

Club Sports 2012-2014 Goals

Goal 1

Place Students First

With additional resources put towards the Club Sports programs, the SALD office plans to provide more oversight and additional resources to the club sports member and officers. **This goal focuses on student leadership opportunities within the Club Sports programs and developing resources and partnership on campus and close to campus for club sports organizations.**

Learning outcomes:

By participating in Club Sports students will be able to:

- Develop leadership skills and competencies
- Develop a commitment to the University of Cincinnati through friendships, experiential learning as an organizational leader, and other engagement opportunities
- Gain experience in organizational leadership, event management, and business processes

Professional Competencies:

- Equity, Diversity, and Inclusion
- Leadership
- Student Learning and Development
- Personal Foundations
- Advising and Helping

3 Months: Provide additional resources for club sports leaders when hosting events, fundraising, and recruiting. Utilize focus groups of club sports leaders to develop leadership and recruitment opportunities for 2012-2013. Plan for leadership workshops and officer training in the fall. Gather information regarding resources on campus and how peer institutions operate their club sports programs and utilize space on campus. Develop a program for Welcome Weekend to assist clubs in recruitment activities.

Status: Additional resources that were presented at the officer workshop were an event checklist and a fundraising guide. Focus groups in the summer provided feedback about recruitment events and the officer workshop. The officer workshop in the fall was a success with all clubs in attendance. The October workshop is in the planning stages. The topic will be "Creating your Own Dream Team." Information regarding peer institutions and the use of space helped to secure scheduled space on Sheakley this fall. The Club on the Greens event was a success. Several clubs have noted that they met club members at the event who are now active with the club.

6 Months: Follow up with club sports organizations regarding recruitment events, leadership opportunities, and campus wide opportunities for Club Sports Leaders. Provide a leadership workshop in the spring and seek feedback. Continue to meet with partners on campus to improve resources available to club sports organizations.

Status: 33 club sports members and 27 club sports were present at the fall leadership workshop that was voluntary. Officers were able to brainstorm together and learn from one another regarding the organization of their organization. From the meeting, we discussed having a new Officer Transition Workshop in April. One is scheduled for April 18th. Since the new officer workshop is now scheduled in the spring, the fall all officer workshop material was updated so as to not duplicate information and supply supplemental resources and information during the fall and the spring all officer workshops.

There is a leadership workshop scheduled in the spring. We may be focusing on hazing and bring a speaker in during this workshop in conjunction with Fraternity Sorority Life, athletics, and other partners on campus. During the leadership conference, a proposal was submitted for a risk management workshop for club sports officers.

The new advisor for the Gymcats is Professor David J. Kelley, who wrote a book on sports organizations and fundraising. We discussed collaborating on fundraising ideas.

9 Months: Develop and document new partnerships or agreements for resources on campus and offerings within a 5 mile radius of campus.

Met with Clark High School and communicated via email and over the phone several high schools and local parks and recreation spaces. Information was added to the handbook for these facilities.

Touched base with Cincinnati Parks and Recreation Commission to find out rental prices and confirmed that they will need insurance coverage for outside rentals.

1 Year: Make adjustments to program based on year one feedback. Seek input and avenues for additional student leadership in the operations of the Club Sports program.

As year 1 comes to a close, this summer have been trying to figure out the best way to utilize Campus LINK documents and forms and the club sports' officer resources page. A focus group this summer 2013 will be held to gain feedback from club sports leaders regarding the move.

Assessment:

Student club members participating in the Club Sports Allocation Committee were asked questions via an online survey and group interview. Members reported learning a lot about the process, using data to make informed decisions, and taking into consideration different types of information depending upon the type of group or activity.

In end of year surveys club sports officer's stated that their position as a club sports leaders exposed them to leadership, organization management, and coaching experiences.

2013-2014 Year 2

3 Months: Specifically related to this goal, utilize Campus LINK to assist with communication with club sports leadership, within club sport organizations, and between club sport organizations. Encourage club sports to attend Campus LINK training sessions. Offer individual sessions for clubs upon request. Readjust information related to starting a new club sport organization to include Campus LINK materials and information.

