



Educational Sessions & Roundtables

Updated Wednesday, October 4

A complete conference program will be available for download prior to the conference.

Main conference sessions are listed below and alphabetized by title.

An Integrative Approach to Connecting the Pieces of Your Fitness Puzzle

Lindsay Brookey, Florida Atlantic University

DJ Scott, Florida Atlantic University

Tuesday, October 17, 8:00-9:00 am, Players A

0.1 NIRSA CEUs

University comes from the Latin word meaning "whole", yet there is often a disconnect within and between departments on campus. This presentation will focus on discovering the pieces that are missing in your fitness puzzle, and provide strategies on how we can better connect those pieces to produce a more integrative fitness program

Learning Objectives

1. Participants will be able to identify strategies to turn their staff into a fitness team
2. Participants will understand how to go beyond collaboration to develop an integrative approach for further development of their fitness program
3. Participants will discover areas that may be missing from their team and how to effectively work towards connecting the pieces to build a comprehensive fitness team

Primary Topic Areas

Fitness

Core Competencies

Programming, Human Resource Management

Intended Audience

Mid-Level (Manager), New Professional

Aquatics & Risk Management Roundtable

Tuesday, October 17, 9:30-10:30 am, Tournament Hall A

Come learn the latest trends in aquatic facilities and programs and discuss key issues regarding risk management not only in aquatic programs but also across collegiate recreation. Specific discussion topics will be determined by the session attendees.

Are They Prepared? Leveraging Desired Employability Skills in Collegiate Recreation

Catherine Cramp, University of Florida

April (Moore) Lovett, Florida State University

Shaun Boren, University of Florida

Tuesday, October 17, 1:00-2:00 pm, Gallery AB

0.1 NIRSA CEUs

Theoretical frameworks support the idea that collegiate recreation student staff develop competencies during their employment tenure that meet or exceed the needs of their future employers. This session will dive into the newest research study regarding collegiate recreation student employability skills and career readiness and detail the benefits of your institution getting involved in providing evidence of the important work our field is doing to inform high-impact practices.

Learning Objectives

1. Participants will be able to identify multiple theories describing the employability skills collegiate recreation student staff gain throughout their tenure working in collegiate recreation.
2. Participants will be able to detail a new method for assessing collegiate recreation student staff employability skills.
3. Participants will be able to illustrate high impact practices through experiential learning opportunities within the field to "tell their story" to internal and external audiences.

Primary Topic Areas

Research/Assessment

Core Competencies

Research & Evaluation, Personal & Professional Qualities, Philosophy & Theory

Intended Audience

Mid-Level (Manager), New Professional, Student

Best Practices When Conducting Focus Groups

Monica Webb, University of Florida

Jenna Nales, University of Florida

Wednesday, October 18, 8:00-9:00 am, Masters C

0.1 NIRSA CEUs

Collecting qualitative data can be intimidating. This session will enhance professional competencies, demystify the focus group process and motivate you in executing these sessions. Participants will receive sample training materials for focus groups, talk through logistics, learn to moderate and note take, and illicit candid, data-rich responses.

Learning Objectives

1. Participants will be able to describe the difference between qualitative and quantitative assessment.
2. Participants will be able to explain the roles of the moderator and note-taker within a focus group.
3. Participants will be able to identify and respond to body language, develop probing skills, and discuss focus group logistics.

Primary Topic Areas

Research/Assessment

Core Competencies

Research & Evaluation, Personal & Professional Qualities, Philosophy & Theory

Intended Audience

Mid-Level (Manager), New Professional, Student

Beyond the Elevator Pitch: Creating and Communicating Your Professional Philosophy

Haley Cox, Clemson University

Tuesday, October 17, 4:00-5:00 pm, Masters AB

0.1 NIRSA CEUs

For many in higher education, individual experiences, strengths, and development theories blend together to create a personalized professional philosophy. Attendees will be able to identify ways to enhance their own professional philosophy and effective ways to communicate them. This presentation is geared toward new professionals, those unfamiliar with development theories, or anyone interested in learning how development theories can be practically applied to student programming and supervision.

Learning Objectives

1. Participants will be able to describe the components of a professional philosophy.
2. Participants will understand how a professional philosophy can connect with development theories.
3. Participants will be able to articulate ways to communicate their professional philosophy.

Primary Topic Areas

Personal/Professional Development

Core Competencies

Philosophy & Theory

Intended Audience

New Professional, Student

Business & Finance Roundtable

Tuesday, October 17, 10:40-11:40 am, Tournament Hall A

Connect with your business-minded colleagues and discuss the trends, issues, and challenges with business and financial management in collegiate recreation. Specific discussion topics will be determined by the session attendees.

Competitive Sports Roundtable

Wednesday, October 18, 10:00-11:00 am, Tournament Hall A

Close out your conference experience with a roundtable discussion on the latest program trends in intramural sports and sport clubs. Explore innovative ideas for program design and officials development along with sport club administration. Share your knowledge and learn from others.

Customer Service for the Texting and Selfie Generation

Celeste Siggers, University of Alabama

Wednesday, October 18, 8:00-9:00 am, Masters E

0.1 NIRSA CEUs

Challenge your Millennials and Z's to communicate clearly and rock customer service! Gain ideas for challenging, engaging, and developing your student staff with physical communication in a digital age.

Learning Objectives

1. In this session attendees will obtain the skills necessary to delegate appropriate responsibilities to student staff, which will increase student engagement, development, and ownership of the customer service process.
2. Attendees will be able to guide student staff to develop their own dialogue enabling them to effectively and efficiently communicate processes and requirements to existing and potential patrons.
3. As a result of participating in this session, attendees will gain the knowledge to advise student staff to interact productively across multiple generations.

Primary Topic Areas

Member Services, Managing/Leading Student Staff

Core Competencies

Human Resource Management, Personal & Professional Qualities, Philosophy & Theory

Intended Audience

Mid-Level (Manager), New Professional, Student

Developing a Training Philosophy: Branding Yourself as a PT

Molly Gower, University of South Florida

Wednesday, October 18, 9:10-9:50 am, Masters AB

Consistency is key when branding yourself to become a force in the fitness industry. Professionals and students alike will leave this session not only with a personally tailored training philosophy- they will be energized to train to their full potential.

