



## **Recreation Board Meeting Minutes**

October 3<sup>rd</sup>, 2017 5:30pm

Rec Lobby Meeting Room

**I. Call to Order**

5:34pm

Rafe - Welcome and thank you for coming.

**II. Roll Call**

5:35pm

Adam Bunce, Alec Michels, Annie Mulvany, Betsy Sabala Dan Rummel, Diba Mani, Emily Carroll, Gabirel (Gabe) Ezcurra, George Hoey, Lee Silbert, Nan Lu, Nicole LaRocque, Patty McConnell, Pauline Olivas, Rafe Kossak, Ryder Scheifele, Tony Price

Rafe - We have 6 voting members, which makes quorum. Welcome to Student Affairs tri-exec, Betsy.

**III. Changes/Approval of Agenda Items**

5:35pm

Rafe - Any additions to the agenda?

Patty - I have a facility reservation to add to new business.

Diba - Motion to accept new agenda items.

Gabe - Second.

Diba - Call to Question.

Adam - Discussion.

Rafe - Acclamation.

**IV. Reading & Approval of 09/05/2017 Minutes**

5:38pm

Rafe - We need to send the edits for these minutes to Emily and then approve next time.

Diba - Motion to postpone one more time.

Lee - Second.

Gabe - Call to Question.

Adam - Discussion.

Rafe - Acclamation.

Diba - Motion to approve September 19<sup>th</sup> minutes.

Gabe - Second.

Adam - Call to question.

Diba - Discussion.

Rafe - Acclamation.

V. **Public Forum (15 minutes)**

5:40pm

Rafe - Anything for public forum?

Nan - Can we do introductions? I was absent last week, and there are some new faces.  
[introductions]

Action - Betsy and Ryder will catch up with Rafe after the meeting.

VI. **Old Business**

5:42pm

Rafe - Anything? No.

VII. **New Business**

5:43pm

a Budget/Finance Review

Nan - If you already know this material, thank you for your patience and please bear with me. This used to be standard training for all Rec Board members, but it is no longer. Please let me know if you find this relevant and we can incorporate this in the future.

I think it's important to know under what authority we operate, so this first reference is the document that outlines our authority to manage cost centers, which are run by student fees. Betsy's group has authority over student fees. This is statutory, not just history. This document is a must-read for student government and Rec Board. It answers the question "Who says I can make that decision?" For example, if the chancellor or vice chancellor fails to live up to their responsibilities, this legal contract gives authority for them to be taken to court.

We will now move into budget. Whoever guesses closest to the budget gets a meal card. [Ryder won!] This year's budget including student fees is \$14.6 million, not considering Club Sports dues which comes to \$1 million and our biggest operation. The next reference summarizes the components of the Rec budget. Total student fees per semester is \$407 and we get 42%, a substantial portion. This is why we come under strong scrutiny and we feel a strong fiscal responsibility.

The staff begins budget reviews and projections in November. They consider things like: How much funding do I need? Why do I need it? Can I make do with less? In December we present the first budget for review, the capital budget. The other two budget readings are in January. George and Lee, anything to add?

Lee - The budget puts in perspective how much sway we have.

George - Always seek clarity on this process. Don't hesitate to ask, don't make assumptions, and know things for yourself.

Diba - There's always more to learn.

Tony - Nan, can you speak to the increase from 12 to 14.6 in a few years?

Nan - The increased budget is to support operations for the facility and program expansions, and also speaks to our increased self-generated revenue.

Tony - With the expansion, is that contingency money left over or investment income? What generated the additional income from the expansion?

Nan - Student fees are helping pay the debt from the expansion, and we internally have generated more revenue.

Ryder - How much of Club Sports money goes to the Rec?

Nan - All the money students pay goes to the clubs. We actually subsidize \$110K annually to clubs (distributed among the Tier 1, 2 and 3 clubs). We also support clubs administratively.

Tony - Many departments support clubs.

Nan - Yes, 40 - 50% of my time goes to supporting club sports. There are 1200 - 1500 highly motivated customers (club members).

Tony - The clubs have significant equipment and travel (regional, nationwide) expenses.

Nan - How much did crew members pay in dues last year?

Adam - Dues were \$1,200 first semester and \$1,100 second semester.

Nan - The last page in this resource packet describes where the money goes. We don't get to decide how to spend a lot of Rec's money because it goes to salaries, benefits, and debt services. The 2005 field renovation and 2011 facility renovation were significant expenses, and we pay on the principal and interest every year.

