

UC San Diego Recreation
Leadership Council Annual
Report: 2022/2023
Academic Year

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UC SAN DIEGO

RECREATION

I. Introduction

This report was crafted with the intention of creating a written history of the 2022-23 RLC term, as well as to advise the incoming 2023-24 Recreation Leadership Committee. The following report will serve as a summary of the activity of the RLC over the previous academic year and provide the foundation on which the council operates. All events and projects overseen by the RLC council from June 2022 until May 2023 are listed here, along with improvements or notes suggested by the 2022-2023 executive chair. The by-laws, originally established in 2016, were updated and approved most recently in **Spring 2023**. These hold the Recreation Leadership council as an entity in UC San Diego Recreation, recognized by its Director, Rich Mylin. Moving into the 10th year since the council's inception, and the 8th year as an acting agent in an established role by the department, the RLC expects to encourage unity across program units, council member participation and development, and to expand the ways that the council benefits student staff, professional staff, and the patrons that create the UC San Diego Recreation community.

II. By-Laws

Recreation Leadership Council (RLC)
University of California, San Diego
By-Laws
Approved Spring 2022

Article I: Mission & Purpose

The Recreation Leadership Council (RLC) provides guidance within the Recreation department to enhance the experience of the broader campus and promote lifelong well-being, growth, and success. The RLC fosters unity among all the Recreation unit/program areas, listed below in Article II. The RLC is to serve as a voice to ensure each unit/program area can advocate ideas and concerns pertaining to their unit/program area as well as the broader department of Recreation.

Article II: Membership

1. Delegates:

- a. One (1) Delegate, Aquatics
- b. One (1) Delegate, Business Office
- c. One (1) Delegate, Competitive Sports
- d. One (1) Delegate, Engagement/Marketing

- e. One (1) Delegate, Esports
- f. One (1) Delegate, Event Operations
- g. One (1) Delegate, Facilities Supervisor
- h. One (1) Delegate, FitLife
- i. One (1) Delegate, Fitness Gyms
- j. One (1) Delegate, Maintenance
- k. One (1) Delegate, Outback Adventures
- l. One (1) Delegate, Tec Cafe
- m. One (1) Delegate, Rec Classes
- n. One (1) Delegate, Rec Experience
- o. One (1) Delegate, Recreation Inclusion Council

2. Election of Delegate Appointment

- a. Applications for delegate positions will be due by 11:59 PM on Friday of week 6 of spring quarter.
- b. Voting will occur during the week 7 meeting of spring quarter.
- c. Application responses will be distributed to the board ahead of the vote to ensure informed voting.
- d. For positions without running mates, a simple majority vote will ensure their appointment.
- e. For positions with multiple applicants, voting members will cast a ballot with their top choice.
 - i. If more than 3 applicants exist, the lowest voted applicants will be removed and another vote will be cast for the remaining two applicants.
 - ii. In the case of a tie, the Chair will be the tiebreaker.
- f. In the event that a delegate position has not been filled after the voting period has ended, applications will be accepted on a rolling basis.

3. Terms of Delegate Appointment

- a. Voting members will serve in duration for one academic year.
- b. Voting members may renew their position by voicing to the Executive Board an intent to continue.
- c. To be a voting member on RLC, students must be:
 - i. In good academic standing.

- ii. Have served for their unit/program area for at least one academic quarter.

4. Executive Cabinet Officers:

- a. One (1) Chair
- b. One (1) Vice Chair
- c. One (1) Assistant Chair

5. Election of Executive Cabinet Officer Appointment:

- a. Applications for the Chair, Vice Chair, and Assistant Chair positions for the following academic year will be due by 11:59 PM on Friday of week 8 of winter quarter.
- b. Voting will occur during the week 9 meeting of winter quarter.
- c. Application responses will be distributed to the board.
- d. In the case of a tie, the Professional Staff advisor will be the tiebreaker.
- e. For executive positions without running mates, a simple majority vote will ensure their appointment.
- f. For positions with multiple applicants, non-running voting members will cast a ballot with their top choice.
 - i. If more than 3 applicants exist, the lowest voted applicants will be removed and another vote will be cast for the remaining two applicants.
 - ii. Professional staff advisor will be the tiebreaker in the case of a tie.
- g. In the event that an Executive Cabinet position is not filled after the voting period has ended, the council may determine a date to accept new applications.
- h. If an officer is unable to follow through with their position
 - i. Establish a new date for applications and follow normal cabinet officer voting procedures

6. Terms of Executive Cabinet Officer Appointment:

- a. Executive Cabinet Officers will serve in the duration of one year, spring quarter through winter quarter of the next school year.
- b. Vice Chair and Assistant Chair positions will retain all voting privileges of delegate members.

