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The Best Way to Assure the Future is to Invent It: the UND Wellness Center

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UNIVERSITY OF NORTH DAKOTA
1883-2008
CELEBRATING 125 YEARS

THE BEST WAY TO ASSURE THE
FUTURE IS TO INVENT IT:
THE UND WELLNESS CENTER



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December 2007

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The Best Way to Assure the Future is to Invent It

UND Wellness Center

A History

2002-2007

The seeds are sown

The Wellness program at the University of North Dakota officially began on May 20, 2002, with the hiring of the first Director of Wellness, Laurie Betting. But its seeds were sown two years before that with the formation of the Healthy UND Coalition. This group was initiated as a result of a campus-wide meeting in April 2000 at which students, faculty, and staff discussed and identified their ideas for wellness priorities for the UND community. Then, in October of that year, University President Charles Kupchella officially launched the Healthy UND Wellness Coalition and charged Vice President for Student and Outreach Services Dr. Robert H. Boyd with its organizational oversight.

These pioneers recognized that wellness was more than physical health, and they identified seven dimensions of wellness: spiritual, psychological, environmental, intellectual, social, vocational, and physical. A steering committee was appointed and seven subcommittees formed to address the seven dimensions of wellness. The steering committee and the subcommittees were each led by two co-chairs: one student and one faculty or staff member. The first steering committee co-chairs were graduate student Jerel Brandt and staff member Jerry Bulisco.

Among the recommendations coming from the Coalition in 2002 was that a Director of Wellness be hired, and funding for the position was approved by the President's office. The Coalition also endorsed a concept paper describing a future UND Wellness Center. Student government leaders who were also members of the Coalition took these ideas to students for their input. Their discussions resulted in a student concept paper being written as well, in which students' vision of a wellness center was articulated. Some of the student leaders in this effort were Mike Cleveland, Matt Brown, Sharleen Jenniges, and Jerel Brandt.

Early plans for a Wellness Center

In March of 2002, a plan developed by architects Schoen and Associates emerged. This plan described an \$8 million renovation of the Hyslop Sports Center to develop a Wellness Center. The plan included further renovations of athletic facilities, costing \$12 million. The \$8 million Hyslop renovation was to be paid for by a student fee allocation of \$50 per semester for a period of 30 years. The athletic complex would be paid for by alumni dollars and local funds.

On April 3, 2002, a non-binding resolution was presented to the student body, asking them to vote yes or no to creating a student fee allocation to pay for the Hyslop renovation to turn the building into a Wellness Center. The \$50 fee was thought to be sufficient to operate the new Center as well as pay for renovation. Students approved the measure by a vote of 803 to 439. The Student Senate subsequently approved a fee increase of \$50 per semester

In May of 2002, Laurie Betting was hired as the first Director of Wellness. She was charged with developing programs and facilities to promote wellness at UND in all seven dimensions. This was a pretty tall order, considering she had no office, no phone, and no staff. However, the President's office allocated some start-up funds, office space was found in Hyslop, and plans began to develop more quickly than anyone had imagined they would.

The Interim Wellness Center

Two kinesiology graduate students, Corey Grenz and Jerel Brandt, were hired as graduate service assistants. Corey Grenz had developed a plan for a workout facility which he believed could be established in under-utilized space in Hyslop. If this could be done, students would have much-improved workout facilities far earlier than they would have expected. A plan was developed proposing that the President's office make funding available prior to the initial collection of the student wellness fee, to begin staffing, purchasing equipment, and operating an Interim Wellness Center. After student fees were collected, these dollars were repaid. Permission and funding were also obtained to remodel a ballroom dance studio on the 3rd floor of Hyslop to create space for the interim center.

As a result of these efforts, the Interim Wellness Center opened in Hyslop in September 2002. Exercise equipment and accessories in the amount of \$212,988 occupied 7,400 square feet in the renovated space in the Hyslop provided by the Physical Education and Exercise Science Department (PEXS). A team of part-time and student staff (Appendix A) was hired to staff the operation and offer programming such as group exercise classes, fitness assessment, and orientation. In its first year, the Interim Wellness Center offered an average of 106 hours of programming per week, including 40 group exercise classes. The facility was well received, with over 85% of enrolled students accessing it at least once. Faculty and staff were eligible to purchase a membership for \$20 per month by payroll deduction, or \$240 per year.

The Interim Wellness Center continued to operate in Hyslop Sports Center for four years. Additional exercise equipment was purchased, additional borrowed space in Hyslop was secured, programming was developed, and professional and student staff continued to grow in preparation for the future. Funding to support the operation came from a portion of the \$50 student wellness fee, with the rest being reserved for the future Wellness Center.

Programming also expanded to promote the seven-dimensional wellness concept across campus. Partnering with other campus entities, the Wellness Center offered classes in CPR and First Aid, IMPACT Women's Self-Defense, and weight management. A part-time dietitian was hired to promote healthy food choices. Fitness incentive programs were offered to both students and employees, several of them incorporating activities in all wellness dimensions. Each year, a comprehensive employee health screening program was offered. Various student internships, field experience, and graduate service assistantships were also offered to give students hands-on experience related to their studies, and contributed to the program's staffing as well.

A new plan arises

As the Interim Wellness Center established its presence on campus, research continued into creating a permanent Wellness Center that would meet the expectations outlined in the two concept papers. Wellness Director Betting traveled to visit campus recreation facilities and researched best practices in wellness and the fitness industry. The information she gathered, in combination with the realization that remodeling Hyslop was cost-prohibitive due to asbestos and other issues, led to a growing interest in the possibility of constructing a new, stand-alone Wellness Center.

In November 2002, an executive building committee was convened under the leadership of Phil Harmeson of the President's Office. Membership also included students and representatives of departments currently occupying space in Hyslop, because they would be impacted by the proposed Hyslop plan.

After interviewing several architectural firms, the committee selected Hastings + Chivetta of St. Louis, Missouri, to provide preliminary concepts regarding site location and building. They conducted three workshops on campus to solicit feedback from the student body and executive building committee. As a result of these meetings and the architects' conclusions, recommendations were forwarded to President Kupchella from both the Student Senate and the Executive Building Committee to consider building a new structure instead of remodeling Hyslop, and to locate the Wellness Center on University property near the English Coulee. The President concurred with these recommendations, and a specific site was selected following geotechnical surveys. The new site was located west of the Ralph Engelstad Arena and north of Sixth Avenue, along the English Coulee.

