

ATHLETICS and CAMPUS RECREATION, HEALTH, and WELLNESS
Institutional Effectiveness Plan (IEP)

Submitted by: Curtis Janz – Assistant Vice Chancellor for Athletics, Recreation, Health, and Wellness

Executive Summary: This document is comprised of four parts, the Institutional Effectiveness Report (IEP) for 2024-25, the IEP Plan for 2025-26, short-term resource requests for 2025-26, and long-term plans and resource requests for 2026-27 for the areas of Athletics and Campus Recreation, Health and Wellness.

Athletics

Athletics had some major accomplishments in the student-athlete well-being area. The development and implementation of a model NCAA Division II Mental Health Action Plan, joining and competing in the Mid-America Intercollegiate Athletics Association, and producing and airing the Lion's Den Podcast.

The plan for 2025-26 is focused on internal policies such as a three-year strategic plan, exploring ticketing policies, and developing policies on Name, Image, and Likeness for UAFS student-athletes.

The short-term plan is directed toward finding budget reductions for the 2026-27 budget year. Finally, there are two long-term requests. First, is acquiring a strength and conditioning coach, and second is developing the start of a Title IX Plan to establish a history of increasing opportunities of the underrepresented sex.

Campus Recreation, Health, and Wellness

In Campus Recreation, Health, and Wellness the unit expanded recreation and wellness opportunities, grew the incentive programs, and improved intramural participation.

The plans for 2025-26 focus on growing student engagement in fitness programs and expanding mental health programming.

The short-term request is to have a modest budget for mental health programming and trainings. The long-term request for 2026-27 is to continue building on expanding recreation and wellness opportunities.

In conclusion, Athletics, and Campus Recreation, Health, and Wellness have had great accomplishments that have been centered on student success and well-being.

Section I: Institutional Effectiveness Report for Academic Year 24-25.

This is a report that summarizes the accomplishments and challenges of the division as they relate to the strategic plan.

Objective	Alignment with Strategic Plan Pillar and Tactic	Assessment Measure and Performance Target	Results	Response to Results
Athletics will build and implement a Mental Health Action Plan	1.5 Health and Safety	Plan developed and implemented in August 2024	Completed. Student-Athlete visits to the counseling center up 30%	Plan was evaluated in the summer of 2025 and adjustments were made.
Join and Compete in the MIAA	1.8 Build nationally competitive athletics program	Realization of a four-year effort to join the MIAA	Competed	Expenses reduced by 200K
Athletic Fee increase by .50 to maintain scholarship equivalencies	1.8 Build nationally competitive athletics program	Asked for fee increase	Increased fee to \$19 a credit hour	Offset a majority of the tuition and fee increase
Podcast	1.6 Tell the Story	Developed plan to replace coaches radio show with a podcast	Completed	Completed one year of the podcast with approximately 1,500 views on YouTube and Spotify.

Section II: Institutional Effectiveness Plan for the Academic Year 25-26.

This section represents the plan of the division for the current year.

Tactic	Alignment with Strategic Plan	Assessment Measure and Performance Target
Develop Athletic Strategic Plan	1.8 Build nationally competitive athletics program	Develop a three-year plan by end of the spring semester
Reassess Ticketing Policies	1.8 Build nationally competitive athletics program	Form a committee and develop recommendations by the end of the spring semester
Assess NIL Possibilities	1.8 Build nationally competitive athletics program	Develop plan

Section III: Short-term Resource Requests for Academic year 25-26.

This section will provide the opportunity for the division to express short-term resource needs that are one-time or on-going expenses.

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Resource Description	Alignment with strategic plan pillar	Budget request on-going	Budget request one-time	Total of budget request for FY27
Reductions to the 26-27 budget		Yes		Reduction of \$150,000

Section IV. Long-term Plans and Resource Requests (for FY28)

Explain longer term plan and resource requests in this section.

Tactic	Alignment with Strategic Plan Pillar	Assessment Measure and Performance Target
Create strength and conditioning position, per NCAA guidance. Rationale: full compliance, safety, competitive equity	1.8 Build nationally competitive athletics program	\$35,568K Salary plus benefits

Tactic	Alignment with Strategic Plan Pillar	Assessment Measure and Performance Target
Title IX Plan to develop a history and continuing practice of expanding participation opportunities responsive to the developing interests and abilities of the underrepresented sex.	1.8 Build nationally competitive athletics program 1.2	First step will be initiated in 26-27 Reallocated budget dollars Plan attached

Campus Recreation, Health, and Wellness

10-31-25

Meighan Pendergrass – Executive Director- Campus Recreation, Health, and Wellness

Section I: Institutional Effectiveness Report for Academic Year 24-25.