Learning Objectives

1. Participants will be able to develop a training philosophy based on their programming tendencies and personal training style.
2. Participants will be able to assist present and future staff members in developing a training philosophy.

Primary Topic Areas

Fitness, Personal/Professional Development

Core Competencies

Philosophy & Theory, Personal & Professional Qualities

Intended Audience

New Professional, Student

Do Looks Really Matter?

Christina Ustiak, Florida Atlantic University

Tuesday, October 17, 3:10-3:50 pm, Masters D

Do looks really matter? Why do we focus on the looks of an instructor or trainer rather than their capabilities? This will be a time to look at what we should really be judging our instructors and trainers on rather than just their appearance.

Learning Objectives

1. Participants will have the chance to think differently about the audition process of hiring an instructor or trainer.
2. Participants will be able to learn why we should not only focus on the appearance of an instructor or trainer but on what that person is actually capable of.
3. Participants will be to identify and create a safe environment for current and potential instructors and trainers.

Primary Topic Areas

Personal/Professional Development

Core Competencies

Personal & Professional Qualities, Programming, Human Resource Management

Intended Audience

Executive, Mid-Level (Manager), New Professional, Student

Escaping the Norm of Wellness Programming

Courtney Johnson, East Carolina University

Lydia Hitchcock, East Carolina University

Wednesday, October 18, 9:10-9:50 am, Masters D

Trying to crack the code on wellness programming? Are you looking for a creative way to teach your students the 8 Dimensions of Wellness? Use your time wisely by joining us for a presentation where you will learn how to turn your recreation center into an escape room and captivate students in an intellectual wellness adventure.

Learning Objectives

1. Apply the 8 Dimensions of Wellness into recreational programming.
2. Describe a creative strategy for teaching students the 8 Dimensions of Wellness.
3. Design an escape room that aligns with your university wellness program.

Primary Topic Areas

Health & Wellbeing, Programming for the Community & Unique Events

Core Competencies

Programming

Intended Audience

Mid-Level (Manager), New Professional

Evaluate to Elevate: Thinking Beyond the Norm to Grow Your Fitness Program

Lindsay Brookey, Florida Atlantic University

Wednesday, October 18, 8:00-9:00 am, Gallery AB

0.1 NIRSA CEUs

Is your Fitness program successful? Learn how examining the appropriate key performance indicators with your fitness program can help shape your evaluation of success, further strengthening your team and program as a whole. Better understand what success looks like in your program, and start thinking beyond the normal evaluation criteria to better tell your story on the importance of fitness on your campus.

Learning Objectives

1. Participants will better understand how evaluating the right Key Performance Indicators (KPIs) can help grow their fitness program
2. Participants will be able to identify potential areas for improvement in their own evaluation process and how to communicate that value on their campus
3. Participants will understand the value of promoting social and assisted exercise to enhance participant adherence

Primary Topic Areas

Fitness

Core Competencies

Programming, Research & Evaluation, Human Resource Management

Intended Audience

Mid-Level (Manager), New Professional

Examining Transgender Content on Collegiate Recreation Websites: A Region II Exploratory Study

Jennifer Pecoraro, University of West Georgia

Tuesday, October 17, 2:00-3:00 pm, Masters C

0.1 NIRSA CEUs

Through this interactive case-study session, learn in what ways transgender inclusive content is featured on collegiate recreation websites among Region II NIRSA Institution Members. Explore strategic marketing and website design strategies that best establishes your transgender inclusive recreation programs and services.

Learning Objectives

1. Identify at least one (1) method of inclusive website design to feature transgender content.
2. Identify at least one (1) area of improvement regarding website design and inclusion.
3. Develop a tailored, strategic action plan that best addresses inclusive website practices.

Primary Topic Areas

Research/Assessment, Equity, Diversity, and Inclusion

Core Competencies

Research & Evaluation, Philosophy & Theory, Business Management

Intended Audience

Mid-Level (Manager)

Exercise is Medicine® - On Campus: An Opportunity for Cross-Campus Collaboration, Research, and Enhanced Student Learning

Cayla McAvoy, Florida Gulf Coast University

Dr. Renee Jeffreys-Heil, Florida Gulf Coast University

Wednesday, October 18, 10:00-11:00 am, Masters AB

0.1 NIRSA CEUs

ACSM's Exercise is Medicine® On Campus (EIM-OC) is a global initiative moving to unite collegiate healthcare professionals with campus Health & Fitness Professionals, leveraging the power of the campus community. Learn about the significant outcomes in the areas of collaboration, research, and enhanced student learning using EIM-OC at FGCU as an example.

Learning Objectives

1. Define the EIM-OC Solution to highlight its breadth and how it can further the goals of Campus Recreation Centers.
2. Provide outcomes & resources for start up funding, research, and enhanced student learning using EIM-OC.
3. Provide concrete action steps that can be used to create cross-campus collaborations on campuses small and large using the EIM-OC.

Primary Topic Areas

Fitness

Core Competencies

Programming, Research & Evaluation, Personal & Professional Qualities

Intended Audience

Mid-Level (Manager), New Professional

Facility Management & Projects Roundtable

Tuesday, October 17, 3:10-3:15 pm, Tournament Hall A

Discuss facility trends and issues with fellow NIRSA colleagues during this roundtable discussion. Select vendors from our Campus Rec & Wellness Expo will join to highlight the latest innovations in facility design and management.

Fitness & Wellness Roundtable

Tuesday, October 17, 2:00-3:00 pm, Tournament Hall A

Join fellow fitness colleagues within NIRSA along will select vendors from our Campus Rec & Wellness Expo to explore current trends, opportunities, and challenges within collegiate recreation's fitness and wellness programs. Share your knowledge and learn from others!

Flipping Your Career - Lessons Learned from Year One Directors

Joanna Prociuk, Florida Atlantic University

André Love, University of Alabama

Tuesday, October 17, 10:40-11:40, Players A

0.1 NIRSA CEUs

With no formal training for directors, developing necessary skills for the position is often left to chance. With the transition fresh on their mind, two new directors share lessons learned from their transition to the role. Beneficial past experiences, skill gaps and unexpected challenges will be discussed.