Due to the change in the site and the nature of the building, the Executive Building Committee composition was reconfigured. In May of 2003 the President appointed Laurie Betting, Director of Wellness, and Justin Ahmann, Student Representative, as co-chairs. Other members were:

Peggy Lucke, Finance and Operations
Rick Tonder, Facilities
Dan Rice, Dean/Provost Representative
Amanda Anderson, Student Government
Jerel Brandt, Student
Cameron Felton, Student
Sherry Penner, Senior Women's Administrator, Athletics
Robert Boyd, Vice President for Student and Outreach Services (ex officio)
Robert Gallager, Vice President for Finance and Operations (ex officio)
Phil Harmeson, Senior Associate to the President.

In May 2004, Amanda Anderson replaced Justin Ahmann, who had graduated, as co-chair. Other changes over the course of 2003-2004 include Ron Brinkert (Physical Education and Exercise Science) replacing Dan Rice, Sharleen Jenniges (graduate student) replacing Jerel Brandt, Fawn Behrens-Smith (Facilities Architect) replacing Rick Tonder, and Christina Sambor (new student body vice-president) joining the committee.

Continued research and consultation with the architects led to the conclusion that the fee of \$50 per semester would not build and operate a facility that would serve a campus community of this size and meet the expectations of the students as outlined in the concept papers. Committee and Wellness Center leaders presented the facts and options to student government. Students could either keep the fee at \$50, which would build a smaller building than what was originally projected, or they could pay a higher fee to provide sufficient funding to build and operate a Wellness Center that would meet most of the expectations described in the students' concept paper. Student Government decided to bring the issue to a vote of the student body in the fall of 2003.

Student Government asked the staff of the Interim Wellness Center to partner in this endeavor by providing promotional assistance. Marketing staff developed a comprehensive marketing campaign that included print materials, a web site, and a video produced by the UND Television Center. Volunteers gave presentations around campus to provide information, and several open forums were held. The campaign was designed to simply inform students of the situation and give

them factual information, not to promote a yes vote. In April 2004, staff from the Wellness Center received a national award for Creative Excellence at the National Conference for the National Intramural and Recreational Sports Association (NIRSA) for their work on the referendum campaign materials.

As an expression of the students' commitment to wellness on the UND campus, over 70% of the students who voted on October 1, 2003 approved an additional fee of \$45 per semester, beginning in the spring semester of 2006. The original \$50 fee was committed to repayment of a construction bond, and a new fee of \$45 was instituted to operate the facility.

After the second referendum, the Building Committee continued to work with the architects, the consultants, and the Wellness Center staff to make decisions on the design of the new building. Plans were drawn up for a 106,000 square-foot, \$20 million wellness center, featuring fitness and cardio floors, gym space, multi-activity court, offices, and wellness suite. Bids were let in the summer of 2004, and construction began in August. Grand Opening was planned for August 2006.

Changing and growing

Both Wellness Center concept papers recommended that the intramurals program, previously under the supervision of the Department of Athletics, be moved to the supervision of the Wellness Center. In the summer of 2003, with the retirement of Intramurals Director Kathy McCann, intramurals moved into the Wellness Center's operation. Its funding source was an allocation from the U Fee, which also moved under the Wellness Center's control to fund the program. Athletics and Wellness Center staff worked together to create a smooth transition.

With the growth of programming, planning for a new building, and addition of Intramurals, 2003-2004 saw growth in the number of full-time professional staff (Appendix B). The part-time administrative assistant hired in September of 2002 became a full-time Assistant Director of Business Operations. Two master's level Coordinators were hired in the fall of 2003 to oversee the Fitness and Intramurals programs. The long-time secretary in Intramurals became an administrative assistant, taking on new responsibilities in the overall operation.

Graduate Service Assistants and student employees continued to play an important role in the interim center's operation. GSAs provided support in areas of fitness and wellness programming. Students (mostly undergraduates) served in customer service roles, program delivery, and office support. Work-study funds supported some of their salaries.

In 2004, two further important steps were taken in the process of developing the future Wellness Center. Early that year, with the help of UND's Workforce Development office, the staff created its first strategic plan. Mission, vision, and values statements were developed. The plan centered around seven strategic initiatives, which primarily focused on developing a Wellness Team, building partnerships, developing facilities and programs that advance the mission, and identifying financial resources. The plan was focused toward putting the staff in position to open the new Wellness Center and to promote wellness for the UND community.

Concurrently with the staff's work on the strategic plan, Director Betting and Assistant Director for Business Operations Nikki Seabloom began work on a Business Plan for the Center. Completed in draft form in August 2004, this 70-page document is believed to be the first business plan developed by a UND program area. The plan described the history and current status of the Wellness Center, stated its philosophy and priorities, laid out its business description, and described future needs in human and financial resources. It projected operating budgets for the first three years

of the new facility's operation. It further described financial assumptions and threats, and forecast expenses and revenues in all operational areas. It compared these with peer institutions, noting that its projected budget and staff levels were considerably lower than similar facilities. It recommended establishing a reserve fund for future major facility repairs and equipment replacement. It also re-emphasized the concept that student needs would remain the primary focus of the Wellness Center's efforts.

Forging a path to the future

As the physical facility of a new Wellness Center began to take shape, so did the structure of the operation that would take place inside. Staff members of the Wellness Center provided considerable support to the Building Committee, conducting extensive research into options for equipment and materials for the building. New positions were added as the staff began to prepare for the future.

In the meantime, the interim Wellness Center continued to offer students (and faculty and staff who purchased memberships) multiple opportunities to pursue wellness in all seven dimensions. The interim facility in Hyslop received over 120,000 visits per year, sometimes up to 1,000 visits in a single day. Over 35 hours of group exercise classes were offered each week. Other services offered included personal training, dietitian services, back care clinics, activity incentive programs, newsletters, and employee health screenings. The recreational sports (intramurals) program continued to grow in numbers of both offerings and participants.

Highlights by year:

2004-2005

The full-time staff increased to six with the hiring of an Associate Director of Wellness Facilities to represent the program's interests during construction and to manage the facility once it was turned over to the University. Four part-time employees, three GSAs and approximately 125 student employees and interns also served the program (Appendix C). The staff planned and implemented successful wellness programs, including an employee health screening program, three activity incentive programs for students and employees, a diverse RecSports (intramurals) program with thirty-three different activities, several late-night alcohol-free events for students, a wellness-related newsletter with electronic distribution, and a web site making information available to the campus community and others. Nearly 125,000 students used the Interim Wellness Center, and nearly 4,600 participated in recreational sports.

As the new facility reached its halfway point in construction, excitement for its opening was clearly palpable on campus. Staff members of the Wellness Center provided considerable support to the Building Committee, conducting extensive research into options for equipment and materials for the building. Work continued on addressing the Wellness Center's strategic initiatives. The staff members wrote additional action plans and completed work on several of them.

