**Departmental Strategic Plan Goals**

- Develop a student employment plan that decreases turnover and increases job appreciation.
- Develop a plan to improve access to facilities.
- Develop alternative revenue streams.

**Progress & Accomplishments**

- Four departmental Core Competencies have been identified: critical thinking/problem solving, interpersonal development, intrapersonal development and professionalism. Core Competencies have been listed on all student position job descriptions. Language about the Core Competencies has been included in Orientation materials and All Staff Training sessions. Annual Job Performance Appraisals for students have also been updated to better align with the Core Competencies.
- Adjusted facility hours in the fall 2015 to best serve population and best utilize resources. Changes included adjustment to summer hours, open an hour earlier on Sunday mornings throughout the year, and adjusted holiday and break hours.
- Two sand volleyball courts and a basketball court were built adjacent to the Wellness Center. Will continue to look into additional green space options for informal and formal recreation activities.
- Continuing to look into alternative revenue options for the department, including grant opportunities, sponsorships, and additional membership options. Have begun to engage Team Wellness Alumni on a LinkedIn page.

**Program Evaluation Results**

- Heavy users (96+ times per year/average at least 2x per week) had a GPA of 3.15, which non users had a 2.99 GPA.
- First-time freshmen who used the Wellness Center had a better retention rate (83% retained) compared to those who never used the facility (67% retained) [fall 2014 to fall 2015].
- Over 352,000 access scans this year.
- 68% of the local (non-distance) student utilized the Wellness Center this year. 75% of full time students participate, and 50% of part-time students used the Wellness Center during the year.
- 88% of users believe that the Wellness Center has “something for everyone”, 92% of users would recommend the Wellness Center to others.
- Program areas continue to receive high satisfaction ratings from participants.

**Use of Results**

- Continue to increase awareness of how being physically active (using the Wellness Center) can increase academic success.
- Continue to educate part-time students about access to the facility.
Student Learning Outcomes
Participants will:
• Increase awareness of the connection between individual health and wellness to personal and academic success
• Enhance multi-dimensional wellness
• Achieve program-specific outcomes for each program area

Employees will demonstrate the ability to apply critical thinking and problem solving techniques, develop interpersonally, develop intrapersonally, and general professionalism.

Assessment Results
Wellness Center users reported that participating in Wellness Center programs and services helped improve their academic performance, stress management, time management skills, concentration, respect for others, and provided them skills and abilities that they will use after college.

Wellness Center users also indicated that while they improved on their physical wellness, they also improved their emotional, intellectual, and social wellness by participating in Wellness Center programs, events, and services.

Wellness Center employees are meeting expectations of their position and demonstrating adequate to above average performance.

Use of Results
• Continue messaging related to the 7 Dimensions of Wellness and how wellness impacts academic and personal success for Wellness Center users.
• Wellness Center employees will focus on areas with lowest scores on annual evaluations:
  • Prioritizing tasks/meeting deadlines
  • Articulating personal skills and abilities and growth areas

Challenges
• Outpost equipment regularly needing repairs.
• Lack of long-term plan to fund capital replacement needs
• Budget constraints – do more with less.
• High student staff turnover.

Priorities for the Future
• Group Exercise pass to increase revenue.
• Continue education related to the 7 Dimensions of Wellness.
• Intramurals will plan a few tournaments to increase participation.
• Continue to focus on increasing female participation in Intramurals and Rock Wall program areas.
• Merger of two departments: Wellness Center and Health & Wellness Promotion to Wellness & Health Promotion, which will include a new organizational chart and hiring of new positions.