Learning Objectives

1. As a result of attending this presentation participants will be able to identify education and experiences that assist in transition to a director position.
2. As a result of attending this presentation participants will be able to list education and experiences to seek out in preparation for a director position.

Primary Topic Areas

Personal/Professional Development,

Core Competencies

Personal & Professional Qualities, Human Resource Management

Intended Audience

Mid-Level (Manager), New Professional

Four Foundations for Developing a Culture of Success

Jody Davis, Coastal Carolina University

Tuesday, October 17, 10:40-11:40 am, Masters E

0.1 NIRSA CEUs

Building and maintaining a successful culture is never easy. Organizations spend large amounts of money, time, and resources to make their workplace more productive. This presentation will simplify building a culture of success with these four foundations.

Learning Objectives

1. Attending his program will allow a participant to develop an action plan to lead by example. Emphasis will be placed on their personal actions and how people perceive their leadership qualities.
2. The participant will learn four key elements of building a successful culture. Each element will address daily actions we can take to enhance our culture.

Primary Topic Areas

Managing/Leading Student Staff, Personal/Professional Development

Core Competencies

Philosophy & Theory, Personal & Professional Qualities

Intended Audience

Mid-Level (Manager), New Professional, Student

Gen Z Does Campus Rec

Steve Bobbitt, James Madison University

Tuesday, October 17, 8:00-9:00 am, Masters D

0.1 NIRSA CEUs

If you didn't notice, they showed up on your doorstep a couple of semesters ago, Gen Z. The research has just started but it not too early to begin the discussion on how we in campus recreation can help this group be the most successful possible both inside and outside the classroom. We'll discuss how we begin to consider how they will be using our programs and services differently. Come ready to discuss and share as we begin this new adventure!

Learning Objectives

1. Describe the critical differences in Gen Z current Millennials
2. Discuss possible connections to well-being related to Gen Z and campus recreation programming
3. Explore changes in programs, facilities and policies related to Gen Z's participation in campus recreation departments

Primary Topic Areas

Personal/Professional Development

Core Competencies

Philosophy & Theory, Human Resource Management, Programming

Intended Audience

Mid-Level (Manager), New Professional, Student

Gym-timidation? How to Promote Inclusion Through Knowledge

Rogelio Realzola, Mississippi State University

Tuesday, October 17, 4:00-5:00 pm, Masters C

0.1 NIRSA CEUs

Knowledge is Power seeks to showcase and exemplify how a Division of University Recreation can increase the health of the community by reaching out to fringe or overlooked populations and increase overall knowledge, which can lead to higher rates of participation and inclusion.

Learning Objectives

1. Participants attending this program will increase inclusion in the gym by giving people the knowledge to feel more comfortable in a new environment.
2. Participants attending this program will afford student staff new opportunities to present and develop professionally by giving them tasks and a chance to coach and instruct newcomers.
3. Participants attending this program will learn to collaborate with other departments in order to increase reach of effectiveness.

Primary Topic Areas

Fitness

Core Competencies

Philosophy & Theory, Personal & Professional Qualities, Business Management

Intended Audience

Mid-Level (Manager), New Professional, Student

Healthy Living Group: How Building a Tribe Helps Engage Hard To Reach Students

Nicole Foster, Armstrong State University

Tuesday, October 17, 3:10-3:50 pm, Masters C

Overweight and obese college students is an underrepresented, but growing population in college communities. The Healthy Living Group provides a direction and space for those looking to learn how to live a healthy lifestyle and become physically active in their recreation center. A Healthy Living Group is comprised of three aspects: exercise, nutrition, and wellness. This presentation will explore ways to incorporate this type of program into your recreation department, and learn how to target this population for successful programming.

Learning Objectives

1. Identify current health statistics of college students and understand the purpose of a Healthy Living Group.
2. Identify the three components of a Healthy Living Group and how to incorporate the components to develop a program.
3. Learn how to target this population on campus and appeal to individuals for successful programming.

Primary Topic Areas

Health & Wellbeing, Programming for Underrepresented Populations

Core Competencies

Programming, Research & Evaluation

Intended Audience

Mid-Level (Manager), New Professional, Student

How Do I Get There From Here: An Intentional Approach to Making the Jump to Department Director

David Bowles, University of Florida

Christopher Morris, Florida State University

Eric Nickel, James Madison University

Mila Padgett, University of South Carolina - Aiken

Tuesday, October 17, 2:00-3:00 pm, Masters D

0.1 NIRSA CEUs

Many professionals at various stages of their careers only consider what they need to do to attain that next position in the organizational ladder. The panel discussion will provide perspectives from directors about what knowledge, skills, and experience can prepare those for taking on the top position in a department.

Learning Objectives

1. Each participant will be able to identify potential gaps in essential skills & abilities required to become a department director.

2. Each participant will be able to identify and seek out a specific mentor / sponsor to assist in their development / career progression.
3. Each participant will be able to formulate a personalized short and long term developmental plan to aid their career progression.

Primary Topic Areas

Executive Leadership and Strategic Thinking

Core Competencies

Personal & Professional Qualities, Philosophy & Theory, Business Management

Intended Audience

Mid-Level (Manager)

How to 'Be a STAR' on Campus Through Intentional Intramural Sports Programming

Chris Cox, Clemson University

Rachel Jones, Clemson University

Tuesday, October 17, 10:40-11:40 am, Masters D

0.1 NIRSA CEUs

The vision behind the 'Be A STAR' initiative is that by providing opportunities for students to display **S**portsmanship, **T**eamwork, **A**nd **R**espect (STAR), barriers that may exist between students can be broken down through the common bond of sport. This presentation focuses on developing intentional programs that support and connect to existing university goals and initiatives. Through the creation of impactful programming, your Intramural Sports program can become a star on campus.

Learning Objectives

1. By attending this session, participants will learn ways to implement programming that promotes civility, inclusion, and respect.
2. By attending this session, participants will gain an increased understanding of the learning opportunities that exist through participation in sport.
3. By attending this session, participants will be exposed to ideas related to how Intramural Sports can help foster meaningful interactions between students from varying backgrounds and identities.