Two new programs essential to the program's future operation began to take shape during this time period. The first of these was Team Wellness. Working with consultants Diane Dahlmann and Dan Shipp of the University of Missouri, Wellness Center staff began to define this program of student staff training and development. It was first led by a GSA, but the need for a full-time coordinator to manage this program and coordinate membership soon became apparent. Team Wellness would develop to become an essential part of the new Wellness Center's operation.

Secondly, seeds were sown for an ongoing worksite wellness program. Since its opening, the Wellness Center had offered health screenings and wellness incentive programs to faculty and staff. This year, President Kupchella allocated \$26,850 to assist a task force in researching worksite wellness programs and developing a recommendation. The funding paid for graduate service assistant support and for contracting with a consultant, Larry Chapman of the Summex Corporation, who assisted the task force in developing a recommendation for a program for UND employees. The task force's work resulted in a draft recommendation that was sent to the President's office. Although no decision was made regarding implementation of the recommendations, it laid the groundwork toward future implementation.

2005-2006

In its final year in the interim facility in Hyslop, the Wellness Center's staff grew to eight full-time, six part-time, four GSAs, and about 120 student employees and interns (Appendix D). A Coordinator of Guest Service and Membership (later changed to Coordinator of First Impressions) and a Coordinator of Marketing were the regular positions added. GSAs headed programming in wellness programs, two fitness areas, and policy development. Student employees continued to be a crucial component of the Center's operations and programming.

In recognition of the growing program and her level of responsibility, Dr. Betting was promoted to Assistant Vice President for Wellness. During the course of this year, as their levels of responsibility and autonomy grew, several employees who had been hired as Coordinators were promoted to Assistant Director.

Turnover began to be a reality to be dealt with. One assistant director went on military leave (deployed with his National Guard unit to Afghanistan), and another resigned. The part-time dietitian resigned, and her replacement resigned in June.

The Team Wellness program became fully operational. Its goal was that students who work at the Wellness Center receive "more than a job," and they would be given an experience that embodies practical, professional training. The entire student employment process demanded more, and in turn developed polished, prepared students dedicated to quality service for all that the Wellness Center serves. Prospective employees were required to attend a student-led recruitment session, complete a formal application in addition to a resume and cover letter, and be interviewed by their peers for final selection. An on-line application process was developed.

The program also sought to provide a variety of training sessions and recognition programs. The position of Team Leader was added to the program, allowing employees to take leadership positions and advance their careers at the Wellness Center.

In April and May of 2006, the process began of selecting the large student staff that would be needed for the new building to function. This first full recruitment attracted more than 200 students; they filled the Union's River Valley Room, and the line stretched out the door and down the stairs. It was clear that students were excited about the new Wellness Center and the opportunity to be a part of it. About 70 people were hired by the end of the school year, and an additional 50 were hired in the fall, primarily in the RecSports program.

Construction on the new Student Wellness Center continued throughout the year. Wellness Center leaders worked closely with UND Facilities throughout the year, and attended project contractors' meetings to monitor their progress and contribute to decision-making. A sub-committee of the executive building committee met regularly to select interior finishes and furnishings of the new building. Many hours were spent planning the fitness equipment layout and preparing the specifications for the equipment bids. A planning committee was formed for Grand Opening observances.

Construction and finishing work continued, but by the summer of 2006 it became clear that the building would not be completed in time to open the building to students on the first day of classes (August 21, 2006). Plans were adjusted to have administrative staff move to the new Center in early August, and Grand Opening was rescheduled for September 25, 2006.

In its final year of operation, the Interim Wellness Center saw more than 132,000 members enter the facility. The RecSports program served 3,600. Outdoor RecSports events utilized fields provided by the Grand Forks Park District, which began to charge for their use. Also, costs for ice time rose sharply, significantly impacting the RecSports budget and causing an increase in hockey team fees to partially cover increased costs. Three activity incentive programs attracted nearly 500 participants over the course of the year. The Wellness Center planned and coordinated the North Dakota University Systems Worksite Wellness Conference, furthering efforts to build support for such a program at UND. The Interim Wellness Center closed its doors for the last time on July 31, 2006. But the work went on.

A new era begins

After all of this background work, 2006-2007 became a monumental year for the UND Wellness Center. The long-awaited new Student Wellness Center opened new doors not only to outstanding physical facilities, but to new programming and new opportunities to build a culture of wellness in the University of North Dakota community. Like other buildings on campus, it was named for those who funded its construction – in this case, the *students*.

Four years in planning and construction, a \$20 million gift from students, the new Student Wellness Center offered 107,000 square feet of space for pursuing wellness in all seven dimensions. The facility opened its doors on September 25, 2006, with a Grand Opening program that continued all week and highlighted all dimensions of wellness. With UND President Dr. Charles Kupchella presiding, guest speakers included:

- Jack Dalrymple, North Dakota Lt. Governor
- Bev Clayburgh, State Board of Higher Education
- Dr. Robert Boyd, UND Vice President for Student and Outreach Services
- Deanna Carlson Zink, Chief Development Officer, UND Alumni Association
- Al Royse, Alumni Foundation Board Member and Wellness Partner
- Dr. Laurie Betting, UND Assistant Vice President for Wellness

- Greg Jordan, Director of Campus Recreation, Oakland University and former president, National Intramural-Recreational Sports Association
- Nate Martindale, UND Student Body President
- Dr. Donald Hensrud, Chair, Division of Preventive and Occupational Medicine, Mayo Clinic

The ribbon was cut by President. Kupchella, Dr. Boyd, Dr. Betting, and Nate Martindale. Events included self-guided tours, healthy cooking demonstrations, and a “chef-off” between UND First Lady Adele Kupchella and Mr. Kim Holmes, owner of Sanders 1907 restaurant and local celebrity chef (Appendix F)

New features that became available with this facility include a rock climbing wall, walking/running track, spin room, demonstration kitchen, quiet lounge, resource area, a multi-activity court, wood-floor gyms, locker rooms, lounge areas, and sufficient parking. Fitness and cardio areas more than tripled the space available in the interim facility in Hyslop. They were furnished with a variety of lines of fitness and cardio equipment catering to many workout style preferences. For more detail, see appendices G and H.

The new Student Wellness Center featured expanded technology resources, with a redesigned web site and a greatly enlarged array of online program and administrative tools. New technology equipment included servers, wireless access, new desktop computers for student access, and multimedia capabilities in three spaces. A new facility management software system (EZFacility) was put into use, as well as KRONOS for payroll management.