This is a report that summarizes the accomplishments and challenges of the division as they relate to the strategic plan.

Objective	Alignment with Strategic Plan Pillar and Tactic	Assessment Measure and Performance Target	Results	Response to Results
Expand rec/wellness opportunities through partnerships/collaborations with student groups	1.5 Health and Safety	Plan revamped in summer 2024 to pivot away original parameters set for days/times of activity/partnership.	This is a continued objective to meet the needs/wants of student group instead of pushing desired programming.	Hosts monthly club events (Pickleball Night, Spike Night). RSO and student teams had the opportunity to engage with alumni through competition. New partnerships with ZOA Energy and REIGN Total Body Fuel enhanced programming/event and individual engagement.
Grow incentive programs to enhance patron engagement	1.5 Health and Safety	Incentive program plan developed summer 2024.	Competed	RAWC Shop: Students purchased over 250 items using earned incentive points (item value ranges from 3 to 24 points)

				Brains and Brauns: incentive collaboration with library Group Fitness Bingo: two participants who completed entire bingo card
Improve participation- increase the number of patrons accessing the RAWC and the number of students playing intramural sports	1.5 Health and Safety	Plan developed summer 2024, no numerical percentage target assigned.	Ongoing	-Fall 2023 to 2024 RAWC usage: 22% increase -Fall 2023 to 2024 group fitness participation: 10% increase -Spring 2024 to 2025 RAWC usage: 11% increase -Spring 2024 to 2025 Intramural participation: 36% increase in number of teams -Spring 2024 to 2025 guest pass usage: 37% increase

Section II: Institutional Effectiveness Plan for the Academic Year 25-26.

This section represents the plan of the division for the current year.

Tactic	Alignment with Strategic Plan	Assessment Measure and Performance Target
Grow student engagement of fitness programs	1.5 Health and Safety	Increase of at least 5% engagement in participants of group fitness, incentive programs, fitness competitions, etc.
Expand mental health programming and services	1.5 Health and Safety	Develop and implement marketing and programming plan, fall 2025. Develop plan to expand training for UAFS employees to make informed first-level interventions and referrals early spring 2026, with trainings taking place spring-summer 2026.

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Resource Description	Alignment with strategic plan pillar	Budget request on-going	Budget request one-time	Total of budget request for FY27
Budget for mental health programming and trainings	1.5 Health and Safety	\$2,000/year		\$2,000/year

Section IV. Long-term Plans and Resource Requests (for FY28)

Explain longer term plan and resource requests in this section.

Tactic	Alignment with Strategic Plan	Assessment Measure and Performance Target
Continue to build relationships with RSOs	1.5 Promote health, safety, and personal development of students	<ul style="list-style-type: none"> ○ New Programs 2024-2025: Group Fitness Premiere Week, Rope Rush Riot climbing competition, March Climb a Mile, RAWC Your Finals, Candlelight Yoga, Pickleball Night, Spike Night ○ RSO Collaborations: Gamma Phi Beta Moonball, Delta Gamma Anchor Slam, Kappa Sigma Hoops for Troops, Kappa Alpha Pickleball ○ Highlight: In fall 2024, UAFS alumni invited to join Intramural softball league. RSO and student teams had the opportunity to engage with alumni through competition, as well as individual students participating on alumni/employee teams. Alumni also participated in Intramural volleyball in spring 2025. ○ Highlight: New partnerships with ZOA Energy and REIGN Total Body Fuel enhanced programming/event and individual engagement. ○ Fall 2025 Sneak Peak: Yoga with women’s basketball, FITOBER, November Fit Games Competition, Geology Club Night on the Wall, Ideal Women/Pentecostal Lions collaboration, alumni/employee/student engagement through intramural softball and kickball
To continue to grow incentive programs to enhance patron engagement.	1.5 Promote health, safety, and personal development of students	<ul style="list-style-type: none"> ○ RAWC Shop: students purchased over 250 items using earned incentive points,

		<p>item value ranges from 3 points to 24 points</p> <ul style="list-style-type: none"> ○ Brains and Brauns: incentive collaboration with library to cross ○ Group Fitness Bingo incentive, two participants who completed entire bingo card
Continue to grow participation in RAWC and intramural sports programs.	1.5 Promote health, safety, and personal development of students	<ul style="list-style-type: none"> ○ Created an improved, user friendly Intramural registration process utilizing already purchased for the climbing wall. ○ Fall 2025 Sneak Peak: Climbing participants up over 5% from fall 2025 to fall 2024, unique Intramural participants up 29% from fall 2025 to fall 2024, on track to surpass fall 2024 RAWC usage, guest pass usage is even with four weeks remaining