Primary Topic Areas

Programming for Underrepresented Populations, Research/Assessment, Intramural Sports

Core Competencies

Programming, Research & Evaluation

Intended Audience

Mid-Level (Manager), New Professional, Student

Hurricane Preparation & Response Roundtable

Tuesday, October 17, 8:00-9:00 am, Tournament Hall A

From major hurricanes to other significant weather events such as winter storms, recreation facilities and programs are often relied upon by our campuses and communities to provide both shelter during the storm and activity for students in the immediate days following the storm. Join colleagues as we exchange ideas and efforts for how we can be good campus and community partners during weather events.

Integrate Well-Being on your Campus through Wellness Activators

Nyssa Owen, Georgia Institute of Technology

Tuesday, October 17, 3:10-3:50 pm, Gallery AB

This presentation examines an institution that is focused on a campus wide integration of well-being by establishing wellness focused structures and practices. Attendees will learn how to create and leverage advocacy groups for a multilevel integration of well-being on their campus.

Learning Objectives

1. Create a strategic plan to establish a well-being advocacy group on their campus.
2. Learn how the PRECEDE-PROCEED Model can serve as the framework for an advocacy group.
3. Identify specific ways they can leverage an advocacy group to promote health and Well-being initiatives for their campus community.

Primary Topic Areas

Health & Wellbeing

Core Competencies

Philosophy & Theory, Research & Evaluation

Intended Audience

Mid-Level (Manager), New Professional

Integrating Nutrition Wellness into Recreational Sports

Jessie Furman, University of Florida

Darcie Burde, University of Florida

Wednesday, October 18, 8:00-9:00 am, Masters AB

0.1 NIRSA CEUs

How does nutrition fit into the collegiate recreation environment? Can collegiate rec grow its offerings while remaining fiscally responsible? What are health halo and superfoods? Learn about diets, mindful & emotional eating, and mealtime makeovers. Join us as we evaluate expanding collegiate rec, and enhance your own nutrition wellness!

Learning Objectives

1. Understand how nutrition services can be integrated into a university recreational sports agenda.
2. Describe the structure of an individual nutrition counseling session.
3. Integrate new nutrition knowledge & recommendations into your own lifestyle by avoiding common gimmicks and media messages.

Primary Topic Areas

Health & Wellbeing

Core Competencies

Programming, Philosophy & Theory, Facility Management, Planning & Design

Intended Audience

Executive, Mid-Level (Manager), New Professional

Landing a GA: An Insider's Perspective

Julie Wallace Carr, James Madison University

Tuesday, October 17, 2:00-3:00 pm, Masters E

0.1 NIRSA CEUs

Considering graduate school? Learn about the requirements for admission, application timelines, and how to set yourself apart from other applicants. Information will be shared about the GA search and academic department admission processes from a professional who works in both Campus Recreation and Academic Affairs, get the insider perspective.

Learning Objectives

1. Articulate at least (3) items to consider when deciding if graduate school is the next step beyond graduation.
2. Articulate the steps for applying to graduate school assistantships, and the do's and don'ts of the recruiting and application phase and develop a timeline for their own application process.
3. Discuss the requirements for admission to graduate programs and the options available to them for their own course of study.

Primary Topic Areas

Personal/Professional Development

Core Competencies

Personal & Professional Qualities, Human Resource Management

Intended Audience

Student

Learning Happiness

Nina Farro, University of Florida

Tuesday, October 17, 10:40-11:40 am, Masters AB

0.1 NIRSA CEUs

Want to know the “Happy Secret to Better Work”? Shawn Achor's “The Happiness Advantage” is based off of seven principles to retrain your brain, focus on opportunities and create goals to help us achieve success through happiness. This presentation is an engaging study of positive psychology and the benefits it can have on our lives and careers.

Learning Objectives

1. Participants will be able to identify the seven principles of The Happiness Advantage
2. Participants will reflect on what it means to be happy
3. Participants will create strategies to apply these principles to their current lives and roles within the field of collegiate recreation

Primary Topic Areas

Health & Wellbeing

Core Competencies

Human Resource Management, Personal & Professional Qualities

Intended Audience

Mid-Level (Manager), New Professional, Student

Lend Your Expertise to NIRSA’s Strategic Planning Process

Bill Healey, University of West Florida

David Davenport, Austin Peay State University

Wednesday, October 18, 8:00-9:00 am, Players A

Join Strategic Plan Task Force Members and NIRSA Board representatives in an environmental scanning discussion that will inform the next strategic plan for NIRSA. Initial scanning results about the collegiate recreation environment, desired outcomes, and potential roles for the Association will be shared. Attendees will have an opportunity to reflect and respond with what resonates, what is missing, and what is surprising. Bring your own ideas and aspirations for NIRSA’s impact on collegiate recreation and student success.

Primary Topic Areas

Strategic Planning

Intended Audience

Executive, Mid-Level (Manager)

Low-Income Students: How Campus Recreation Can Support Academic and Social Success

Jesse Hoek, University of West Florida

Lindsay Evens, University of West Florida

Taylor Middlebrooks, University of West Florida

Wednesday, October 18, 9:10-9:50 am, Gallery AB

Tying together age-old campus recreation and higher education problems: falling student success rates, recreation's constant need to prove their worth, and the underrepresented low-income students that connect these problems. We will review the growing trend that is low-income students and their academic success rates, and the role that recreation can play to impact these students and the university. Come with your thinking caps on as we work to discover our role in this issue.

Learning Objectives

1. As a result of attending this session, participants will become familiar with low-income student population trends and recognize the role of campus recreation as it relates to academic success.
2. As a result of attending this session, participants will identify possible barriers to campus recreation participation for low-income students.
3. As a result of attending this session, participants will learn ways to combat barriers to participation through departmental marketing, programming, and facility strategies.

Primary Topic Areas

Programming for Underrepresented Populations, Equity, Diversity, and Inclusion

Core Competencies

Philosophy & Theory, Business Management, Programming

Intended Audience

Executive, Mid-Level (Manager), New Professional

Make It Your Goal: Professional Tips for Goal Setting

Ty Verdin, Georgia State University

Tuesday, October 17, 8:00-9:00 am, Gallery AB

0.1 NIRSA CEUs

Personal and professional growth is a key concept within NIRSA, Higher Education, and Campus Recreation. In this presentation, Ty will emphasize on goal setting as a productive exercise for growth. While also focusing on how the growth can contribute to one's overall well-being.