Lee - Are student wages included in the salary portion?

Nan - Good question. Student employment is a huge piece of the hourly budget.

Tony - On the 2005 Field Bond, is that a 20 year bond?

Nan - Yes.

Tony - So when the bond is done, will we continue to receive these student fees?

Nan - The Rec received funding from a referendum that said the Rec receives \$10.75 per student - per semester indefinitely. When the bond is paid, we will continue to receive that student fee money. This accounts for the inflation over the course of the life of the bond, and it can be used for future operations and improvements.

Tony - In 2025 we will definitely have a need for that student fee money for upkeep and improvement. What about the 2011 bond?

Nan - The 2011 bond is a 25 year bond.

b Facility Reservation Request

Patty - We have one reservation request on April 21, 2018 from the African Student Association for Tour of Africa. This annual event has been going for at least one decade. The group anticipates 300 participants. There will be music, dancing, poetry, and local catering. The event runs 5:30pm - 10:30pm with all 3 lower courts requested. Set up will begin at 11am. Upper courts will be available. It's a major event, so they need this time to plan ahead. While we were under construction they moved the event to the UMC and now they're back.

Gabe - What day of the week?

Patty - Saturday night.

Alec - So the lower gyms will be closed starting at 11am.

Rafe - To clarify, this is a Program Council Cultural Events Board produced event for the African Student Association. [review of voting members] All in favor for approving? 6 - 0 - 1. I'll review more in detail the voting info with Ryder and Betsy. We are done with new business.

VIII. **Chair's Report**

6:07pm

Rafe - I have nothing new, I'm just glad to see people here.

IX. **Director's Report**

6:08pm

Tony - We've discussed Division of Student Affairs strategic initiatives and the Division of Assessment and Planning. We will do an assessment training during the All Staff meeting to learn and develop learning outcomes for our various activities in the Rec. For example, learning outcomes for the Outdoor Program might be "Leave No Trace" (LNT) and orienteering skills acquisition. There is always learning for students in formal/informal settings.

We will be talking about process oriented outcomes related to our services. We want to know about the general customer experience for formal/informal events. We want to provide meaningful learning opportunities and excellent customer service. We will develop our assessment plan to see if we're doing those things and meeting goals.

There will be a senior staff retreat in 1 month, with a focus on strategic planning, organizational mapping (full time, part time, student staff) to achieve goals, and innovation (developing and identifying potential projects). I would like to propose a spring

retreat for Rec Board so we can align the executive staff vision with the student vision. This would be an opportunity to generate tangible action items for the spring. If the board thinks a retreat would be beneficial, we'll schedule a late January date.

We heard budget and finance information from Nan, but there may be other useful onboarding information. Perhaps a tour of the facility?

Rafe - We used to have a liaison program. Each of us would talk to someone who works at the Rec and report back to the board about that area. I would definitely like to know more about the expertise of each staff member so I can ask better questions.

Lee - We used to interview and report back, then we had those people attend and present to the board. I prefer people coming into the meeting so all members can meet them and learn about their areas. It provides valuable background information.  
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Rafe - I think it's useful to know what's available at the Rec, especially with the new Wardenburg partnership, so the board can spread good news. I think it would be great to start this process pressing forward.

Tony - We have a lot of expertise and talent on staff. Barb is in charge of the ice rink and pools, with some unique systems. Other people do programs from outdoor activities to sports to facility scheduling. I'd like to identify staff to present to us. If you have particular interests, please reach out to that person.

## **X. Executive Team Reports**

6:15pm

Patty - I have numbers on facilities, both Williams Village and Main Rec, with a comparison of last year and this year. These numbers represent Buff One card swipes. Numbers are up this year, but t``his is just a snapshot. It will take more effort to do a comparison on the main weight room for before the repurposing and afterwards, but we can acquire that information.

Rafe - I'd like to see more information for my own curiosity.

Gabe - I would also like to see how much the student population has grown overall

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Nicole - We also started school one week later this year.

Patty - Any other questions? Rafe, I can meet with you one- on-one and look at the various reports. Additionally, we have Rec Recess (we talked about Soiree on Sewell previously, but since a name change). Sewall field has a lot of landscaping which makes it less visible so we chose to use the Rec Plaza (space outside these windows) instead. We've served popcorn and the event has been well-received. People are curious as they walk by. We will take it to Farrand Field on October 10<sup>th</sup> 11am-2pm (1 week from today).

