

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 promote 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 strive for mutually beneficial, thoughtful collaboration 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

RSOP Goal	Mapping to University Goals	Mapping to Student Life Goals
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) Provide progressive programs that build knowledge and habits which contribute to success in academic, personal, and professional life.	1,3,5	1.1, 1.2, 3.1
3) Cultivate a department that has a welcoming and inclusive climate for all by advancing equity, diversity, and social justice.	2	2.1, 2.2
4) Enrich the student experience with quality facilities, equipment, and knowledgeable personnel.	1,3,4	1.1, 3.2, 4.1, 5.1
5) Advance forward a culture of continuous improvement where innovation and growth are encouraged; service is delivered in a positive and accurate manner; with empathy and inclusiveness integrated into every aspect of customer interactions.	1,2,5	4.1,4.3, 6.1
6) Offer professional training and experiences for students going into outdoor, fitness, and recreation careers.	1	1.1, 1.2, 6.3
7) Steward resources in a responsible, sustainable manner as well as provide affordable services to students.	4,5	5.1, 5.2, 5.3

8) Deliver youth and community programming that supports the university mission of outreach and improves the wellness of the Northeastern Minnesota community	5	5.3
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Objectives/Outcomes

Objective/Outcome	Mapping to Department Goal	Assessment Strategy
Promote wellness focus of RSOP through added emphasis within the facility and program offerings.	1	Promotional materials
Collaborate with other departments and programs across campus to promote holistic wellbeing programming.	1, 2	Listing of partners and programs
Use more video clips to educate students and promote program participation.	2	Listing of videos
Conduct inclusivity and accessibility scans of RSOP facilities to determine areas of improvement	2	Complete Scans
Implement diversity training for ALL student staff.	3	List of participation
Build relationships with the Office of Diversity and Inclusion toward a culture of interdepartmental reciprocity, leading toward enlivened diversity training through real action and participation.	3	Evidence of connections and actual participation
Expand on the success of Women on the Wall toward offering more programming and small group opportunities.	3	Listing of opportunities
Finalize storage systems plan to maximize use of space and efficiency of staff time.	4	Plan completed
Athletic training available for all students.	4	Availability of AT, at least 2 hours per week
Complete hiring of professional staff positions.	4	Positions filled

Develop virtual tours: Faculty version; student version.	4	Completed virtual tour videos
Create a 5-year budget for equipment purchasing, prioritizing large equipment and projects to advance our facilities.	4	Budget completed
Assess customer service desk spaces for effectiveness, consistency, and DEI lens.	5	Outside consultant complete a report
Improve RSOP staff exit interview, off-boarding process to capture areas of improvement upon reflection about the employment experience.	5	Complete an off-boarding plan
Provide resources for student staff to attend professional development opportunities (conferences, certifications,...).	6	Fund/process established
Expand student advisory board to encompass vision and decisions based on student involvement (scholarship selection, departmental projects,...).	6	Topics added to agenda
Provide leadership certificate program for students.	6	Established outline of required skills
Collaborate with other departments to promote access to funding for RSO's.	7	List of collaborations
Highlight off-campus facilities and programming using video clips/tours.	7	Completion of videos
Establish program specific budget process.	7	Budget template for each program area
Rebuild swim program (younger ages, family swim,...).	8	Participation near pre-pandemic levels
Expand in-house certification program to campus and community participants.	8	Professional staff gain proper certifications
Offer "staff training" for organizations that need help (as a revenue generation for RSOP).	8	Promotions to regional organizations