

**Rex Fitness and Wellness Center
Adams State University
Financial Plan of Action**

Introduction

The Rex Fitness and Wellness program is one of, if not the largest programs at Adams State University with near 75% participation by undergraduate students at ASU. Significant changes have been made to the program and its physical space, the Rex Center, in recent years to adapt to student needs and the feedback received via surveys. Only 3 years ago was a student development model adopted, which has helped us bring the program closer to industry standards. The Rex Fitness and Wellness program still has significant funding challenges that prevent it from operating at its full capacity and keep it below industry standards.

Mission Critically & Essentially

ASU's mission is to educate, serve, and inspire our diverse populations in the pursuit of their lifelong dreams and ambitions. Here at the Rex Fitness and Well center, we serve and educate a wide body of students, faculty, and staff who utilize our resources. With an average of 1400 unique attendees, with over 30,000 points of contact, we are one of the busiest programs on campus (data is listed below in the Cost & Benefit section). We are also one of the largest employers on campus employing 10-20 students at a time. Employing student workers helps make college more affordable for them, which is extremely important for our low-income student population. This also gives us the opportunity to train and teach these students as well.

The mission of campus recreation is to enrich the human spirit at Adams State by fostering fitness, wellness, and play. Through campus recreation and fitness and wellness events, ASU students can expect to gain knowledge that will empower them to live healthy lives long after their time as a Grizzly. With the recent addition of the GrizzlyX fitness classes, the Rex offers a range of options for students, faculty and staff, as well as community members to sample up and coming group fitness classes, improve physical wellness, and meet a diverse population. The Rex Fitness and Wellness Center expects to motivate the diverse ASU community to achieve physical and mental wellness to ultimately become Grizzly tough in mind and body.

Relevance to the ASU 2020 Plan:

Action 2.1.6: *Extra and Co-Curricular Programing and Campus Recreation and Wellness will be increased.* Currently we are working with the Human Performance and Physical Education department to put together a co-curricular personal training program. We currently envision HPPE students getting their training through the HPPE department and getting their experience and certifications through the Rex Center.

- 80% of undergraduate student body will be involved in at least 1 event or activity – Spring 2018. We currently see about 75% of the student population attend the Rex center during the year.

Strategic Initiative 2.4: *Provide all students practical and hands-on experience supporting their learning and professional development.* The Rex Fitness and Wellness Program is designed to give HPPE majors a chance to work within and run a recreation center giving them hands on experience in their field. We also employ students who are business and financing majors to help run the Rex Center giving them experience in their respective fields as well.

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Cost & Benefit

Rex Budget			
	2015-2016	2016-2017	2017-2018
Overall Budget (student fee)	252,480	249,813	226,223
Debt	107,826	95,848	95,848
Operation	39,558.56	66,307	38,000
Campus Employment Wages	10,072	8,568.08	16,000
Salaries & Benefits	44,413	76,913	76,913

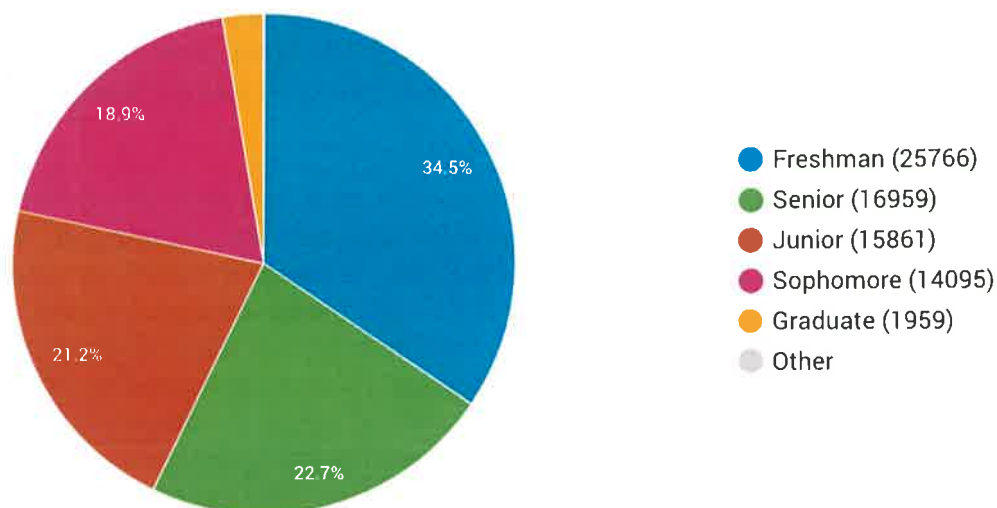
Over the previous years, as enrollment has declined, funding for the Rex fitness and Wellness program has declined as well. In the previous 3 years, we have seen a \$26,257 cut to the budget, over a 10% decrease. Despite this drop in funding, our debt obligations have remained steady and extremely high. We are currently seeing a slight drop in this debt obligation, but it is expected to rise back up in 2020. The mandatory debt has become a burden that is too large for the rec center to bare, taking up almost 50% of our entire budget.