6 Months: Assure that all club sports organizations are reregistered. And the newly interested organizations able to navigate the new student organization recognition process easily.

9 Months: Continue to improve workshops and trainings. For instance, feedback from the initial transition workshops to breakout information differently has already been included in subsequent trainings.

2 Years: Implement new leadership strategies within the Club Sports program. Continue to provide avenues for input from the Club Sports Allocation Committee. See Goal 2.

Long Run: Creation of a sustainable board that assists with the operations of the Club Sports program and provides peer feedback regarding incidents, recruitment efforts, and fundraising initiatives.

Ongoing: Assessment, marketing efforts, recruitment, new partnerships for fundraising, recruitment efforts, and resources

Guiding philosophy: CAS Standards, Benchmarking of peer institutions

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Goal 2

Create a Campus Environment that Promotes Student Engagement/Sustainability and a Sense of Community

With additional resources put towards the Club Sports programs, the SALD office plans to provide more oversight and additional resources to the club sports member and officers. **This goal focuses on collaboration among club sports organizations, cultivating a relationship with alumni services, and providing support for the sustainability of club sports organizations.**

Learning outcomes:

By participating in Club Sports students will be able to:

- Develop presentation and budgetary preparation skills for club sports leaders
- Gain transferrable skills in organizational leadership and budget preparation
- Be able to provide feedback and be part of an intentional strategic process in the allocation process

Professional Competencies:

- Equity, diversity, and inclusion
- Leadership
- Student Learning and Development
- Ethical Professional Practice
- Advising and Helping

3 Months: Develop budgetary guidelines for the allocation process. Promote working together on recruitment and fundraising efforts and allow for opportunities for clubs to work together. Start to find ways to show club sports breadth (i.e. all club sports picture, e-media tools highlighting events). Provide resources to clubs regarding alumni services and foundation resources. Begin to provide new graduates to alumni services to help build an alumni base. Provide resources for new clubs wanting to form.

Status Update: The club sport allocation committee will have their first meeting on 10/1. Several clubs are working together for Shine the Shoe and the Reds Fundraiser. Supplied information about logistics for a golf outing to a group of club leaders, but an outing has not been scheduled yet. Materials were used to market club sports events this fall using all club sports pictures. A poster for on campus is in the works for on campus highlighting clubs that are still recruiting new members. Twitter and Facebook pages were created for club sports and we continue to try and find new connections using these tools. A club information packet was created for those wanting to start a new club. This has been shared with students interested in forming a futsal, paintball, and softball club.

6 Months: Form Club Sports Allocation Committee comprised of at least 8 club sports student leaders. Provide resources to club sports leaders during each interaction and within meetings. Make meetings more interactive and improve the website allowing for resources to be easily recognizable and identified. Continue to develop and update marketing and fundraising resources for the program.

Status Update: The Club Sports Allocation Committee has 8 members from 8 individual clubs. The CSAC met in October and developed communication and member guidelines. Additionally, the Additional Funding Request document and process was tweaked as more information was provided. The CSAC will meet as Additional Funding Requests are received and in the spring to revise the yearly budget process and documents required of clubs. A blackboard group was created to assist with communication among the group.

Table Tennis and Pershing Rifles Clubs are on their way to be reactivated. The Table Tennis club had to recruit more undergraduate members, since the interest in the club is from mainly graduate students.

The Pershing Rifles club was asked to address officer transition when officers are deployed. This has been a cause for the group to go inactive in the past.

Club Sports welcomes Eskrima/Filipino Martial Arts, Triathlon and Softball clubs to the program.

Students are organizing to help form the following groups: Synchronized Swimming, CrossFit, Futsal, Paintball, and Disc Golf.

During this month, the Men's Volleyball club hosted the TAPP students and Sycamore High School students for a volleyball clinic. Men's and Women's Lacrosse, Men's and Women's Ultimate Frisbee, and Equestrian are interested in working with the group in the spring semester.