Annie - We have a great relationship with Blackjack Pizza so they are donating October 10<sup>th</sup>.

Tony - This concept came from my previous institution. We want students to take a break between classes, in a non-competitive, informal way. Can we identify additional campus partners for the spring (CUSG, other student organizations)?

Pauline - I work in HR, including payroll. We have over 350 student employees, about 150 coaches and instructors in addition to that, 45 professional staff. Student minimum wage is going up January 1, 2018. Starting January 1, 2017 it began the annual increases until 2020 when the hourly rate will be \$12 per/hour. Some students hold multiple positions in the Rec and on campus, but it's a great group.

Diba - Is there an update on the sports coordinator hire?

Nicole - Our hiring committee met today, and we will have an announcement soon.

Adam - What will that person do?

Nicole - They will support clubs. They will primarily be responsible for about 8 clubs (filling Sean's vacancy).

Lee - Given the size of club sports, including the pro staff who supports them, I'm curious about the cost.

Tony - We have looked at ways clubs can have more fiscal responsibility and ownership. Non-sport student clubs have off-campus checking accounts which takes a burden off the University. We need a balance between ensuring ethical spending and giving them autonomy. We will continue to explore how we can empower the student leaders in Club Sports. If we were going to have off-campus checking, we would need to identify a financial institution with sufficient transparency, etc.

Nicole - For my report and looking more at numbers, we have had over 2000 unique climbing gym visitors. Pass sales are at 1,300 (up ~100 from same time last year).

Rafe - I'm interested in that trend. The gym is often closed to additional members coming in because it's too full. That trend seems to be upward. This is something to consider more. Does that pass revenue go to the gym at large or to Outdoor Program?

Nicole - Nan sets revenue goals for each area. Levi always goes over his goals. She helps him spend the revenue on appropriate projects (replace flooring, etc.). At the end of the year, individual programs don't retain excess money; it goes into a common pool.

Nan - We see extra money as a reduction in student fees. When revenue increases, we increase the next year goal. Back to Rafe's question. Option 1, we increase the climbing pass price to discourage volume. Option 2, we limit the number of passes sold. There are some combinations of these options. For example, we could offer a cheaper pass for only the less popular hours.

Tony - What's the max occupancy?

Nicole - To clarify Rafe's comment, the climbing gym doesn't close completely; it's shifts to a one-in-one-out system. Climbing is definitely on an upward trend, and yes, we see other areas getting crowded too.

Rafe - I understand, but as a regular user I still see an increase in usage. If interest is growing, and expansion is a possibility, I think people would be willing to pay more for bigger facilities.

Tony - There are a lot of facilities we'd like to expand at the main Rec and Williams Village. We will keep looking at enrollment projections etc. and keep this in mind. It's a good problem to have.

Nan - Let's keep in mind expansion in one area will impact all student fees.

Nicole - We see user increases in all areas. There are 29 new personal training clients this semester. We sold 900 Be Fit passes at both locations combined. There are 134 participants in instructional martial arts classes (7 classes). There are 10 personal training prep course students. This course prepares student to prepare for the ACE certification. This is our biggest feeder into our personal training program. They still have to pay for the course, interview, and audition.

Diba - Why did you choose ACE?

Nicole - ACSM does not have a college-based curriculum. NASM doesn't do group fitness. ACE is most effective because it covers group fitness and personal training.

Diba - Are there tiers of student personal trainers?

Nicole - No, they all have to meet our basic requirements.

Diba - Do they have equal pay?

Nicole – Pay is based on certifications and years of experience.

Diba - I'll ask more questions later.

Nicole - Stephanie Baldwin from Greek life (Panhellenic) approached Tony for an alternative Halloween event and it falls around Homecoming; Thursday October 26<sup>th</sup>, 7pm-11:30pm. It will include a silent disco and other activities, and won't impact our programs. Drop-in participants will be able to participate. Keep an eye out for more information

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Annie - The Pac12 Fitness Challenge is coming up October 23<sup>rd</sup> - 27<sup>th</sup>. We want to reach 1.5 million movement minutes. It's more of a celebration of movement than a challenge. We will rethink how to send those messages. We are competing to get the most students registered. We may promote it as somewhat of a challenge to encourage

people to participate. We will be able to see how many minutes each school contributes. We can view it as a challenge if we want.

Tony - Can you talk about PIPS?