The Rex is currently only open from 6am-8pm weekdays with only three hours of operation each day of the weekend. These hours are not currently meeting the demand of our students, and are far below the historical precedence for operating hours. Our student body would thrive with longer hours of operation, giving more students the ability to workout when they desire. Currently, our student employees are only able to work 6-8 hours per week and we can only have one worker on at a time. Our reliance on work study funds further restricts our ability to hire a larger staff. We envision the Rex Fitness and Wellness Center open with longer hours daily as well as having two working staff on during most shifts, especially when the gym is the busiest. This would allow one staff to help patrons and manage risk better in the rec center, while the other managed entry into the Rex. Currently all of our front-desk position work-study students work 74 hours total per week with the addition of 3 student managers working 30 hours a week. In 2015-16 we saw an increase in \$10,000 to our work study budget which allowed us to increase fitness classes, intramurals, and rex hours, but we are still in need of an additional \$70,000 just for campus employment wages.

In 2015, we implemented the Presence application to start tracking data and managing memberships in the Rex. This change allowed us to track who was a dues payer member of the university, and therefore start charging patrons who do not pay dues. This has resulted in an increase in revenue generation by about \$2000 annually.

Number of Rex Attendees			
	Unique attendees	Total Number of Attendees	Number of Undergraduates
2015 - 16	1405	36,026	2,234
2016 - 17	1391	30,974	2,002
2017 - 18 (YTD)	1097	15,374	1,949

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The data shows that participation within Campus Recreation has been fairly consistent by number of unique attendees. This number, relative to the number of undergraduates, however, shows that we are seeing an increase the percentage of the student body utilizing our resources.

The intangible benefit of the Campus Fitness and Wellness program is that we have a healthier campus because of it. A healthier student body means a more disciplined and balanced student body who has the capacity to do well in school. The goals of any campus recreation program in a university setting have multiple layers.

- To offer a wide array of fitness and wellness opportunities so as to reach the largest possible audience, which in return helps retention and quality of life for students.
- To provide student driven opportunities for the staff who work within the program so that they are being given the opportunity to develop life-long skills.

The adopting of the student development principles is something the campus rec program has only seen in the last few years. We are just now starting to see the results of the hard work from program coordinators (past and present) and assistant directors to create a student development program within campus recreation. Currently at the Rex Fitness and Wellness center we are seeing close to 75% of the student body utilizing the facility and programs. We see more freshmen utilize the facility than any other class, and then it remains fairly balanced throughout their next 3 years.

In 2016, we introduced a full-time fitness and wellness coordinator, as the assistant director dropped to part-time. With the introduction of a full-time coordinator the program has been able to have a greater concentration on wellness programs, facility management, and student development. This has created a physical and cultural change away from a mindset of this small gym being a recreation center, to a place where people come to be healthier. Some of these changes have included removing the basketball court which dominated the space and made it

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dangerous for patrons trying to work out. We have also introduced the GrizzlyX room so fitness and wellness classes have their own private space, which has helped us introduce new fitness classes. Among other physical changes was the layout of the fitness equipment which has had a major impact on the space. The coordinator works on programming not just for fitness but for all 8 aspects of wellness.

The Rex Fitness and Wellness program is currently doing a lot with very little. Our funding has continued to decrease over the years and it is our students and patrons who feel the pain. We are not open as long as we would like to be, our fitness equipment is slowly dying off, the building is a constant battle to keep operational, and the weight of our debt burden remains constant. It is no coincidence that we need an additional \$90-100,000 to run this program like it is meant to be run, which is the exact cost of our mandatory debt obligation. As this report is being written, there is 4 inches of water flooding the basement and threatening to ruin thousands of dollars in gear from the Adventure Programs. Regardless, our staff remains strong and dedicated to bringing the fitness and wellness program up to industry standards. This means our current focus is on student development. We have been working over the years to turn this program into a strong student development program equal to those of major universities.

Quality of Outcomes

Over the previous 3 years we have made significant progress towards creating a robust student development program. A lot of changes needed to be made in the Rex Fitness and Wellness Center over the years and creating student learning outcomes was one of those. Every 2 years we send out a survey to the campus community and gather feedback on multiple data points about how the program is doing. This data has helped us make major decisions about the future of the program. In the last 2 years, we have seen major improvements in the recreation center, as evidenced in the surveys. In 2017, we created an assessment plan that we will be utilizing moving forward. The survey will continue to be a major method for us to gain feedback every two years, but we will now be tracking more data along the way. We have also introduced a suggestion/comment box in the recreation center for patrons to make suggestions anytime of the year.