- c. The Chair position will reserve their voting privileges only to cast a tie breaking vote.
- d. Outgoing officers will serve at the behest of the new executive cabinet for the remainder of the academic year. They may attend meetings, and supply guidance, but will have no voting privileges.

7. Non-Voting Members:

- One (1) Director: Recreation
- One (1) Professional Staff Advisor
- Three (3) Professional Staff
- One (1) Alumni
- One (1) At Large

8. Election and Terms of Non-Voting Members Appointment:

- a. The current RLC voting members will take requests from professional staff and alumni who desire to be the council's advisor and vote on these positions during the last week of Spring quarter.
- b. The professional staff advisor position is decided by a majority vote and will serve a 1 year term.
- c. The professional staff advisor is the main point of contact for the board and attends cabinet meetings upon request.
- d. Non-voting professional staff will assist the Advisor as additional points of contact for the board.
- e. Non-voting members will serve a term for one academic year.
- f. Non-voting members can serve multiple terms upon appointment and approval of the RLC voting members.

Article III: Roles & Responsibilities

1. Attendance:

- a. Date, time and frequency of meetings for the upcoming quarter is to be established by the newly elected council by the end of preceding quarter.
- b. If a member is unable to attend a meeting, they should notify the Chair or another officer of the Executive Cabinet at least 24 hours in advance.
- c. A proxy may be sent to represent a program area if the delegate is unable to attend. The proxy will not retain delegate voting privileges.

2. Responsibilities of Delegates:

- a. Delegates are to attend meetings.
- b. Bring updates from their unit/program area.
- c. Share relevant information from the RLC back to their unit/program area.
- d. Participate on a minimum of one subcommittee.

3. Responsibilities of the Executive Cabinet:

- a. Preparing meeting agendas and minutes
- b. Delegating responsibilities to board members, and representing the board at outside events/meetings.
- c. Suggest ad hoc subcommittees as needed and put them up for a vote to the council for implementation
- d. (1) member minimum must participate on each subcommittee formed.
- e. Conduct Cabinet meetings outside of weekly meetings.
 - i. Must be held at least twice (2) per academic quarter.

4. Responsibilities of the Chair:

- a. Calls and presides over regular and cabinet meetings.
- b. Prepares agendas for cabinet meetings.
- c. Calls for cabinet meetings with the Recreation Director at least (1) per academic quarter to communicate updates and goals of both the Recreation Department and the RLC.
- d. Prepares RLC budget.
- e. Prepares an RLC Annual Report.

5. Responsibilities of the Vice Chair:

- a. Presides over meetings in the absence of the chair.
- b. Communicates with marketing to ensure that RLC webpage is up to date.
- c. Serves as RLC member of the Recreation Facility Advisory Board (RFAB). Should they be unable to attend regular RFAB meetings they may select a replacement from within the RLC to serve in their stead.

6. Responsibilities of the Assistant Chair:

- a. Records meeting minutes.
- b. Greets, welcomes and orients guests to RLC meetings. Acts as timekeeper for meetings.
- c. Serves as RLC member of the Recreation Inclusion Council (RIC). Should they be unable to attend regular RIC meetings they may select a replacement from within the RLC to serve in their stead.

7. Voting:

- a. Rec Rules of Order shall be the official authority on procedure.
- b. A quorum shall consist of a minimum of 3 voting members.
- c. Any member may participate in discussion of any item. However, only voting members will be permitted to exercise voting privileges on any issue.
- d. All voting actions must pass with a simple majority vote of the RLC members in attendance.
- e. Members must have knowledge and have formed an opinion on the articles under vote before a final vote is reached.