When the new facility opened, its human resources consisted of a staff of approximately 225 people, including nine full-time regular employees, four building service technicians, one regular part-time, five part-time, four GSAs, and approximately 200 student employees and interns. Four new full-time positions were created during the first year to lead expanded program and operations areas: Coordinator of Digital Media Development, Coordinator of Guest Experience, Coordinator of Fitness Experience, and Assistant Director for Work Well (Appendix E).

Students love it!

The new Student Wellness Center proved to be a hit with students from the very moment it opened its doors. In its first year, more than twice as many visits were recorded over the previous year’s operation in Hyslop. By June 30, 2007, total visits were nearly 271,000. Fitness services were provided to 285 people, and personal training to 386. Group exercise classes recorded a total attendance of more than 10,700. RecSports registered over 3,800 participants. Entrance data showed that over 98% of all UND students accessed the building at least once.

New building, new experiences

A number of experiences that had not previously been available on campus awaited guests in the new Wellness Center. These included the following:

Climbing wall

A climbing and bouldering wall provided a new experience in the Wellness Center. The wall stands 28 feet high, 30 feet wide, and replicates natural rock. Modular handholds keep climbers of all skill levels interested. To use the rock wall, members needed to complete an “Intro to Climbing” class offered by staff and to purchase a climbing pass. Over 2,200 climbing visits were recorded during the first year.

Massage therapy

The Wellness Center contracted with a licensed massage therapist, Bridget Hoffman, to provide services in the new building. She operated as an independent business and paid rent to the Wellness Center. In the first year, she provided 341 massages.

Fitness desk

A new function under the fitness umbrella was the fitness desk and the fitness experience position. The fitness experience staff served to schedule all fitness appointments, maintain safety of the fitness floor and cardio deck, answer fitness programming and Wellness Center general questions, and assist with up-keep and cleaning of fitness equipment. With the greatly expanded size of the new facility, the fitness experience position was a much needed position for guest safety and to provide greater customer service by having more staff available to answer guests’ questions.

The Wearhouse

The building design included space for a small pro shop offering wellness items such as DVDs, CDs, yoga mats, balance balls, and a variety of UND clothing. “Wearhouse” student employees received hands-on experience with setting up displays, managing inventory, and selling to customers. However, due to low volume of sales combined with significant time demands of managing this area, it was decided to close the Wearhouse after the spring semester, 2007. Although the Wearhouse could have expanded its services in order to try to grow the business, it was determined that this was not in line with the core mission of the Wellness Center, and that time and resources would be better spent in growing other areas.

Burnt Toast

“Burnt Toast” is the name given to the nutrition education area of the Wellness Center, often referred to as the “Demonstration Kitchen.” Burnt Toast programming provided a fun learning environment for members and employees to learn healthy and applicable nutrition and cooking information and skills. In the first year of the kitchen, the kitchen held a variety of classes in both the fall and spring semester that were fairly well attended. The classes spanned a variety of topics, from making a quick meal to learning the basics of home cooking to ethnic foods from around the world. Attendance was somewhat disappointing, and promotional efforts were planned to generate more interest in this core function of wellness.

The Well

This refreshment counter, operated by UND Dining Services, served healthy beverages, snacks, and light meals. Its hours of operation changed several times due to low

sales. It was closed during the summer of 2007, and reopened in the fall with evening hours only. A survey conducted in the spring of 2007 showed that less than half of Wellness Center users carried cash or credit card when using the facility, which likely contributed the The Well's difficulty in maintaining a satisfactory level of sales.

Peer Educators

The Counseling Center's Peer Educator or "ADAPT" program established a presence in the new Student Wellness Center. Partnering in this way with the effort to provide education and resources on alcohol, other drugs, and wellness issues was a natural. The program occupied an office in the administrative suite of the building, and its staff was integrated into Team Wellness. Peer educators held a number of events in the Wellness Center.

Work Well

The long-awaited worksite wellness program became a reality in November 2006 when President Kupchella approved an allocation of \$50,000 for spring semester and \$100,000 for the next year. Given the name "Work Well," its mission is to assist employees in living longer, healthier, more fulfilling lives and to encourage employees' personal and professional productivity by addressing health and well-being issues at the worksite. Its vision is to become a preeminent leader in higher education that inspires, supports and empowers all its beneficiaries to achieve an optimal level of physical, occupational, social, emotional, intellectual, environmental and spiritual health while enhancing their work and personal productivity. It is advised by an advisory committee representative of UND employees (Appendix I). The target audience is UND benefited faculty and staff and their families.

The program was launched in January 2007 with an incentive program called "The Wellness Game of Life," in which participants took part in programming designed to enhance their wellness, earned points, and became eligible for prizes. The program was available to benefited employees, and 462 (17% of those eligible) registered for it. Partnerships in conducting the program included the College of Nursing, School of Medicine and Health Sciences, Blue Cross/Blue Shield, and University Within the University (U2).

The financial picture

In its first year of operation, the Wellness Center received \$1,150,000 from the student fee for Wellness Operations and \$168,112 from membership and program fees. It also received an allocation of appropriated funds in the amount of \$15,755. The RecSports program received \$217,768 from U Fee and \$41,545 from team fees. The largest area of expenditures was for salaries and fringes. It is noteworthy that 28% of total revenue was returned directly to students in the form of student salaries. Other major expenditures were for utilities and other facility-operating services. For recsports, facility rentals again consumed a significant portion of the budget.

Midway through the first year of operation, careful analysis of new revenue projections and expenditures resulted in several budget adjustments. Warehouse hours and inventory purchases was decreased, and the shop was eventually closed. Staffing hours were

adjusted to reduce expenses. Supplies and utilities costs were found to be lower than estimates made prior to opening.

The Wellness Center closed the fiscal year with a balance of \$194,574 of which \$82,577 was designated for a capital replacement fund and the remainder for continuing to purchase equipment not provided in the construction budget, as well as providing a supplement for fiscal year 2008 operations.

Entering a second year – what have we learned?

At this writing, the Wellness Center is midway through its second year of operation in the new Student Wellness Center. It continues to offer the programs and facilities described above, with the exception of the Warehouse. A number of adjustments have been made as a result of what was learned in the first year.

Financial management

The number of funds the staff manages has been reduced, and simpler tracking mechanisms have been adopted. A fund has been set up for capital replacement. Fund management is shared between program area leaders and business operations staff. New monthly reports and analyses were developed; they are presented and discussed at staff meetings. Mechanisms were set up for mid-year budget adjustment requests and quarterly detailed review.