Learning Objectives

1. As a result of attending this program a participant will be able to identify 10 topic areas for setting goals
2. As a result of attending this program a participant will be able to establish a 3 step process for achieving a 90 day goal exercise
3. As a result of attending this program a participant will be able to identify 10-15 tips for goal setting and achieving goals

Primary Topic Areas

Personal/Professional Development, Health & Wellbeing

Core Competencies

Personal & Professional Qualities

Intended Audience

Mid-Level (Manager), New Professional, Student

Managing for Success in Campus Recreation

Tevin Williams, Stetson University

Wednesday, October 17, 9:10-9:50 am, Masters E

This presentation will go in depth of what the Four Functions of Management are and how to use them as a young professional in the first year of employment. The Presentation will explain in P.O.L.C, and the 12 Styles of Leadership, and a supplemental handout will be given out to participants as well for reflection and take home.

Learning Objectives

1. Understand the Four Functions of Management: Planning, Organizing, Leading, and Controlling
2. Develop your POLC with and for your University Student Population
3. Emerge department goals to meet your staff goals

Primary Topic Areas

Managing/Leading Professional Staff

Core Competencies

Business Management, Personal & Professional Qualities

Intended Audience

New Professional

Marketing & Technology Roundtable

Tuesday, October 17, 4:00-5:00 pm, Tournament Hall A

Explore the latest trends in marketing to students, staff, and the community during this roundtable discussion. Plus, discuss the latest innovations in technology that impact facilities, programs, and marketing. Select vendors from our Campus Rec & Wellness Expo will join the conversation.

Operationalizing your Emergency Response Plans

Scott Reed, University of Virginia

David Heflin, University of Virginia (Co-presenter)

Wednesday, October 18, 8:00-9:00 am, Masters D

0.1 NIRSA CEUs

Emergency response planning often necessitates using a large-scale template that can be a barrier to effective hands-on emergency response. Learn about the development and application of role-specific action plans to elevate your plans for evacuation, "shelter-in-place" and "secure-in-place".

Learning Objectives

1. Determine how to turn a standard emergency plan template into an ICS role-specific, facility-specific intentional operational response plan.
2. Understand a calculated, pre-planned timing approach to emergency response where overall response is managed in a structured, well-communicated, thorough manner.
3. Visualize response tools and protocols that help staff and customers feel well prepared for organized, thorough, emergency response.

Primary Topic Areas

Risk Management/Legal Issues, Facility Management, Planning, Design

Core Competencies

Facility Management, Planning & Design, Legal Liability & Risk Management, Human Resource Management

Intended Audience

Mid-Level (Manager), New Professional, Student

Outdoor Recreation Roundtable

Wednesday, October 18, 8:00-9:00 am, Players BCD

Join the outdoor recreation roundtable to discuss current trends, gather best practices, and contribute to the outdoor community. Specific discussion topics will be determined by the session attendees.

PLAY for your Mind and Body

Dan Duran, PTA Global

Darcie Burde, University of Florida

Tuesday, October 17, 2:00-3:00 pm, Players A

0.1 NIRSA CEUs

Do you truly enjoy exercise? If given the chance to workout or not, most people choose the latter. In this session, we will substantiate PLAY through basic neurophysiology and help you decide where to incorporate play into your life. Get ready to experience play and move happy.

Learning Objectives

1. Participants will be able to explain the basic science behind play and why playing is important.
2. Participants will learn at least two *styles* of play and two *types* of play.
3. Participants will learn strategies for implementing play into workouts and life.

Primary Topic Areas

Health & Wellbeing

Core Competencies

Programming, Philosophy & Theory, Personal & Professional Qualities

Intended Audience

Mid-Level (Manager), New Professional, Student

Promoting Student Wellness Through Design

Roland Lemke, Colleen McKenna, Christopher Whitcomb, CannonDesign

Tuesday, October 17, 4:00-5:00 pm, Players A

0.1 NIRSA CEUs

The definition of health and wellbeing varies dramatically from one institution to another. This presentation will explore the benefits and potential hurdles of addressing the needs of student and employee wellness programs. Operational paradigms, design fundamentals and project examples will illustrate ways to address these growing needs.

Learning Objectives

1. Attendees will receive in-depth looks at the different definitions of health and wellness on college campuses.
2. Attendees will understand the operational, design and environmental factors within the built environment that influence our behavior and potential outcomes.
3. Attendees will be immersed in several examples of integrated health and wellness models on college campuses.

Primary Topic Areas

Health & Wellbeing

Core Competencies

Facility Management, Planning & Design, Programming

Intended Audience

Mid-Level (Manager), New Professional, Student

Return to Play? Treatment of Sport-Related Concussions in Collegiate Recreation

Katelyn Peterson, University of Florida

Tuesday, October 17, 4:00-5:00 pm, Masters D

0.1 NIRSA CEUs

Imagine a sudden acceleration or deceleration of force causing the brain to shift in the skull. What do you do? This is exactly what happens when a concussion occurs. Recognizing return to play protocols and baseline testing tools can be important components in creating new concussion policies or updating established ones.

Learning Objectives

1. Identify three concussive symptoms and how to provide care.
2. Identify three baseline testing tools for concussions.
3. Distinguish protocols for return to play of sport club and intramural sport participants.

Primary Topic Areas

Risk Management/Legal Issues

Core Competencies

Legal Liability & Risk Management, Human Resource Management, Research & Evaluation

Intended Audience

Executive, Mid-Level (Manager), New Professional

Small Programs Roundtable

Geoffrey Nelson, Seminole State College of Florida

Wednesday, October 18, 9:10-9:50 am, Tournament Hall A

Join colleagues from small programs at colleges and universities from all over North America in a roundtable discussion led by the NIRSA Small Programs Advisory Council. Come and discuss issues relevant to small programs and ways in which to handle these issues. We will also talk about the resources small programs need to succeed.

