

# RECREATION & WELLBEING

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## STRATEGIC PLAN 2019-2020

### VISION

To Elevate Student Success through wellbeing and recreation.

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### CORE VALUES

#### Community

*Cultivate healthy, supportive, and inclusive relationships.*

#### Integrity

*Operate with respect, responsibility, honesty, and transparency.*

#### Innovation

*Evaluate new trends to determine best practice for our community.*

#### Collaboration

*Maintain partnerships based on collegiality, innovation, and teamwork.*

#### Student Success

*Promote the holistic achievement, safety, and vitality of our students*

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### STRATEGIC ELEVATIONS & WAYPOINTS

#### ELEVATION 1: Student Development

##### INTENT

*Provide experiences that promote learning, leadership, progress, and academic excellence, and prepare students for future careers and life in a global context.*

##### WAYPOINTS

- Standardize hiring, onboarding, training, and assessment protocols.
- Empower student staff to participate in professional development opportunities.
- Apply experiential learning methodology to develop student participants.
- Offer opportunities that complement or improve upon the academic experiences.
- Promote student resiliency by offering initiatives that allow students to reach their goals despite challenges and setbacks.

## **ELEVATION 2: Health Promotion**

### **INTENT**

*Wellbeing is the value and foundation on which we operate, staff, and program.*

### **WAYPOINTS**

- Promote, nurture, and enrich a culture of health, using an integrated and collaborative upstream approach.
- Provide the highest quality of programs and services based on best practices, research, and assessment.
- Provide opportunities to practice self-reflection and mindfulness.
- Collaborate with a variety of partners to enhance the physical spaces on campus to support wellbeing.
- Create service opportunities that are inclusive of and benefit the greater community.

## **ELEVATION 3: Community & Inclusivity**

### **INTENT**

*Develop community, foster diversity, and promote global citizenship skills, through our unique participatory environment and employment and leadership opportunities.*

### **WAYPOINTS**

- Strengthen relationships with campus and community partners to reduce barriers to participation.
- Promote equity, diversity, and inclusivity through hiring, training, and retention of student and professional staff and volunteers.
- Expand opportunities for international and intercultural learning experiences.
- Create a member experience that meets the needs of the entire Vandal community.
- Address social determinants of health by partnering with campus departments to address the specific Wellbeing needs of historically underserved populations.
- Create service opportunities that benefit the greater community.

## **ELEVATION 4: Facilities**

### **INTENT**

*To provide a safe and healthy environment, be mindful of opportunities for growth, and an open line of communication with our stakeholders, patrons, and occupants.*

### **WAYPOINTS**

- Make our Recreation and Wellbeing facilities a Priority.
- Invest in preventative and deferred maintenance.
- Establish and follow an equipment replacement plan.
- Build and continually evaluate our building systems, policies, and protocols.
- Assess all facility spaces for use, maintenance, challenges, life span, and replacement.

## **ELEVATION 5: Culture**

### **INTENT**

*Create a positive environment where everyone feels acknowledged and valued.*

### **WAYPOINTS**

- Embrace transparency.
- Recognize and reward valuable contributions.
- Cultivate strong co-worker relationships, to promote a team atmosphere.
- Practice flexibility and understanding.
- Give and solicit positive and constructive feedback.
- Cultivate strong customer relationships.
- Open and honest communication while staying true to our core values.
- Create a culture of wellbeing in the workplace.
- Create a sense of ownership.
- Foster opportunities to give back to our U of I and Moscow community.