Staffing

The vacant position of Assistant Director for Fitness and Nutrition was re-defined as Assistant Director for Nutrition and Wellness Programs in order to put more emphasis on these program areas. The position was filled in October 2007. The new positions of Coordinator of Fitness Experience and Coordinator of Guest Experience, created and filled in the spring of 2007, have led to consistency, stability, and better service in these areas.

The Assistant Director for RecSports and special events resigned in early August of 2007 to take another position. The intramurals program has been headed temporarily by a GSA, and other functions of that position have been carried by part-time employees.

Hours of staffing by student Facility Managers have been extended to all hours that the building is open. Fitness experience staffing hours, previously reduced, were restored. Both of these were considered to be safety measures.

Reliance on GSAs has been generally reduced in favor of the stability and greater time commitment available with regular full-time staff. There is one GSA in the marketing area, and one temporarily serving as coordinator of intramurals.

Technology

Many Wellness Center functions have been greatly enhanced by the in-house development of the “myWellness” application. This system features a secure login area, detailed calendar with administrator control and search capability, messaging, work order and inventory systems, employment and membership information, on-line intramurals registration, shift reporting, and Team Wellness functions. Future plans for the system include allowing

users to easily connect with our dietitian and personal trainers via the web, perform online assessments, and provide tracking tools for users.

Membership

The revenue goal for membership is \$119,000. The student fee for operations increased by 5% starting in the fall semester of 2007 to \$47.50 per semester. Membership prices increased to match the escalated student fee. A class offered through the Osher Lifelong Learning Institute (OLLI), called Living Well, includes a membership to the Wellness Center, and this has brought 21 memberships as of this writing.

Sponsored member category was broadened in application – any member may sponsor one individual regardless of relationship. The price was increased so that it is now higher than the amount of the student fee.

Membership sales process has been changed to better serve the guest, now taking place in an office setting rather than the Welcome Desk. This allows the membership sales person to focus on the needs of the new member, as well as avoiding congestion at the Welcome Desk. Student and part-time staff have served in the membership sales function.

For 2007-2008 membership pricing, see Appendix J.

Safety and risk management

All employees are required to be certified in CPR, AED, and First Aid. Classes are taught at the Wellness Center. A Safety Management Manual defines policies and procedures, and a Serious Incident Procedures and Plan was implemented in our second year. Monthly injury reports are produced and reviewed, and regular safety audits are performed. In the first year of operation, 62 injuries were reported, with sprained ankle being the most common.

In the fall of 2007, MRSA (Methicillin Resistant Staphylococcus Aureusm) became an issue of concern. The Safety Management Team reviewed all cleaning products and procedures to ensure that they are appropriate for dealing with this threat, and signs were posted calling members' attention to the need to wash hands, cover cuts, avoid sharing towels and other personal items, and wipe down exercise equipment.

Work Well

The second year of Work Well (first full year) was funded at \$100,000. The incentive program this year is called "Know Your Numbers" and focuses on tracking various health parameters and healthy behaviors. Over 300 employees are actively participating in the program.

Programming

The Program Team is made up of administrative team members who are involved in events and programs in the Wellness Center. It meets weekly to assure integration of programs and evaluation, including event logistics, learning outcomes, and marketing efforts.

All program areas have developed the process of "Logic Models" for planning and evaluating programs. Logic models provide a focused mechanism for defining the goals of the program, the resources available, desired outcomes, and process of assessment.

Process mapping

Process mapping was initiated in the spring of 2007, as a way to define processes for the organization as it grows. This is an ongoing process of development, as functions and processes continue to change and be added. Process maps have been completed for Team Wellness and Marketing, and others are being developed.

Assessment

With the increased attention given to learning outcomes and assessment campus-wide, the Wellness Center has become a leader among non-academic units in this area. The Wellness Center considers itself a true partner in the educational mission of the University, both through its Team Wellness student staff development program, and through its mission of promoting a wellness lifestyle. Its original assessment plan was created in January 2007, and has been revised to include assessment of participation, learning, needs, satisfaction, and comparable institutions. The Center's strategic plan includes assessment methods for each strategic initiative, goal, and action step.

Strategic planning

With the new Wellness Center's opening and putting a new level of programming into place, much of the organization's previous strategic plan had been accomplished. In the spring of 2007, attention turned to developing a new strategic plan. The new plan features three major initiatives, each supported by a variety of goals, strategies, actions, and tactics, with clear assignment of responsibility and timeline. The three initiatives are (1) provide individualized Wellness experiences for the campus community; (2) through a commitment to environmental and operational sustainability, ensure the long term success of Wellness at UND; and (3) infuse the Wellness culture throughout the campus community. The strategic plan includes ties to the assessment plan through specific assessment methods.

Work on the new strategic plan was completed in the early fall of 2007. Progress is reviewed monthly at staff meetings, and a quarterly review session scrutinizes it in detail and makes adjustments as needed. This year's priorities include better integration of seven dimensions into the operation, developing and maintaining various partnerships, and establishing key performance indicators in financial and other operations.

Alumni development

Working with the Alumni Foundation has resulted in generous support for our new building. A portion of the Hopper-Danley gift to the University was used to establish the spiritual garden in front of the building, and the quiet lounge in the building was named for them. In addition, alumnus Alvin Royse donated money to design and build the large mobile that hangs in the center of the atrium, which is named for his family.

Staff continue to work with the Foundation to prepare a case statement for priority building needs. Identified in the plan are a recreational swimming pool addition, an outdoor adventure program including a high ropes course, professional development for student employees, and a capital replacement plan. Other ideas include outdoor field space for recreational sports and an indoor tennis facility.

The Student Health Connection

From its very inception, the Wellness Center has had a strong connection with Student Health Services. Both are units within the Division of Student and Outreach Services, and their closely related missions create a natural partnership. The units have worked together on such programming as Love Your Body Week, De-Stress Fest, employee health screenings, Great American Smoke-Out, smoke-free buildings, tobacco-free campus, and many others. It has been a good relationship.

In October 2007, Student Health Services was moved organizationally from the Associate Vice President for Student Services to the Assistant Vice President for Wellness, Dr. Betting. This change holds great promise for facilitating even closer working relationships and alignment of missions with the goal of better serving students. At the time of this writing, a search is under way for a Director of Student Health. When that position is filled, it is anticipated that the new level of integrated service, already begun, will be well under way.

UND becomes tobacco-free

In the fall of 2006, UND President Kupchella announced his desire that UND become a tobacco-free campus. Although academic and administrative building had been smoke-free for several years, residence halls and apartments still had designated smoking rooms and areas until smoke-free policies (recommended by students) were adopted in 2003 and 2004, respectively. A tobacco-free campus would ban smoking on all campus property, as well as use of smokeless tobacco.