Annie - PIPS is the Positive Incentive Points App. It promotes sustainability and a healthy lifestyle. You get points for activities (reusable water stations, attending a CPR or fitness class). As you do these things, you check in and get points that you can redeem for rewards. It's live for the whole campus, but because it's still being tested it hasn't been promoted much.

Tony - More info will be coming from us soon.

Dan - I will be giving a pool update. We're in a similar place as we were a few weeks ago. There are 3 main drains. Last week was helium testing. We've done a lot of testing to identify our issue. Some of these pipes are very corroded. There are two materials in the pipes, metal and PVC in different areas. We are working with the vendor to do repairs. Davis Architectural is helping now. A structural engineer will come in to do an analysis. Because of how the facility sits on the bedrock, we need to be sure not to compromise the structural integrity of the pool by breaking the shell in the wrong way. Then we will hire a general contractor who will secure a pool company. It will be about a month before we can start busting up concrete. We should be within our budget, but we aren't totally sure. We don't want to drain the dive well if we don't have to, but we are aware that the drain in that pool will also have to be replaced at some point.

Tony - We're talking about appropriate posters and messages to communicate with students that we are working on this issue. It's frustrating to see no progress happening. I'll keep you updated. This is the only real outstanding structural/mechanical thing to replace, other than some A/C units that lie above ground in the Rec Center. We previously considered putting in a totally new pool, but the cost was too much.

On another note, ThorGuard is a system that predicts lightening. We've been using this system at all our facilities, but now 1 main unit and 5 transmitters with a web interface exist. Anyone can get the mobile app. This is great for all our users. The Rec offers use of this to the entire campus.

Lee - What factors contribute to the danger rating?

Dan - It reads the electricity in the air. This system is an industry standard. We should let people know what the alerts via siren are all about. Questions?

Rafe - Anything else? No.

## **XI. CUSG Report**

6:59pm

Ryder - I'm glad Cub Sports came up. Carter from CUSG had an idea regarding sport clubs. If we have open, unused space in the Rec, could we display awards, trophies and



banners from successful teams? For example, the triathlon team has 8 consecutive championships.

Annie - There used to be a space for this, but it wasn't utilized.

Ryder - A lot of teams have awards that they put in storage.

Rafe - I agree, we should advertise what makes us great. This Rec Center is a key stop for the campus tours.

Nan - Can a staff member look into that project?

Rafe - Let's also talk to Club Sports to identify who has things to display.

Annie - We've reached out a lot but haven't heard much back from clubs. We aren't sure how to bridge that gap. People love to hear about our teams' successes, and I would love to promote it, but it's tough to communicate with the clubs.

Nicole - We have over 30 clubs and many championships at different levels. We could fill this space with awards. Maybe we could create a wall of fame to recognize all the various accomplishments. We will discuss this more moving forward.

Betsy - Thank you for having me here. Feel free to ask questions about my position. I'm in charge of overseeing student organizations, diversity and inclusion. We have graduate students, Gender and Sexuality Diversity, Greek, and Veteran liaisons. I also have a sticker that is a gift from our office to you.

Adam - I have a Club Sports comment. I think displaying awards would help with recruitment and involvement. I think contacting the club's presidents would be a good way to communicate.

Tony - We worked on a highlight fact sheet for sport clubs with Crew as an example with accomplishments and their institutional/departments support. This template could be distributed for recruiting. The website highlights accomplishments, but I think a lot of people still aren't aware of how much of a powerhouse we are. Annie has done a great job of theming and branding the facility, and we'll start to look at adding this component too.

## **XI. Announcements**

7:06pm

George - I want to remind you all to not be passive with the information you have here. Try to think of ways you can use your position to add value in other places. These issues we discuss could inspire independent research and work. You are always welcome at Career Services to discuss professional development. Additionally, the CU Ultimate Challenge is coming. It is similar to the tv Amazing Race. You can win \$1000.

Rafe - Alan and another vet won last year.

Patty - This event kicks off on Farrand Field.

Nicole - This was created by an alum who competed on the Amazing Race and brought the same idea back to the students.

Rafe - Anything else?

Annie - When do we want to take a Rec Board picture?

Patty - Next meeting.

## **XII. Adjournment**

7:11pm

Rafe - Motion to adjourn?

Nan - Motion to adjourn.

Gabe - Second.

Alec - Call to Question.

Adam - Discussion.

Diba - Acclamation.