Learning Objectives

1. Participants will learn how colleagues deal with issues specific to Small Programs.
2. Participants will learn of new and interesting programming offered at other schools.
3. Participants will be gain insight into best practices from a number of other colleagues.

Primary Topic Areas

Small College/Community College

Core Competencies

Programming, Facility Management, Planning & Design, Philosophy & Theory

Intended Audience

Executive, Mid-Level (Manager), New Professional

Student to Professional: A Roadmap for Success

Corrine Pruett, University of North Carolina at Greensboro

Eric Becker, University of North Carolina at Greensboro

Jonathan Hennessy, North Carolina State University

Tuesday, October 17, 9:30-10:30 am, Gallery AB

0.1 NIRSA CEUs

This presentation will cover the transition of one's path from an undergraduate position to a first year professional in the field of collegiate recreation and how to make the most of their experience as a graduate assistant. Topics will include but are not limited to mentorship, networking, professionalism and personal development.

Learning Objectives

1. Students will learn of at least three resources available to them to aid in their personal and professional development.
2. Students will receive a comprehensive overview of the transition from an undergraduate student to a first year professional.
3. Students will be provided information on how to be successful in areas of mentorship, networking, and professionalism.

Primary Topic Areas

Personal/Professional Development

Core Competencies

Philosophy & Theory, Personal & Professional Qualities

Intended Audience

Student, New Professional

Students See, Students Do

Dan Payne, James Madison University

Nora Osei, James Madison University

Katy Morgan, James Madison University

Tuesday, October 17, 4:00-5:00 pm, Masters E

0.1 NIRSA CEUs

We have all heard the phrase, "Somebody is always watching." but how true is that in campus rec? How do your actions affect others? In this session, participants will identify positive and negative behaviors in the workplace and how those behaviors impact others around them. You will also understand the importance of aligning your personal values to the organization's values.

Learning Objectives

1. Audience members will identify the importance of modeling their behavior after organizational and personal values.
2. Audience members will formulate specific actions that reflect positive and negative behaviors that align with their organization's mission and values.

3. Audience members will understand the impact negative behaviors can have on people intentionally or unintentionally.

Primary Topic Areas

Personal/Professional Development, Executive Leadership and Strategic Thinking

Core Competencies

Personal & Professional Qualities, Philosophy & Theory

Intended Audience

Mid-Level (Manager), New Professional, Student

Summer Camp 101: Learn to Create and Grow a Sustainable and Profitable Camp through Best Practices

Tom Soria, University of Miami

Dave Broadstone, University of Miami

Tuesday, October 17, 8:00-9:00 am, Masters C

0.1 NIRSA CEUs

Camp not only strengthens community and campus relationships, but it also provides an opportunity for increased revenue when students are away for the summer. This session will provide topics and issues that should be addressed or revisited by any department that is interested in starting a summer camp or those that already have one established.

Learning Objectives

1. Explore how to create and implement a quality, sustainable, revenue-generating camp program or improve your existing camp.
2. Determine what types of risk management policies/procedures are most appropriate and applicable for your program.
3. Examine best practices and trends that could be adapted and utilized for your camp program.

Primary Topic Areas

Programming for the Community & Unique Events,

Core Competencies

Programming, Human Resource Management, Legal Liability & Risk Management

Intended Audience

Executive, Mid-Level (Manager), New Professional

Surfing the Big Wave of Program Marketing

Connie Kottmann, Virginia Commonwealth University

Wednesday, October 18, 10:00-11:00 am, Masters D

0.1 NIRSA CEUs

Recreation continues to grow in scope and programs. How can marketers ride increasing waves of information, without "wiping out"? Learn how to make workflow more efficient and effective during rapid expansion. We will discuss working with people, processes, and systems to help market our programs effectively.

Learning Objectives

1. As a result of this presentation, participants will be able to analyze their current marketing workflow
2. As a result of this presentation, participants will be able to identify up to three ways they can improve processes in the areas of requests, graphic design, and content management
3. As a result of this presentation, participants will be able to exchange and expand their ideas for improvement by sharing at least one idea with the larger group

Primary Topic Areas

Marketing/Public Relations, Managing/Leading Professional Staff

Core Competencies

Business Management, Personal & Professional Qualities

Intended Audience

Mid-Level (Manager), New Professional, Student

Surveying the Field

George Bauman, Valdosta State University

Michael Wilcox, Valdosta State University

Tuesday, October 17, 3:10-3:50 pm, Masters AB

Assessing a program is a big part of improving for the future. This is a presentation looking at Valdosta State University's intramural sports program and an assessment project based off a survey given to participants. It will be an interactive presentation that will offer chances to give feedback and ideas. The topics discussed will be transferable.

Learning Objectives

1. The attendee will be able to identify new ways to attract potential participants to intramural sports, or the rec in general.
2. The attendee will know why students are attracted to intramural sports, and how to keep them returning, as well as get others involved.
3. The attendee will learn how to manage the necessary improvements to possibly make their programs more attractive.

Primary Topic Areas

Research/Assessment

Core Competencies

Research & Evaluation, Personal & Professional Qualities, Programming

Intended Audience

Mid-Level (Manager), New Professional, Student

Taking the Extra Step with Graduate Assistants: Professional Development at the Graduate Level

Sarah McDaniel, University of West Georgia

Erin Mitchell, University of West Georgia

Tuesday, October 17, 3:10-3:50 pm, Masters E

Are you wanting to develop your graduate assistants but don't know where to start? Are you a GA wanting to optimize your graduate assistant experience? In this presentation we will identify the importance of graduate student development and share ideas for creating a holistic way to include all recreation graduate assistants.

Learning Objectives

1. Participants will gain an understanding of how autonomous learning coupled with supervisor guidance can positively impact the graduate assistant experience in all areas of recreation.
2. Participants will learn how to effectively plan and execute a professional development program for their graduate assistants.
3. Participants will identify strategies to foster collaboration on professional development from both a graduate assistant and professional perspective.

