base level of services	1,7	List of employees & services provided through the year
Establish a new budget plan that allows RSOP to exist in a time of challenge	7	Revise budget
Provide professional development in equity, race relations, anti-racism, and supporting BIPOC staff and students.	3,5	List of completed trainings on annual performance reviews
Establish training for student staff in anti-racism and creating a positive climate for BIPOC students	3,5,6	Curricula and/or list of delivered opportunities
Review all programming through the lens of service to students and finances	1,2,4,5,7	Staff group process
Review and reestablish job descriptions, in light of the current loss of staff	7	Rewritten job descriptions
Support and participate in Student Life Well-Being goal rewrite.	1,2,4	Completion
Assess and plan for use of storage and office space to maximize efficiency of operations and maintenance	4	Plan completion
Increase attention to advertising/partnerships/scholarships	4,7	Progress to plan
Resolve challenge to the budget related to increases in costs passed on from the University. (ongoing)	7	End of year budget
Improve collaboration among RSOP departments: event based, student staff based (duties and training), professional staff based	2,3,5,6	Evaluate programs, more small group ad hoc projects
Continue transition planning, while staying true to who we are	5,7	Progress to plan/Ongoing
Provide professional development opportunities for student staff interested in professional recreation and leisure services.	1,2,6	Ongoing

Establish Spring Student Staff recognition event	5,6	May 2021
Update deadlines/timeline for marketing, RecTrac, cancellation policies	5,7	Complete Implementation
Improve the pool and support spaces. Address infrastructure issues identified in Spring, 2019	1,2,4,8	Secure \$1.8 million to address infrastructure