Article IV: Amendments

1. These bylaws may be amended with the creation of a subcommittee. All proposed amendments shall be voted on in a general meeting. The amendments must have been circulated at least one week prior to the meeting.

III. Summary of Changes

As of May 25th, 2023 there have been no changes to the by-laws since the last annual report written by Trevor Rawdon.

IV. Budget

Item	Requested Amount
Rec Gives Back	\$200.00
EOTM	\$480
Apparel	\$900
Team Bonding	\$864
Total	\$2,444

V. Internal Outreach

This year, RLC was fortunately able to return to having in person meetings. There were also several department wide changes, such as the merge of Recreation Experience and Fit Gyms, the merge of Aquatics and Aquatics Classes, as well as a new marketing director, a new wellness program manager, a new aquatics events coordinator, a new recreation experience supervisor, and a new financial services specialist. With all of these changes, RLC decided to prioritize team cohesion and creating a consistent resource for students and prostaff to turn to with questions or discussion items. The council looked to make sure student staff were being recognized through our Employee of the Month program, additionally setting the council up as a conduit between the Recreation Director and the Recreation student-staff. The 2022-2023 RLC set up goals that looked to bring back teamwork and culture to Recreation as a whole, more than just specific departments feeling connected. The council was able to achieve these goals, namely expanding up to 18 members of the council and gaining significantly more recognition across campus, by establishing fun and useful staff events, helping with staff training, and being a sounding board for ideas from the Rec Director, as well as student staff.

A. REC Welcome Back Tailgate

The Recreation Welcome Back Tailgate occurred during week 0 of fall quarter, with the goal of welcoming back Recreation staff to campus in the first year transitioning back to full in person, as well as increasing cross-departmental bonding.

The Recreation Leadership Council planned to tailgate the women's soccer game, providing law games, music, and barbeque before the game on NCRA field. There was a lower turnout than desired, but those that did attend had a great time and made great use of the opportunity.

As some notes for next time, more attention should be focused on making sure that departments are aware of events happening, and that the marketing campaign sits for a while with both pro staff and student staff. Additionally, most of the event set up was performed by Jason Dillon from aquatics, Tyler James a temporary full time staff, and Hanna Bush the RLC Executive Chair. In future events that are meant to support the student staff, it would demonstrate a larger buy-in from prostaff if they were to help set up and tear down the event so that students can fully enjoy.

B. REC Gives Back

This year's Rec Gives Back expanded on an idea discussed last year, which was collecting both canned goods and kitchen utensils to give to Triton Pantry. One of the best improvements we made this year was to start planning over summer so the event could be run as soon as fall started. This was crucial, as it allowed the council to submit marketing requests in advance, request event "swag" as well as keep the RLC meeting regularly bi-weekly over the summer. We accepted donations from October 1st until November 15th at Canyonview Aquatic Center, RIMAC, Main Gym, and TEC. In order to increase participation, we made it a competition not between departments, but between facilities. This allowed smaller program areas such as e-sports or marketing to compete without the disadvantage of student staff size. There was also a secondary goal of increasing communication between program areas that share the same facility, such as Recreation Experience and Competitive Sports. The 2023 Rec Gives Back event was meant to be a starting point for an annual tradition, more so than a one-off event.

Our marketing included purchasing 5 large yellow bins and blue lids for donations for each program area that are the property of RLC. We also created two graphics- one for the 2023 event, and one that can be used for all future events as a continuous Rec Gives Back Logo, both of which are attached below. We published the event flier in all locations on the donation bins, as well as on the video boards. We also sent out teams messages with more information, including updates about how much had been collected. At the end of the event, we had collected 85.1 lbs of donation items, with Canyonview Aquatic Center being the winner of the competition collecting more than 75% of the final tally.

As part of the tradition we hoped to create, we asked Ronald Marciki, the Master's Director, for help creating a trophy, as well as stickers to give out to the winning facility. Winners were announced at RECAPALOOZA, and may hold on to the trophy until the 2024 RECAPALOOZA. The trophy was created with miniature blue and yellow trash bins, meant to mimic the yellow donation bins that will be reappearing in subsequent years.