A task force was assembled to draft the policy, co-chaired by Dr. Betting, Jane Croeker (Student Health Promotions), and Nate Martindale (Student Body President). The proposed policy won the endorsements of University Senate, Student Senate, and Staff Senate. The draft policy was released for feedback in September of 2007, and took effect on October 5.

Honors

Wellness Center staff members, programs, and the new building have been recipients of numerous honors, awards, and recognitions. The prestigious NIRSA Outstanding Sports Facility Award for 2007 was awarded to the UND Student Wellness Center at NIRSA's annual conference in April 2007. It was also featured in national publications for its unique incorporation of multi-dimensional wellness into its design and programming:

“Healthy Choice,” by Paul Steinbach, in *Athletic Business*, December 2005, pp. 30-34.

“Schools of Thought,” by Jennipher Shaver, in *Fitness Business Pro*, March 2006, pp. 22-26.

“Facility Focus: University of North Dakota Student Wellness Center,” in *College Planning & Management*, December 2006.

“A Sense of Place: University of North Dakota Student Wellness Center,” in *University Business*, November 2006.

The University of North Dakota received awards in September 2007 from two national organizations because of work that the Wellness Center was heavily involved in. Because of the efforts to establish a worksite wellness program, two honors were received from the American Heart Association: the Platinum Level Fit-Friendly Company award and the Workplace Fitness Innovation award. In addition, the CEO Roundtable on Cancer awarded UND the CEO Gold Standard Accreditation, primarily for its work to designate the entire campus as tobacco-free.

Numerous individual honors were also received over the first five years. They are listed in Appendix K.

So here we are...

The development of the UND Wellness Center from an idea to what it is today is not the result of chance or accident, but of many hours of dedicated, focused, hard work by many people on the UND campus. It started with those who began to articulate a need for a wellness initiative, student leaders who defined a vision and proposed a means to pay for it, administrative leaders who paved the path to help make these visions a reality, and campus partners who have supported the journey. It has achieved its success thus far largely due to visionary and inspirational leadership and to the dedication and professionalism of Wellness Center staff members, past and present, student and professional, who have put in untold hours of creative effort to refine the vision and give it a place to grow.

For the staff, the entire journey has been a labor of love. Like the journey to wellness itself, it is still only at the beginning. UND celebrates 125 years. The Student Wellness Center is one. We will continue to grow together.

Appendices

- A. Wellness Center Staff 2002-2003
- B. Wellness Center Staff 2003-2004
- C. Wellness Center Staff 2004-2005
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- J. 2007-2008 Membership Pricing
- K. Awards and Honors 2003-2007

Appendix A
Wellness Center Staff 2002-2003

Full-time:

Director: Laurie Betting

Part-time:

Administrative Assistant: Nikki Seabloom, 75%, 11-mo. (increased at mid-year from 50%, 10-month)

Coordinator of Fitness: Corey Grenz, half-time GSA

Coordinator of Marketing/Special Events: Jerel Brandt, half-time GSA

Customer Service Coordinator: Jean Riendeau, student employee, 20 hrs/wk

Group Exercise Coordinator: Jennifer Moreland, 15 hrs/wk

Marketing intern: Amanda Anderson

Fitness interns: Amanda Wiggins, Kelby Klosterman, Robert Peters, Renae Petrick, John Olson

Customer Service: 15 student employees

Group Exercise Instructors: 8-12, primarily students

Appendix B
Wellness Center Staff 2003-2004

Full-time:

Director: Laurie Betting
Assistant Director/Business Operations: Nikki Seabloom
Coordinator of Fitness: Scott Doty
Coordinator of Campus Recreation/Special Events: Scott Bosler
Administrative Assistant: Kim Sondreal (11-mo)

Part-time:

Guest Services/Membership Coordinator: Rose Allen, 15-20 hrs/wk
Coordinator of Marketing: Amanda Anderson, student employee
Group Exercise Coordinator: Jennifer Moreland, 15 hrs/wk
Dietitian: Brenna Kerr, 8 hrs/week
Student employees:
Customer Service: 27
Group Exercise Instructors: 14
Intramurals Supervisors and Sports Officials: 59
Building Supervisors: 8
Office Assistants: 4
Equipment Maintenance 6
Fitness staff and interns: 7

Appendix C
Wellness Center Staff 2004-2005

Full-time:

Director: Laurie Betting

Associate Director for Wellness Facilities: Yvette Halverson (began 6/30/05)

Assistant Director/Business Operations: Nikki Seabloom

Assistant Director for Fitness and Nutrition: Scott Doty

Assistant Director Coordinator RecSports and Special Events: Scott Bosler

Administrative Assistant: Kim Sondreal, 11-mo

Part-time:

Group Exercise Coordinator: Heidi Schneider, benefited half-time position

Guest Services/Membership Coordinator: Rose Allen, 17-20 hrs/wk

Coordinator of Marketing and Promotions: Amanda Anderson, half-time GSA

Dietitian: Brenna Kerr, 8 hrs/wk

Finance Management Assistant: Karla Andrews, 6 hrs/wk

Appendix D
Wellness Center Staff 2005-2006

Full-time:

Director: Laurie Betting (promoted to Assistant Vice President 7/1/06)
Associate Director for Wellness Facilities: Yvette Halverson
Assistant Director/Business Operations: Nikki Seabloom (promoted to Associate Director 7/1/06)
Assistant Director for Fitness and Nutrition: Scott Doty, on military leave beginning November 2005
Assistant Director for Fitness and Nutrition: Donna Duley, temporary
Coordinator of Marketing: Amanda Anderson (promoted to Assistant Director 7/1/06)
Coordinator of First Impressions: Kayla Effertz
Coordinator of RecSports/Special Events: Scott Bosler (resigned March 2006)
Coordinator of RecSports/Special Events (Acting): Eric Trueblood, student
Administrative Assistant: Kim Sondreal

Part-time:

Group Exercise Coordinator: Heidi Schneider, benefited half-time position
Guest Services/Membership Coordinator: Rose Allen, 17-20 hrs/wk
Coordinator of Digital Media Development: Josh Christy
Coordinator of Promotions: Tracy Uhlir 15-20 hr/wk
Coordinator of Sponsorship and Development: Jenny Arel 15-20 hr/wk
Dietitian: Brenna Kerr (resigned September 2005)
Dietitian: Bev Benda-Moe, 10 hrs/week (resigned June 2006)
Finance Assistant: Karla Andrews (resigned September 2005)
Accounting Assistant: Matt Remfert, student

Graduate Service Assistants:

Fitness Specialist: Kari Mellone
Wellness Programs Specialist: Amanda Eickhoff
Project Specialist: Michael Johnson
Fitness Specialist: Stefanie Koetz

Appendix E

Wellness Center Staff 2006-2007

Full-time:

Assistant Vice President for Wellness: Laurie Betting

Director of Wellness Facilities: Yvette Halverson

Associate Director for Business Operations: Nikki Seabloom

Assistant Director for Fitness and Nutrition: Donna Duley, resigned August 2006; Monica Nilson August 2006 - February 2007; Scott Doty, returned from military leave February 2007, resigned May 2007.