Primary Topic Areas

Managing/Leading Student Staff, Personal/Professional Development

Core Competencies

Personal & Professional Qualities, Philosophy & Theory, Programming

Intended Audience

Mid-Level (Manager), New Professional, Student

The Aftermath of FLSA Implementations on Campus Recreation Centers

James Archibald, Valdosta State University

Shawn Phippen, Valdosta State University

Wednesday, October 18, 10:00-11:00 am, Gallery AB

0.1 NIRSA CEUs

Many campus recreation centers were impacted by the preparations for new changes to FLSA. However, many institutions did not reverse the changes made for the compliance after the law was halted. This presentation will focus on the effects on recruitment and retention of professional staff and the impact on student services.

Learning Objectives

1. To explain the effects of compliance implementations of FLSA on Campus Recreation Centers.

2. To develop strategies to assist Campus Recreation Centers that were impacted by FLSA compliance implementations.

Primary Topic Areas

Fiscal Management

Core Competencies

Human Resource Management

Intended Audience

Mid-Level (Manager), New Professional

The Connected Campus: Creating a Smart & Happy Community

Caroline Dotts, Georgia Institute of Technology

Michael Edwards, Georgia Institute of Technology

Tuesday, October 17, 8:00-9:00 am, Masters AB

0.1 NIRSA CEUs

Explore the impact that valuable data can have on health and well-being practices on collegiate campuses and discover how technology is being used to reduce barriers, influence positive behavior changes in well-being, and unite an entire campus through a robust, integrative platform.

Learning Objectives

1. Participants will discover how collecting real time digital and physical data at the campus recreation center has had an impact on health, well-being, and behavioral changes on a college campus.
2. Participants will be able to list barriers to healthy lifestyles as well as discover how to reduce barriers and relieve pain points using technology through a multi-dimensional well-being model.
3. Participants will understand the importance of how digital connectivity on collegiate campuses can lead to higher engagement and success across all aspects student life.

Primary Topic Areas

Technology

Core Competencies

Research & Evaluation, Philosophy & Theory, Facility Management, Planning & Design

Intended Audience

Executive, Mid-Level (Manager), Student

The NIRSA Professional Registry: What You WANT to Know

Tom Soria, University of Miami

Tuesday, October 17, 3:10-3:50 pm, Players A

What is the RCRSP? Where to I start and what are my resources to become a Registered Collegiate Recreational Sports Professional? Here's your chance to learn more about the Registry and how it can benefit you now and in the future.

Learning Objectives

1. Determine how developing a plan for growth will affect their future as a professional.
2. Identify the actions needed to be a life long learner in both personal and professional development.
3. Understand the value of how working toward a broad knowledge base will increase their credibility with others.

Primary Topic Areas

Personal/Professional Development

Core Competencies

Personal & Professional Qualities

Intended Audience

Executive, Mid-Level (Manager), New Professional, Student

The Pick of a Picture: An Examination of People of Color in Collegiate Recreation Program Guides

Jennifer Pecoraro, University of West Georgia

Tuesday, October 17, 10:40-11:40 am, Masters C

0.1 NIRSA CEUs

Through this interactive case-study, explore how people of color are presented in collegiate recreation program guides of Region II Institution Members. Learn in what ways sociology impacts marketing decisions regarding race/ethnicity and how recreation professionals develop marketing action plans to address underrepresentation.

Learning Objectives

1. Identify at least one (1) finding regarding how people of color are represented in Region II collegiate recreation program guides.
2. Identify at least one (1) barrier to participation across various program areas that influence biased marketing decisions.
3. Develop a strategic marketing plan that addresses underrepresentation of people of color in collegiate recreation program guides.

Primary Topic Areas

Research/Assessment, Equity, Diversity, and Inclusion

Core Competencies

Research & Evaluation, Philosophy & Theory, Business Management

Intended Audience

Mid-Level (Manager), New Professional, Student

The Wellness Trend: Where It Stands and Where It's Going

Bill Massey and Emily Parris, Sasaki Associates, Inc.

Tuesday, October 17, 2:00-3:00 pm, Masters AB

0.1 NIRSA CEUs

We will reveal first hand insights and feedback from twelve recreation directors from diverse educational institutions about what wellness means to them and how wellness programs are implemented. By examining data and commentary from those who operate these programs, we will identify successful business models and facilitate a wellness discussion on the meaning of wellness today and where it's headed in the near future.

Learning Objectives

1. Understand the diversity of wellness in the campus environment and how it is evolving
2. Relate to first hand wellness experiences at multiple institutions
3. Identify wellness elements that have been successfully implemented on other campuses and how they impact a recreation department business model

Primary Topic Areas

Health & Wellbeing

Core Competencies

Facility Management, Planning & Design, Programming, Philosophy & Theory

Intended Audience

Executive, Mid-Level (Manager), New Professional

Travel Guide to Promotions: The Perfect Itinerary

Brandon Barnes, Christopher Ell, Hannah Easterwood, University of West Georgia

Tuesday, October 17, 10:40-11:40 am, Gallery AB

0.1 NIRSA CEUs

Are you hoping to take on a promotion? Advancing to a responsibility-driven role can be difficult but knowing what skills are most sought out can help make this transition period easier. Although some students do not wish to pursue a job in campus recreation, one can still learn skills to take with them no matter what profession.

Learning Objectives

1. Participants will gain an understanding of student involvement theory to support a healthy environment for student and professional growth.
2. Participants will learn how to effectively transition into new leadership roles as an undergraduate student and graduate student.
3. Participants will identify strategies and tactics to optimize their roles and how the skills transfer to any career.

Primary Topic Areas

Managing/Leading Student Staff, Personal/Professional Development

Core Competencies

Personal & Professional Qualities, Facility Management, Planning & Design, Research & Evaluation

Intended Audience

New Professional, Student

Turning a Team into a F.A.M.I.L.Y.

Marty Dempsey, University of Florida

Caroline Ciell, University of Mississippi

Kyle Stump, University of Florida

Tuesday, October 17, 8:00-9:00 am, Masters E

0.1 NIRSA CEUs

This presentation will focus on building a community of care within a student staff. A staff can grow from a team into a family as they feel included and genuinely supported. Learn about the development of a staff incentive program, including leadership positions created to maintain and grow the program that can help build a sustainable community.

Learning Objectives

1. Participants will learn at least two opportunities for integrating an effective incentive program to create an inclusive and welcoming culture within a student staff.
2. Participants will discuss strengths and challenges of incentive programs, including opportunities for student staff to thrive in leadership roles to generate buy-in.
3. Participants will share ideas of successful staff events that focus on community, inclusion, and development.