Notes:

Next year, it would be advantageous to make sure that all departments are more aware of the drive before it happens, and make sure that departments have more care about the donation bins. In 2022 in RIMAC and Main Gym there would often have been trash thrown in the donation bins. A potential solution besides increasing awareness is branding the yellow donation bins with "Recreation Leadership Council", that way they are still usable for multiple events but it is clear what they are for. We found an identified need for more promotion for the Pro Staff across the Recreation department to help contribute to this event's success.

There is also an identified need for a longer marketing campaign before the event starts. While we included significantly more marketing this year, there still seemed to be a lot of last minute donations since the marketing campaign started at the same time as donation collections, and it took patrons and employees time to see the signage and remember to bring their goods in. This problem could be solved by promoting the event at the beginning of the quarter, and collecting week 5 through week 10, instead of week 3 through week 7 as was done in 2022.

C. REC to Careers

Similar to the planning structure of Rec gives Back, RLC elected to shift the planning of this event to fall quarter, despite the event taking place in winter quarter. This allowed for more time to gather alumni, establish what the event would like, and reclaim planning from the Student Development Committee. The goal of the 2023 Rec to Careers event was to give students the opportunity to practice what is needed for the job market of the future, and get personalized help while still including an alumni panel. The RLC partnered heavily with Liz Henry from Engagement to ensure that there were opportunity drawings, gifts, and food for the attendees. The planning committee decided on an RSVP form that allowed students to select if they would like to be partnered with a career staff that would do a 1 on 1 resume workshop with them, or if

they would solely like to attend the event. 19 students selected to participate in the resume workshop.

The event itself featured a structured timetable designed to let students participate in a variety of activities in an attempt to offer a wide array of information. First was a presentation from Paul Bergman about how linkedin should be used, and how to get the most out of creating connections through online job resources. One of the pieces of information that Paul emphasized was networking, which transitioned smoothly into the next activity: a networking "game". This was successful on two fronts, it allowed students to practice networking skills for applying to jobs, as well as created new connections across departments with the students that came to the event. After, several alumni presented a brief overview of their work history and how they had reached the current point in their career. Jason Dillon had prepared several questions for the alumni that expanded on experiences in the post-student work environment, and what the job search was like for these alumni. The question and answer section engaged students more than any other section, and mostly included questions surrounding the fear of applying to a limited job market, as well as how possible it is to change career paths.

Notes:

While the 2023 event boasted a high turnout, a hybrid option would have provided more students the opportunity to join and learn from the alumni that were present. Similarly, a recorded panel or short notes that could have been sent in the Recreation Student Staff Teams would have allowed for students that could not attend at all at that time to still receive some of the wisdom. Saturday was a great day to host Rec to Careers, but in order to obtain more club sports engagement it should be encouraged to not host on a tournament weekend, which will be difficult to accommodate.

D. RECAPALOOZA

The 2023 RECAPALOOZA was highly successful, with 155 student staff attending, 44 more than attended last year. In an effort to increase participation, Marc Beasley pushed forward the idea of a themed event, with the focus being "fun" to reward student staff for the hard work that they have put in this year. In order to align

with this vision, Marc proposed a Carnival theme, which was met with a great deal of support from the RECAPALOOZA subcommittee. The theme would take place with planned small carnival games that staff could enter as a team, and had the ability to win prizes based on the points scored. There were also themed decorations throughout the room, with Marc and Hector Fletes as ring masters to give the opening speeches, as well as honor the seniors and present awards (Ajani McKenzie for Active Triton, Kate Seely for Employee of the Year, and Leo Ho for the Emily Kunselman Leadership Award). While dinner was not in theme, there were still snacks themed to match the event. Finally, what may be the highlight of the night, there was a dunk tank just outside of the building featuring different prostaff taking turns as a victim. Allison Lane, Jason Dillon, Kevin McGlone, Chris Griebenow, Isaac Brandl, and Marc Beasley all bravely volunteered for this position, as well as working others throughout the night.