Assistant Director for Marketing: Amanda Bentow

Assistant Director of First Impressions: Kayla Effertz

Assistant Director for RecSports and Special Events: Eric Trueblood

Assistant Director for Work Well: Amanda Eickhoff (began June 2007)

Coordinator of Digital Media Development: Josh Christy

Coordinator of Fitness Experience: Stefanie Meyer (began March 2007)

Coordinator of Guest Experience: Monica Nilson (began April 2007)

Maintenance Coordinator: Roger McWilliams

Administrative Assistant: Kim Lawrence

Building Service Technicians (four): Serving at various times during the year were Sylvan Nygaard, Greg Hoffarth, Bill McMillian, Krenda Belgarde, Josh Warren, Tom Orstad

Temporary/Part-time

Group Exercise Coordinator: Heidi Schneider, 20 hr/wk through December 2006

Coordinator of Fitness, Coordinator of Guest Service: Monica Nilson (August 2006 - April 2007)

Coordinator of Guest Service: Rose Allen, 15 hr/wk through December 2006

Coordinator of Guest Service: Carrie Benke, 15 hr/wk, January through April, 2007

Burnt Toast Coordinator: Rose Allen, January-June 2007; Leah Wagner, May-June 2007

Coordinator of Fitness: Stefanie Koetz

Coordinator of Promotions: Tracy Uhler; Jenny Arel (part-time)

Dietitian: Allen Anderson, 10 hr/wk

Graduate Service Assistants (GSAs)

Matt Remfert served as Accounting Specialist GSA (half-time) for the entire academic year.

Three other individuals served as half-time GSAs for part of the year, and as temporary-part-time employees for part of the year. They were Kari Mellone (Personal Training, resigned in December 2006), Stefanie Koetz (Fitness), Amanda Eickhoff (Work Well, Burnt Toast).

Student Employees

Approximately 225 students served as facility managers, guest experience associates, fitness experience associates, Warehouse sales associates, personal trainers, group exercise instructors, equipment techs, Burnt Toast (demonstration kitchen) instructors, office assistants, marketing staff, RecSports supervisors, sports officials, and first aid/CPR instructors.

Staff Resignations in FY07

Donna Duley, Assistant Director for Fitness and Nutrition (temporary), resigned in August 2006.

Heidi Schneider, Coordinator of Group Exercise, resigned in December 2006.

Kari Mellone, GSA Personal Training Specialist, resigned in December 2006.

Scott Doty, Assistant Director for Fitness and Nutrition, resigned in May 2007 to accept an opportunity in Montana. He had been on military leave from November 2005 to February 2007, deployed with his National Guard unit in Afghanistan.

Appendix G

Features of the Student Wellness Center

Features of the new Student Wellness Center include:

- 10,000 square feet of weight equipment and 5,000 square feet of cardio
- Hopper-Danley Memorial Quiet Lounge
 - A quiet meditation space that provides members with uninterrupted peaceful time. It contains a fireplace, a water element, and finishing materials of wood and stone. The lounge also contains a labyrinth, a circular symbol located in the carpet that represents the twists and turns of life and guides meditation and reflection as you walk through the path. The generosity of the Hopper-Danley family allowed for this quiet retreat space to be named in their honor.
- Rock Wall
 - 28 foot high rock climbing wall
 - 12 foot high bouldering wall
 - Top rope and lead climbing
 - All equipment is provided – even shoes!
- Fitness Floors
 - 10,000 square feet with about 180 state of the art weight stations
 - Entry level equipment is located near the entrance to the space, and progresses to more complex equipment as you get closer to the rock wall in back.
 - Variety of equipment keeps workouts fresh and exciting.
- Cardio Deck
 - 5,000 square feet with over 70 pieces of cardio equipment
 - Equipment lining the outer rail is equipped with personal viewing screens on every other machine with cable to let guests watch TV while working out.
 - Six TV's are included in the cardio theatre with connections to cardio machines, allowing guests to use headset to hear radio or the TV of their choice.
- Spin Room
 - Take virtual tours through parks or scenic trails on the large screen
 - Equipped with 21 spin bikes
 - Club-like atmosphere
 - Strobe lights, black lights, disco ball, smoke machine, and a rocking sound system provides a workout unlike any other!
- MAC Court
 - Poured floor allows a variety of activities such as roller hockey and indoor soccer.
 - Dasher boards provide for a hockey rink feel while playing roller hockey
 - Built-in goals make it easy for a pick-up game
 - An observation deck is available
- Track
 - 200 meters (8 laps to a mile) for walking/running
 - Three lanes wide enough to provide space for all guests
- Demonstration Kitchen
 - Fully equipped kitchen with a large island for demonstrating food preparation
 - Closed circuit cameras allow classes to be shown throughout the building
- Resource Area
 - A large selection of print materials on health and wellness in all dimensions
 - Computer stations allow guests to use on-line resources
- Close to residence halls and bike path

- Situated near the English Coulee and its walking/biking path
- Large windows allow excellent natural light and views of the outdoors
- 256 parking slots
- The Wellness Center is the first 100% handicap-accessible building on campus.

A spiritual garden is located in front of the building. Landscaped with a variety of plants, shrubs, trees, and native grasses, it also includes pavers and benches arranged in a fashion to promote quiet and peaceful reflection and relaxation. It too is named for the Hopper-Danley family, whose gift provides maintenance.

The large atrium in the building incorporates elements symbolizing all seven dimensions of wellness. Its seven columns and colorful banners represent the seven dimensions. Seven bright colors in the terrazzo floor guide guests into the interior of the building and all that is available there. A generous gift from Alvin Royse funded a large mobile that hangs in the atrium, symbolizing the balance of all dimensions of life.