9 Months: Continue to work with student leaders and provide support and structure to each club's activities. Begin to consider resources for new club sports leaders and how to assist with transition.

The Club Sports Allocation Committee (CSAC) developed a new template for budget allocations for club sport organizations to use. They wanted to allow for clubs to provide the same overview document and their own budget tracking forms, so a template that can be used across a wide variety of clubs can be implemented next year. The CSAC's new template helps to breakdown costs for travel including gas and provides mpg per Transportation vehicles, so this can be estimated more accurately.

CSAC has almost distributed the entire amount of additional funds this year. Out of the \$20,000 that we were able to distribute, the rowing, swim, baseball, billiards, wrestling, tennis, running, and international dance clubs have received funds this far.

The Equestrian club is in its second year of hosting high school students at the horse farm in April. They already have 5 students interested in attending and signed up by February.

1 Year: Make adjustments to allocation process for next year. Develop new guidelines with student allocation committee. Evaluate committee and determine if any additional charges can be accepted by the student leaders on committee. Is the committee ready to serve as a board? Evaluate interactions with student leaders and provide an outline as to what next year's meetings, operations, and guiding documents will look like and make adjustments. Continue to evaluate and seek input.

CSAC had a successful year. All additional funding was distributed and participating members enjoyed the process of allocating club sports funds and reported interest in future opportunities. Adjustments most likely will need to be made for the selection process. Last year just enough members volunteered for the committee. This year, we anticipate more than 8 club sports members volunteering for the opportunity.

Assessment

The transition workshop was developed from feedback from club sports officer workshops. Feedback from the transition workshops such as covering fundraising options (campus-wide) in detail and providing examples of completed forms will be delivered at the fall officer workshop.

Leader surveys were developed for next year to be delivered at the end of the spring semester to gain more specific feedback.

2013-2014 Year 2

3 Months: Find an equitable way to select new members into the Club Sports Allocation Committee (CSAC).

6 Months: In this year, continued efforts to best utilize the leadership and input within the Club Sports Allocation Committee to be the student voice within club sports. Continue to bring the committee into

new ventures such as the planning and organizing of the Celebration of Student Involvement event with SAB.

9 months: Perhaps, after all club sport organizations have risk management plans in place the CSAC could also serve as a hearing board for new club sport organizations and possibly assist in leading club sports officer workshops, as members serve for more than 1 year.

2 Years: Evaluate 2012-2013 Assessment and Survey distribution and develop plan for 2013-2014 taking into consideration that 2/3rds of leadership (President and Vice Presidents) have served as an officer previously.

Have plan in place for transition of new club sports leaders. Have additional fundraising opportunities available to clubs, as well as additional resources. Have an evaluation/assessment plan that allows for continued change and student input. Additional partnership are in place, as well as an emphasis is placed on the importance of community among club sports. Additional clubs have connections with past members and supporters.

Long Run: A solid assessment model for the program is in place, as well as officer resources and methods in place to ease the transition for new student leaders. Partnerships among clubs and community involvement is rewarded with the Club Sports program. Well established clubs have an alumni presence and support.

Ongoing: Assessment, marketing efforts, recruitment, fundraising partnerships

Guiding philosophy: CAS Standards, Benchmarking of peer institutions, Assessment feedback

Goal 3

Encourage the Growth and Development of the Club Sports Program

With additional resources put towards the Club Sports programs, the SALD office plans to provide more oversight and additional resources to the club sports member and officers. **This goal addresses the risks related to club sports on and off campus.**

Learning outcomes:

By participating in Club Sports students will be able to:

- Assess risk and create a safe environment for their peers
- Place the safety of peers at the forefront of an activity

Professional Competencies:

- Law, Policy, and Governance
- Student Learning and Development
- Assessment and Evaluation
- Advising and Helping
- Risk Management

3 Months: Benchmark response to and risk management guidelines among peer and local institutions. Create plan in place to have first responders as a part of every club. Develop risk tiers among club sports organizations to place safety requirements such as coaches for high risk clubs in place. Develop Risk Management plan.