The other aspect of the event that turned out to be a hit was the inflatable obstacle course that groups could run either as individuals, or as teams. The student staff became highly invested in this event, with teams running often 3 or 4 times. This also allowed for program areas to compete against each other, which increased cross departmental participation. Additionally, the RLC ordered UC San Diego Recreation keychains to give to attendees, as something that they can keep on them that unifies them as Recreation staff as a whole, regardless of program area. Additionally, to make the awards more significant to the student receiving them, this year the council decided to order small awards to give to the winners during their speech.

Overall, the event was an incredible success with most students playing games or running the obstacle course long after food was served which is often the point that events lose students. One of the aspects that made this event so successful was the large presence of prostaff running the games, dunk tank, prize table, and obstacle course. This not only allowed students that would usually be working these events, such as the RLC and the RIMAC Events Team to enjoy, but also allowed students to see prostaff outside of the traditional work hours in a less-formal setting, demonstrating their care for the student-staff. The RLC RECAPALOOZA Subcommittee kept a strong focus on making sure that the event was easily accessible to students even if they were working, and that everything that would be occurring would be what the students wanted, not what RLC or prostaff would want to present to the students. Giving gifts, getting Noodles and Co. to cater, and having tangible awards and fun games are just some of the ways that an event like this is able to give back to students.

Notes:

In future years, I would absolutely keep competition events like the obstacle course because not only do staff love them, but large items like that take up space in the arena so it feels more full and complete, and less like a basketball arena. Branching off of that idea, I would put a lot of effort into decorating the arena to make sure that the event feels encompassing, or even consider the idea of holding it somewhere else on or off campus, maybe renting out a space. I would also make sure audio and visual work before the event, as it was often difficult to hear the ring masters in a large space like Liontree Arena. Prostaff should be more involved from the get go, even potentially opening up the subcommittee to non-RLC prostaff.

My next suggestion has already been implemented to an extent, but there should be more student staff awards available for nomination, and the nomination form needs to be more utilized by student staff, and presented harder by prostaff. Of the 33 nominations received, only 19 were from student staff, and 16 of those nominations were from Aquatics student staff, demonstrating the importance of advocating for program areas to nominate student staff that they feel strongly should win awards. However, with a student staff of roughly 500, only having 3 awards often leaves smaller program areas without awards as they are not seen as having the same impact as other program areas that service more patrons. There has been discussion of a Director's award from Rich Mylin that RLC members would be eligible for that I support, but there needs to be an additional award for staff that highlights strengths of smaller program areas, such as teamwork. This could be an award that is submitted as a team, perhaps limiting a nomination to a team of 3 that all win together based on the work they have accomplished the past year. The recreation student-staff is an incredibly developed team that services most of the most-used facilities on campus, and there is no shortage of awards that can be given out in any program area.

E. All Staff Training

In order to increase RLC participation and awareness of the council in Recreation, RLC sent Bo Oliver to answer questions as a part of the "Recreation Resources" session of the All Staff Training. There was a lot of engagement, and many students had more questions about RLC or approached Bo about when positions on the council would become available for application. An unintended bonus RLC exposure was Hannaford Bush, the RLC Executive Chair who ran the first aid review portion of the training. Many students also approached her after speaking with Bo in the Rec Resources session to ask more questions, or even discuss things with Hanna that they wanted to bring up to RLC. As more exposure and staff interaction with RLC

was one of the goals that the council set at the beginning of the year, this was a great way to achieve that and led to council members often getting recognized from the training later in the academic year as well.

Notes:

After this training, the RLC made time in one of their meetings to come up with positives and areas of opportunity for the training. The RLC delegates that participated in the presentation side of training stated that it was fun to be on the panel and in front of an audience, and they loved the recognition that RLC was achieving. There was also a good balance of interactive and informational sessions, with the interactive being first aid and the EAP review, and there was lots of interaction (i.e. being partnered with someone from another department), and students felt that the customer de-escalation training was incredibly helpful.