Outcome	Type (OO or SLO)	Year Last Assessed
Conflict resolution, organizational structure, application of undergraduate work	SLO1	Fall 2017
Being able to work in a team setting, managers critically thinking, creating schedules, and communicating effectively	SLO2	Fall 2017
Community and student access to fitness classes for healthier minds and bodies	SLO3	Fall 2017
Mentoring opportunities and application of undergraduate work	SLO4	Fall 2017
FitWELL participants experience growth in variety of wellness benefits	OO1	Fall 2017
Students, staff, and faculty have a variety of avenues for participation in fitness and wellness	OO2	Spring 2018

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Exercise equipment is appropriate and effective at meeting the needs of the users	OO3	Fall 2017
Classes, personal training, events, and programs meet or exceed the desired outcomes for the intended participants	OO4	Spring 2018
Students have a variety of avenues for participation in FitWELL activities.	OO5	Spring 2018
Student staff, instructors, and trainers gain knowledge, leadership, facilitation, and teaching experience	OO6	Fall 2017
Participants will gain knowledge in weight lifting	OO7	Spring 2018

Through campus recreation, students will gain a variety of skills and competencies that will allow them to be successful in their future endeavors. We encourage our students to apply their undergraduate work while working in student life, giving them practical experience for the real world. Research shows that students who participate in campus recreation employment leave their school with skills that are more transferable to other work settings. These skills include the ability to work with diverse populations, solve problems, communicate effectively, and an increase in the confidence of their leadership skills. Students have the opportunity to mentor other students within the campus recreation program through student manager positions. These managers leadership skills grow exponentially when conducting interviews, creating employee work schedules, and communicating with the staff during monthly meetings.

The FitWELL program offers participants and instructors mental and physical growth. Our 14 fitness classes are offered at a range of times with adequate equipment giving students, faculty and staff, and community members a variety of avenues for participation in fitness and wellness. The campus recreation student staff have begun designing and implementing beginner weight lifting and personal training programs to allow our attendees opportunities to gain knowledge in weight lifting.

The Rex Fitness and Wellness Center tracks and verifies entrance into the Rex center. This is done in order to track how the successes of our various programs offered. Starting three years ago, we can now see how our program has grown and continues to grow. In just the past three years, the Rex has brought in over 77,000 students, staff, and faculty.

With the removal of the basketball court 2 years ago, there has been a rise in female attendees by almost 5%. In three years, the GrizzlyX classes have brought in nearly 2000 participants with an overwhelming amount being female. These classes, unlike the fitness and wellness center as a whole, are open to community members for \$5/class. The community members especially enjoy the yoga, Zumba, and Salsa classes offered. The fitness classes have grown from just one or two different classes a week, to now 14 varieties of classes offered, 5 days a week.

Campus recreation also holds intramural events such as open basketball and a mixture of tournaments throughout each semester. These events are targeted at getting all students, athletes and non-athletes, involved in campus recreation. Historically, the intramural events at ASU were league based, however a transition into tournament style events in recent years has increased the number of students participating in the intramural side of campus recreation.

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Conclusion

Campus recreation is a key piece to a thriving university environment. Colorado is known for being one of the fittest states in the country with every county, city, and small college town, like Alamosa, helping that continue for years to come. In particular, Adams State University offers a wide variety of events and activities for students to participate in such as campus recreation, intramural events, group fitness classes, and many more in an effort to keep students moving. Students who participate in university events, especially campus recreation, can expect to have higher retention rates, improved health and wellness, and be able to manage stress more efficiently.

The Rex Fitness and Wellness program is currently very underfunded. The mandatory debt obligation is now approaching 50% of our overall budget, and this is during a reduction period of our debt. When the debt rises in 2020, significant cuts will have to be made. These cuts will directly affect the health and well-being of our campus community, most likely resulting in a decline in campus-wide GPA and a lower satisfaction of living. To be open 6am – 10pm, with the industry standard level of staffing, we need an additional \$70,000 in campus employment wages. The current equipment in the facility was bought used, at an auction. The equipment is old, outdated, and is slowly dying off. We currently do not have enough funds to replace fitness equipment. An additional \$30,000 per year in funds would be necessary to bring the facility and equipment back up to decent conditions, and keep it operating. In the future, a new recreation facility will need to be built.

Over the past 3 years, the Rex Fitness and Wellness center has made major improvements. The facility layout continues to improve. The staff is now trained at a much higher level than ever before, without student learning outcomes to back it up. We are running many new fitness and wellness classes and programs that have never existed at Adams State. We plan and organize the wellness week on campus, as well as help with other programs. Based on feedback we have received via our surveys we are taking giant strides forward. This is however, been in the face of cutbacks and dwindling funds. The Rex fitness and Wellness facility plays an integral role in keeping students at Adams State by offering them the means of a healthy and balanced lifestyle. The evidence to support investing in your schools campus recreation program is strong.

References

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