Primary Topic Areas

Managing/Leading Student Staff

Core Competencies

Human Resource Management, Personal & Professional Qualities, Programming

Intended Audience

Student, New Professional

W3: Women, Work, & Well-Being

Stacy Connell, Georgia Institute of Technology

Caroline Dotts, Georgia Institute of Technology

April Lovett, Florida State University

Jen McKee, Florida State University

Tuesday, October 17, 4:00-5:00 pm, Gallery AB

0.1 NIRSA CEUs

At the intersection of work life and home life, many of us struggle to balance our professional careers with personal well-being. This session explores how to harmonize, not balance, all dimensions of personal well-being while pursuing senior leadership roles in campus recreation. Geared towards women but open to all genders.

Learning Objectives

1. Participants will identify personal barriers to healthy well-being practices and ways to reduce or eliminate those barriers in the workplace.
2. Participants will examine the relationship between elements of well-being and their personal and professional roles.
3. Participants will create a personal road map for success in harmonizing personal and professional dimensions of well-being.

Primary Topic Areas

Health & Wellbeing, Personal/Professional Development

Core Competencies

Personal & Professional Qualities, Philosophy & Theory, Research & Evaluation

Intended Audience

Executive, Mid-Level (Manager), New Professional

We Asked, They Said, We Are Closing the Loop and Communicating

William Ehling, East Carolina University

Jenny Gregory, East Carolina University

Kristen Byrum, East Carolina University

Courtney Johnson, East Carolina University

Jalen Courts, East Carolina University

Tuesday, October 17, 9:30-10:30 am, Masters C

0.1 NIRSA CEUs

The presentation will review the data collection for a new facility, operating hours and fitness equipment. In addition, the collection of group fitness program current assessment as well as ideas for the future. The scenarios will provide how data was collected, analyzed and then the response to users in the form of action steps.

Learning Objectives

1. As a result of attending this program, a participant will be able to identify and articulate at least two ways to reach out and collect feedback from users and non-users.
2. As a result of attending this program, a participant will be able to relate to the analyses and responds to data collected to close the loop for assessment purposes.

3. The participants will take away at least two ideas for closing the loop from this presentation to apply at their institution.

Primary Topic Areas

Marketing/Public Relations

Core Competencies

Business Management, Programming, Philosophy & Theory

Intended Audience

Mid-Level (Manager), New Professional, Student

Where Are We Going? Creating a Developmental Road Map for Your Student Leaders

Brandon Miller, University of South Florida

Christine Sherry, University of South Florida

Wednesday, October 18, 10:00-11:00 am, Masters E

0.1 NIRSA CEUs

With the job market being so competitive, it's more important now than ever to have a standout resume. Learn how the professional staff at the University of South Florida are creating developmental road maps for their student leaders to ensure they have the highest level of career readiness upon graduation.

Learning Objectives

1. As a result of attending this session, professionals will be more equipped to develop work assignments tailored to each student's future goals.
2. As a result of attending this session, students will be able to articulate career readiness areas that they wish to improve upon to their supervisors.

Primary Topic Areas

Managing/Leading Student Staff, Student Learning Outcomes

Core Competencies

Philosophy & Theory, Personal & Professional Qualities, Human Resource Management

Intended Audience

Mid-Level (Manager), New Professional, Student

Why Your Summer Camp Needs to Implement a Counselor In Training Program

Nora Osei, James Madison University

Wednesday, October 18, 9:10-9:50 am, Masters C

Counselor In Training Programs are an up-and-coming program within summer camps. They create intentional learning environments for the training and development of high school students who are passionate about

camp and working with children. Learn how implementing a CIT program can be beneficial to your department AND your community!

Learning Objectives

1. Participants will be able to describe what a Counselor In Training (CIT) Program entails.
2. Participants will be able to summarize the CIT job role, expectations, and responsibilities.
3. Participants will be able to identify three positive reasons their campus recreation department should implement a CIT program in their summer camp program.

Primary Topic Areas

Programming for the Community & Unique Events

Core Competencies

Programming

Intended Audience

Mid-Level (Manager), New Professional

Work In-Laws: Inheriting a New Staff

Liz Newcomb, University of North Carolina at Charlotte

Joey Acquanita, Campbell University

Stephon Porter, Campbell University

Tuesday, October 17, 9:30-10:30 am, Masters AB

0.1 NIRSA CEUs

Have you ever started working at a new university in a leadership position with staff that you didn't hire? There are many challenges you are faced when working at a new school and with a brand new staff. We will discuss how to work with a new staff as a new professional in a brand new environment.

Learning Objectives

1. Recognize and Understand Your Own Leadership Style
2. Understand Cultural Differences Between Institutions
3. Things to Avoid When Becoming Their "New Leader"

Primary Topic Areas

Personal/Professional Development, Student Learning Outcomes

Core Competencies

Personal & Professional Qualities, Philosophy & Theory

Intended Audience

New Professional, Student

You Just Got Served: Incorporating Service Opportunities into the Student Experience

Jenny Rodgers, Clemson University

Emily Theys, Clemson University

Tuesday, October 17, 9:30-10:30 am, Masters D

0.1 NIRSA CEUs

When looking at student experience, we often focus on helping students develop the necessary skills to be successful in their current jobs and jobs after graduation. But how do we ensure that we're also preparing them to be active citizens? This presentation will take a deeper look at service ways to incorporate it into the student experience.

Learning Objectives

1. As a result of attending this session, participants will be able to identify opportunities for service within your campus community, and find ways to make service accessible for student employees and participants.
2. As a result of attending this session, participants will be able to, articulate the importance of service and civic engagement to students, preparing them to be well-rounded, active citizens.
3. As a result of attending this session, participants will be able to, incorporate principles of servant leadership into your own management style to effectively motivate and encourage students to engage in acts of service.

Primary Topic Areas

Student Learning Outcomes, Programming for the Community & Unique Events

Core Competencies

Personal & Professional Qualities, Programming, Human Resource Management

Intended Audience

Mid-Level (Manager), New Professional, Student