Appendix H Fitness Equipment

Fitness equipment purchased for the new facility includes a variety of styles and lines, appealing to a variety of styles and tastes in workout preferences. A summary list of equipment is presented below:

<u>Cardio Equipment</u>	<u>Number</u>	
Cross trainers	6	
Ellipticals	26	
Rowers	2	
Stationary Bikes	17	
Stepmills	2	
Steppers	2	
<u>Treadmills</u>	<u>24</u>	
Total	79	Total value = \$327,184

<u>Group Exercise</u>		
Gravity Training System	8	
Pilates Reformers	6	
<u>Spin Bikes</u>	<u>21</u>	
Total	35	Total value = \$55,650

<u>Weight Equipment</u>		
Selectorized Equipment	41	
Weight Equipment	82	
Urethane Weights	770	
Weight Accessories	61	Total value = \$184,546

Radio/TV		
Cardio Theater Receivers	26	
Cardio Theater Transmitters	7	
Motorola Radios	9	
Personal Viewing Screens	13	
Plasma TVs	6	Total value = \$39,369

Appendix I
Work Well Advisory Board
Spring Semester 2007

The initial advisory board for Work Well consisted of:

- Amanda Eickhoff, Assistant Director for Work Well, Wellness Center
- Galen Cariveau, Workforce Development Director, U2
- Jan Orvik, Coordinator of Internal Communications, Media Relations
- Jason Uhlir, Director of Campus Safety and Security, Safety & Environmental Health
- Joy Johnson, Human Resources Officer, Human Resources
- Laurie Betting, Assistant Vice President for Wellness, Wellness Center
- Orlynn Rosaasen, Director, Dining Services
- Pat Hanson, Director, Payroll

Ex-Officio Members

- Dr. Josh Wynne, Executive Associate Dean/Associate Dean for Academic Affairs, SOMHS

At-Large Members

- Faculty Representative, Julie Zikmund, Professor, Nutrition and Dietetics
- Staff Representative, Dave Knittel, Chemist, Chemistry Department

The focus of the Work Well program was to have a significant effect in lowering the rate of growth in health benefit cost, sick leave/absenteeism, disability, and worker's compensation cost. The program targeted seven health areas:

- weight management and nutrition
- smoking and tobacco use
- physical activity
- stress and quality of life
- preventive care
- injury prevention
- medical self-care

Appendix J 2007-2008 Membership Pricing

Membership 2007 – 2008

Membership Category	Annual	Annual Payroll Deduction	Semester (fall, spring, summer)	Semester Payroll Deduction	Month	Daily Pass
Single University Member	\$420	\$35	\$180	\$40	\$40	\$10
Dual Membership	\$720	\$60	\$292.50	\$65	\$65	\$15
University Member Sponsored	\$480		\$180		\$40	\$10
Grandfathered Grad	\$292.50		\$97.50		\$30	\$10
Grandfathered Grad Couple	\$585		\$195		\$60	\$15

Payroll Deduction Memberships

- Payroll deduction memberships are available to all benefited employees of University of North Dakota.
- Hourly employees, whether benefited or not, are not eligible for payroll deduction.

Student Sponsored Membership

- Current students may sponsor a membership for one person who is 18 years old or older.
- To purchase a membership, both the current student and sponsored member must be present and show proof of student status through a current student ID.

Non Enrolled Student Membership

- The Non-Enrolled Student membership is available for purchase to students who are not currently enrolled in school, but are enrolled for the following semester and who were enrolled in the previous semester.
- Proof of enrollment through a printed class list is required at the time of sale.

University Member Sponsored

- Current University members may sponsor a membership for one person and who is 18 years old or older.
- To purchase a membership, both the current faculty/staff/affiliate and sponsored member must be present and verify UND employment through a current UND ID.

Grandfathered Grads

- Membership category only available from August 2006-August 2008
- This membership is being offered to allow for all University graduates who have paid a wellness fee during their academic career a chance to take advantage of the result of their payments.
- Proof of enrollment between December 2002 and May 2006 will be required through a photocopy of an official academic transcript.
- This option will be available until May 2010

Appendix K Awards and Honors 2003-2007

Jerel Brandt (GSA employee) was named to “Who’s Who Among Students in American Universities and Colleges” in 2003.

Laurie Betting received the Dr. Gordon Henry Award from UND Student Government in 2004 for dedication to the students of the University.

Josh Christy received the Creative Excellence Award for Graphic Communications from NIRSA in 2004 for his work on referendum materials. Josh also received this award in 2005 for his work on a 3-D fly-through video depicting the new Student Wellness Center. He received it again in 2006 for his work on a 3-D video depicting a future natatorium addition to the new Student Wellness Center.

Amanda Anderson (student employee) served as Student Body Vice President in 2003-2004.

Scott Bosler served as State Director for North Dakota and South Dakota for the National Intramural-Recreational Sports Assoc. in 2005-2006, and was a member of its Intramurals and By-Laws Committees.

Laurie Betting was awarded the “Recognition for Improving Campus Accessibility” award from UND Disability Support Services in 2006, for researching options for universal access and helping to ensure that the new Wellness Center will be barrier-free.

Laurie Betting received the MLK Phenomenal Woman award in January 2006.

Nikki Seabloom was elected to UND Staff Senate in April 2006 for a three-year term.

Scott Doty received the Bronze Award from the National Strength and Conditioning Association in 2006 for support of their certifications through the Exams on Request program.

UND received the Institutional Member Award from USTA/NIRSA (U.S. Tennis Association) in 2006. The award recognizes a campus Recreational Sports Program that has implemented NIRSA-endorsed USA Tennis programs with the goal of growing tennis participation on campus.

Kari Mellone (GSA employee) was named to a three-year term as State Director for the National Strength and Conditioning Association in November 2005.

Memorial Union Leadership Awards were received by Wellness Center’s student staff in 2006:

Outstanding Workplace Leadership: Elizabeth Hagen, Paul Kolle, Vanessa Langlie, Mike McIntee, Dan Moe, Nikki Viegas

Outstanding Student Leader: Anna Popkova, Matt Remfert, Eric Trueblood

Outstanding Student Organization Advisors: Amanda Anderson

Laurie Betting received the American Physical Therapy Association’s prestigious “Emerging Leader Award” in 2006 for initiative and leadership.

Eric Trueblood was named a 2006-2007 National All-ACIS (American Collegiate Intramural Sports) Recreation Professional.

Greg Hoffarth, Building Service Technician, received the LeRoy Award for demonstrating a positive attitude, creativity, ingenuity, loyalty, and dedication to our department from UND Facilities for 2005.

Kyle Wanner (student employee) received a “Top 10 Program Award” at the 2006 conference of the Midwest Affiliates of College and University Residence Halls, Nov. 11, Brookings, SD.