Status Update: Information was sought from peer institutions regarding risk, use of space, and administration. Certified 40 club sport members in American Red Cross First Aid and Adult/Child CPR during the first 3 weeks of the semester.

Risk tiers were developed and have since been tweaked from feedback from the clubs. An outline for Individual Risk Management plans has been developed. Awaiting feedback from University Risk

Management regarding oversight and checks and balances that should or should not be part of advising the club sports program. University Risk Management approved.

6 Months: Explain risk guidelines to club sport organizations, train student responders, and seek feedback and input on new standards. Work with the UC campus to address and develop a concussion protocol. Continue to implement Risk Management Plan year 1.

Status Update: Developed Safety Officer Training materials and a test on blackboard. Additional classes are scheduled in spring to certify additional safety officer in CPR and First Aid with club sport organizations. Two focus groups were held in the fall semester to discuss safety officers, concussion management protocol, and risk management guidelines. During the fall semester, the Program Coordinator of Club Sports consulted with NovaCare and a past Athletic Trainer with UC athletics regarding Concussion Management Protocol. We received the go ahead from UCIT to use computer lab space in the fall for Concussion Baseline tests.

9 Months: Evaluate event guidelines and host information. Develop resources with each individual club that pertains to risk within their particular organization.

Still working on having clubs risk management protocols on file. Having the risk management document as part of the registration process for Collegiate Link will assist in this process next year. Held CPR and First Aid classes (2) in the beginning of the spring semester.

Men's Rugby was asked to approach UC Health/NovaCare for athletics training services. After finding out the UC Health may be willing to revisit offering athletic training services at home events for club sports, club officers and coaches were surveyed regarding the need and we are currently working on what the specifics of this relationship would be for 2013-2014. The rugby, lacrosse, and ice hockey clubs will be affected the most. Currently, rugby and ice hockey has been using Beacon Orthopedics for their athletics training services at events. Men's lacrosse has been trying to work with Beacon to add this service this year.

Met with NovaCare to discuss specifics in March of 2013. They are working on a letter of agreement for this spring and a contract for next year.

1 Year: Implement concussion protocol during 2013-2014. Evaluate safety guidelines and standards used in 2012-2013 and develop guidelines for 2013-2014. Develop safety officer positions within club sports organizations where the position's purpose is to minimize risk during activity and on travel with the club.

Safety Officer Training workshops have been developed for fall and risk management plans have been created by new individual club sport organizations. Computer labs have been secured for concussion baseline testing and NovaCare is on board to work with the Club Sports Program.

Assessment

The Fall 2012 Focus Group discussed the following topics which therefore took into consideration club sports officer's feedback when developing the outline for club individual risk management plans, concussion testing, and safety officer requirements and training.

2013-2014 Year 2

3 Months: This year involved four new large ventures related to risk management. These include:

- The coordination of athletic training services for home events for select sports that recommend and require this standard of care
- The implementation of baseline concussion testing
- The training and tracking of 2 safety officers per club sports

- Full adoption of club sport risk management plans to be submitted by all club sport organizations during student organization reregistration

Efforts will be made this year to communicate with coaches regarding athletic training coverage for appropriate sports, concussion testing, safety officer training, and CPR and First Aid classes. In hopes that enhanced communication efforts will increase coach participation in trainings related to safety and risk management.

6 months: Continued altering of concussion testing arrangements and athletic training coverage and communication as these are both first time ventures. Tweak safety officer workshop training for the spring using feedback from fall sessions.

9 months: Take an inventory of how individual club sports organizations are managing new offerings (i.e. baseline concussion management testing) and requirements (i.e. individual risk management plans and safety officer positions).

2 Years: Develop incentives for clubs to participate in the risk management program (i.e. dollar incentive for club with the highest member ratio participating in the baseline concussion test program). Implement Year 2 of Risk Management Plan. Continue to evaluate the possibility of general liability insurance for club sports.

Long Run: A solid risk management plan is in place for club sports organizations that are manageable for each club and the overall management of the program.