For next All-Staff Training, the RLC suggests that the information provided needs to be diverse in use, as many discussions don't apply to certain departments and can feel alienating, such as discussion of fires in buildings for Outback because they would occur outside, or dress codes not applying to lifeguards. For those staff verging on graduating, it was too similar to the 2019 training, so if this is going to be run every year it needs to change between years so that staff are always learning something new. It would also be beneficial during panels and informational sessions to give more time to questions from participants so they can tailor the session to what they need. For the fire alarm EAP drill, it should be at a set time as some sessions were sent out early and missed the importance of the drill as it occurred several minutes after staff were told it would. In this same vein, if the fire alarm is going to be pulled then there should be a trigger warning for students as this is a highly disruptive event that could have major impacts on students with disabilities, or issues with loud noises. Lastly, while food was ordered for staff there was not enough, so students that had gone through the steps of the EAP and assisted with a victim that made it out slowly ended up without food. It was a great first run after covid, and there is a lot of areas to grow in, particularly surrounding appreciating all departments and making sure that a strict timeline is followed.

F. EOTM

Employees of the month:

- Portia Restuccia- Rec Classes (October)
- Naomi Esparza- Aquatics (November)

- Jonathan Foster- Competitive Sports (December)
- Brianna (Bri) Claros- Competitive Sports (January)
- Katie Ries- Events (February)
- Aminah Chavez- Aquatics (March)

The employee of the month program continued seamlessly from last year, with a break over the summer as the council was not meeting as regularly. Winners received a \$100 STAR award, a \$25 gift card to either Amazon or Target, social media shout-outs, an invitation to lunch with the Recreation Director, and posters around the recreation facilities.

For future Employees of the Month, it would be nice to streamline the process as the marketing request currently takes several weeks to go through to get posters, as well as waiting for program areas to email back with the answers to the EOTM questions to put in the marketing request. The process is hard to keep track of, and either needs to sit at the forefront of the executive chair's mind, or maybe reminders can be attached to the google calendar to check in on the state of the request.

VI. External Outreach

A. SALT Trip

The RLC and the SDSU Student Advisory Team (SALT) groups met on Monday, May 1st at San Diego State University. Transportation was provided through Outback Adventure cans. RLC and SALT shared the make-up of each of their teams, the history of their programs, as well as shared experiences, best practices, and opportunities for growth. The RLC was treated to a tour of SDSU's newly remodeled Aztec Recreation Center and learned about their sustainability practices of the LEED double platinum facility. Both groups shared an enthusiasm to meet over the summer and discuss a future collaborative philanthropy project, and the RLC expressed a desire to host a future joint RLC/SALT meeting during the 2023-2024 academic year and allow for the opportunity to tour UCSD facilities. Special thanks to Robert Jaffe for reaching out to his SDSU contacts and arranging this meeting.

VII. Outstanding Commitments

This year, RLC took on many discussions and projects that did not fall into one of the event categories above. These discussions were often not seen by students, but that did not prevent them from being any less impactful. The following subjects allowed RLC to meet goals set by the committee at the beginning of the year, and ensure that the projects the RLC was taking on were directly impactful to staff in meaningful ways.

A. Devices Policy

At the beginning of winter quarter, the Recreation Director emailed the RLC executive team with a potential discussion of banning student devices during work hours, as there had been several customer service issues because of staff using personal devices. The executive team brought this idea to the full council, where the discussion switched away from figuring out a solution, and more towards determining the root of the problem. The RLC came to the conclusion that it was more likely an issue with customer service and making sure that students have enough training to feel confident handling customer interactions, but also have enough managerial support behind them to be held accountable as well as feel motivated to make better customer service decisions. One other important thought that was interwoven into this discussion is that it is difficult to make one rule for many departments that have different requirements, as Recreation spans so many departments with different requirements in each position.

Proposed Solution: A customer service training session for all front desk and supervising staff that discussed the importance of good interactions, and added in devices as an inhibitor in the discussion rather than it being the focus.

B. Music

After the RIMAC incident that lost recreation facilities music access, there were many options to take the place of the system that had existed. After a period of time with no music, it was decided that there should be something to replace the almost unfettered access that had existed, but would require a significant amount of trial and error. RLC was privileged enough to contribute to all of the decisions concerning the music being played throughout the facilities. First with the new Sirius XM boxes that allowed for specific stations to be played that did not include explicit music, and secondly with Soundtrack Your Brand, the Spotify approved business music option.

Sirius XM unfortunately brought its own set of problems, namely that there were limited options, limited skips, and often the stations were still explicit. As an alternative, Soundtrack Your Brand was proposed that allows for playlists to either be made from the list of approved songs, or a playlist can be imported from Spotify and music that is not allowed will be filtered out. This solution will be tested out in RIMAC before a wider implementation, but allows for more personalized music, better bonding for staff that can make playlists together, and still meet all the requirements for a family-friendly workout space.

C. Outback Funding

Dylan Mullaney, the RLC Outback Adventures Representative brought it to the RLC's attention that over covid Outback staff had the Wilderness First Responder (WFR) certification covered. This certification is a week long and is only offered over the summer, just following the end of spring quarter, but it is also a promotion qualification. Dylan informed the executive board that this year students that wanted to pursue a WFR certification would be required to cover the cost of the certification, roughly \$600-\$800. This creates a huge barrier to entry, and stops staff that cannot afford to pay from reaching higher positions in the program. The executive board approached Rich Mylin with several solutions:

1. Have a student become instructor certified, and then teach WFR classes with no certification cost
2. Create a scholarship system where staff could have the cost of the certification subsidized
3. Create an application process for staff to apply to be sent to receive a WFR cert
4. Flat out cover the certification cost for interested students

Rich felt strongly that this should be included in Outback Adventure's budget, and decided that option 4 best fit his idea of what the program should look like.

D. Students on Prostaff Committees

At the Spring Quarter Executive Board meeting with the Recreation Director, Rich proposed the idea of students participating on Full Time Career Staff hiring committees- both as a professional development opportunity for students, as well as to ensure that prostaff being hired were a good representation of what students were

looking for in their supervisors. Students would be required to take an implicit bias course before interviewing, and would submit their availability into the interviewing schedule. When a FTE position is posted, Rich will reach out to RLC to see if a council member is interested, if no one is then the council members will propose alternatives that they feel could benefit and provide good feedback on the position with the rest of the hiring committee. Bo Oliver, the 2023-2024 Executive Chair was the first student to participate in this role, on the Recreation Experience Supervisor hiring committee.

E. U-Pass- Ongoing

The final project that the RLC took on is yet to be completed. In the summer of 2022, the Executive Board discussed the problems that staff have commuting to campus, since they are often ineligible for long-term parking passes, and the UCSD MTS pass is not provided over the summer as it is during the school year. The Executive Board proposed that it would be an incentive to work for Recreation, as well as encourage students that usually drive to take more climate-friendly transportation by covering the cost of the MTS pass for any Recreation student-staff working over the summer.

This idea has progressed, albeit slowly. First RLC and outside prostaff came up with a way to track who would be working over the summer and who would not, while Rich looked to see how it could be supported from the budget. The plan was to have this implemented for the summer of 2023, but due to obstacles it was not ready to release in time. The RLC hopes that over the next year they can continue the work done on this project to support the student staff that make Recreation's facilities run.

VIII. Closing Words

I feel so lucky to have been able to participate on this council, especially in the Executive Chair capacity. Watching the council grow and seeing so many amazing students step into roles, expand their voices, and learn to be comfortable disagreeing has been one of my favorite things about working in Recreation. I think the RLC is on a wonderful path forward, and it is led by some of the best student staff that I know. I look forward to hearing about the changes, progress, and overall fun events that they have created in the upcoming years. RLC will undoubtedly continue to be a sounding board, and I believe will only build up its reputation and impact as it establishes itself more each year. RLC provides so much for the students on the council, the staff that

bring up discussion items, and the prostaff that are able to connect with more students outside of their usual program area. The Recreation Leadership Council is an incredibly valuable resource, and will be crucial in establishing Recreation as one department with different program areas, rather than isolated factions that perpetuate communication issues throughout the department. RLC should look to support the RIC in the upcoming year, and meet informally to create lasting friendships as much as possible.

I will miss this council so much, but I am even more excited to see it transition into the hands of Bo Oliver, Dylan Mullaney, and Cynthia Gao on the executive board. I think this team will take the council to new heights, create new projects, and foster growth in their delegates as they themselves learn and continually challenge themselves and others. It has been amazing to work with such incredible prostaff, and I would hold my time on this council close to my heart.

Hannaford Bush
Executive Chair 2022-2023
Recreation Leadership Council