Ongoing: Assessment, Evaluation, Benchmarking

Guiding philosophy: Risk Management Guidelines and Standards, Risk Management Research

Goal 4

Assessment Plan for Club Sports

The following outlines a 2-3 year assessment plan for the club sports program.

Professional Competencies:

- Student Learning and Development
- Assessment and Evaluation
- Risk Management

3 Months:

- Benchmark response to and risk management guidelines, use of space, and relationships across campus among peer and local institutions.
- Conduct a focus group of club sport leaders regarding recruitment event layouts, concussion management program, fall workshop, individual risk management plans, and additional resources.

Status Update: Information was gathered from peer institutions. Two of the three focus groups in the fall focused on the items above. Information was helpful, as well as the surveys delivered after recruitment events and the workshop.

6 Months:

- Inquire about concussion testing from peer institutions.
- Gather feedback from clubs concerning orientation events, fall recruitment events, and the fall workshop.
- From survey develop list of officer needs, learning gaps, and current self-reported levels of outcomes
- Survey club sports officers and gather summative information from semester including highlights and up and coming events.

Status Update: An Officer Transition Workshop is in the works for the end of spring semester to address the gap in information that new officers receive. Feedback from clubs regarding orientation events was to continue to advertise Welcome Weekend events and to encourage clubs to have their own individual tables for recruitment during the semester. Next year, we will not have Club Sports Demo in the fall semester.

9 Months:

- Conduct focus group(s) to assess ability for sponsoring club sports students in economic need and/or other diversity or community initiatives from clubs.
- Assess outgoing club sports leaders and their experience (qualitative and quantitative). Conduct 4-6 exit interviews of key student leaders.
- Develop themes and talking points for the program out of current assessment instruments. Find areas for improvement and where learning and/or collaboration can happen.
- During final spring meeting of Club Sports Allocation Committee develop goals for next year.

Status Update:

- Will need to revisit club in need/diversity initiative. Due to no additional funding, the ability to fund new initiatives is not possible at this time.
- Due to a recent recruitment and retention club member survey, we did not survey outgoing club leaders this year. Plan to do next year.
- CSAC members were surveyed and at last meeting goals and feedback from this year's process were discussed.

1 Year:

- Survey club sports officers and gather summative information from the year including highlights and up and coming events. Use information in annual report.

- From risk management guidelines, new and future resources, and offerings develop staffing model for Club Sports program.

Status Update: Developed and Delivered club member recruitment and retention survey for all club members and not just officer. A summary of this information was provided in an additional document.

Developed surveys and focus group questions for both graduating student leaders of club sports organizations and CSAC members. Next year, exit surveys and senior leader surveys/interviews will be conducted. Due to the all club sport member survey this spring, end of semester surveys were delayed to avoid survey fatigue.

CSAC is the main leadership opportunity within all of club sports. Was able to survey and conduct a small focus group with CSAC. Next year, will attempt to bring the committee into the conversation about new club sport organizations and approval.

2013-2014 Year 2

3 Months:

- Conduct summer focus group of club leaders which will include topics such as new risk management initiatives and adoption, Campus LINK, and club sports availability of resources.

6 Months:

- Assess recent changes and updates to the program including safety officer training, athletic training coverage, and baseline concussion testing.
- Gather feedback from CSAC regarding additional leadership opportunities and interest.

9 Months:

- Deliver exit survey for club sport members from alumni list built by clubs.
- Assess club sports leaders and their experience (qualitative and quantitative). Quantitative survey to be conducted through Campus LINK.
- Conduct 4-6 interviews of outgoing student leaders.

12 Months:

- Use Feedback from past two years to continue to inform program for the future. Explore if any additional resources are needed to keep up with tracking of safety officer requirements and new scheduling of trainers and spaces on campus.

Year 2:

Long Run:

- Supportive staffing model
- Additional resources for club in regards to lessening risk and providing affordable space on campus
- Leadership opportunities for the entire program for club sports leaders

Ongoing: Assessment, Evaluation, Benchmarking

Guiding philosophy: Risk Management Guidelines and Standards, Risk Management Research