



SACRAMENTO
STATE

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The WELL Advisory Group Meeting

December 7, 2022

The WELL

Sacramento State

MINUTES

1. The meeting was called to order at 7:33 a.m. by Curayag, Chairperson
 - A. Present: Monique Curayag, Esperanza Gonzalez, Wayne Linklater, Ruby Morales, Lara Falkenstein, Marina De La Cruz Ramirez, Elena Larson, and Bernard Omiple in Julie Torres's absence
 - B. Also Present: Kate Smith, Bill Olmsted, Andrew Reddish, Alivia Elder-Gok, Saul Avitia, Clarissa Jimenez, Jessica Swart, and Tori Butler
2. Welcome & Introductions
 - A. Everyone introduces themselves
3. Public Comment: None
4. Consent Calendar:
 - A. Approval of Advisory Group Minutes for October 12, 2022
[Consensus for approval of minutes as written: Passed]
5. Old Business
 - A. None
6. New Business:
 - A. Intramural Sports Season Structure Proposal: Reddish and Avitia (**MSP: Larson, De La Cruz Ramirez**)
 - Reddish discusses the proposal to re-structure the Intramural Sports (IM) season. Eight years ago, registration fees were proposed at \$60 per team or \$10 per individual as a free agent. Since then, expenses have increased, including staff wages, equipment costs, etc., while fees have remained the same. Minimum wage increased 48% from \$10.50 in 2017 to \$15.50 as of January 1, 2023. Rather than increase fees to students, the department proposes restructuring the program. Reddish outlines the current program structure: games twice per week over 3-6 weeks, for 6-8 games total, and is inconsistent across all sports. He proposes a five-week season with games once per week for five regular season games across all sports. He discusses the changes and benefits, including offering Sunday programming. One game per week opens up facilities so that multiple sports can be played in the same season in the same facility, resulting in 150 more teams than prior to COVID in the same amount of time. Focus groups were conducted to determine how many games per week students wanted. One game per week can increase the variety and the opportunity to try new sports. Reddish reviews the program cost

comparison in the proposal, reflecting the cost of games with three officials and one supervisor at \$125.61 in 2017 and \$183.36 in 2023, which is a 46% increase in just the game time cost. With the current \$60 per team fee, about 67% of the cost is subsidized. A comparison to local competitors in the area reflects that prices are much higher in other programs, including other California State universities. In order to address the minimum wage increase and keep the price down for students, the proposal is to keep fees at \$60 per team or \$10 per individual and restructure the program to one game per week for five weeks per season.

- Linklater asked if the focus groups indicated whether five games were attractive enough. Reddish explains that IM typically offers seasons one and two of several sports per semester. The new structure will offer two five-week seasons with multiple sports offered each season per semester. Restructuring within the same fee makes the program easier to administer, with a consistent structure across all sports. It's also easier to explain and digest.
- Curayag asks how many students participate each semester. Reddish states that, pre-COVID, there were up to five thousand total participants.
- Larson asks what students will get for \$60. Specifically, how many are paying for one sport, how often they participate, and whether there are practices. Smith notes that \$60 is per *team*. Reddish states that practice is optional and done during informal recreation. Students will have one game per week on the same day of the week, and if the team plays well, they could advance to playoffs; \$60 per team equals \$8 per person and about \$1.50 per game. An individual can sign up for \$10 to be placed on a team with other free agents, potentially making 6-7 new friends.
- Torres asks if a team loses \$60 if they drop out, and how often does that happen? Reddish states that if a team can't complete games, they are removed from the league and are not refunded. The department then has to rearrange the schedule to avoid holes, resulting in some teams playing twice to fill games. Withdrawing doesn't happen often, but teams forfeit games sometimes. Avitia adds that with one game per week, teams are less likely to forfeit, and it's less work to restructure the schedule. Also, some schools charge forfeit fees, but The WELL does not.
- Gonzalez asks if a student doesn't have friends to build a team yet, such as a freshman, what they could do. Reddish says he works with residence halls (RH) to offer exclusive leagues for RH students, which allows students to get involved early on. A student might play for RH league and be encouraged to try different sports or different leagues with same sport.

B. Horticulture Therapy Program: Elder-Gok (MSP: Linklater, Larson)

- Elder-Gok presents the horticulture therapy pilot program proposal and provides an overview of the program. Activities include planting, sowing seeds, potting plants, passive involvement, and listening to garden sounds, offering a multisensory experience. The goal is to help individuals increase mental, physical, and environmental wellness, contributing to overall well-being. Participants will build social skills through experiential education. Sac State students will serve as peer mentors and aids, which provides hands-on experiential learning to students who want to work with individuals with neurodiversity. The program will collaborate with Climbing & Group Facilitation and two Sacramento school districts already on campus through the transition program, offering cognitive, physical, and psychological benefits. Elder-Gok reviews the program timeline, which will launch in six phases. The final phase is evaluating the program to strategically and intentionally consider how to grow in the future. Then the cost or fees for the program will be evaluated and potentially subsidized, like IMs.
- Larson asks if the student volunteers participate to learn how to teach other students rather than choosing to as a form of their own therapy. Elder-Gok says volunteers are not intended to participate as a form of therapy, but she hopes to grow to that point. She adds that RT programs often get students from RT or health sciences who need pre-internship hours to learn the field. Smith adds that the team is very motivated to start, adding to the existing partnership with Unified Sports and building on the partnership with the campus garden

specialist. Horticulture therapy is not offered nationwide, so the team is trying it out to see how it goes, determine program cost, and determine whether it can launch to have Sac State students participate and not just volunteer. The group that RT is already working with is perfect for the pilot.

- Torres asks if programming will just be offered in spring. Elder-Gok says the focus is on spring to start, but she hopes to offer year-round programming.
- Swart asks if Sac State student volunteers will be encouraged or required to maintain the garden. Elder-Gok says a training series will be held outside programming hours before the program starts. Due to the multiple types of maintenance required, a schedule will be established for it. Elder-Gok, the grounds-keeping crew, and the staff are working to establish how much is involved in maintaining six garden beds and identifying extra opportunities for volunteers.
- Falkenstein states that the SHCS peer counseling program can only take so many students, so she can refer students to the program. SHCS is also looking at a “nature prescription program” with PEAK and would love to expand and collaborate for Sac State students’ mental health. Elder-Gok states that RT offers an outdoor wellness program for nature engagement, which also aligns with nature.

C. Personal Training Price Proposal: Jimenez (MSP: Linklater, Larson)

- Jimenez presents the Personal Training (PT) price proposal, noting that the last price increase was in the 2014-15 fiscal year. Due to the increased minimum wage, the program is experiencing compression, so a slight increase is proposed for PT prices. In 2014-15, personal trainer wages ranged from \$16-29 per hour, based on education and years of experience. The current wage range is \$20.50-30.50 per hour, a maximum increase of 28% since 2015. The assessment rate is minimum wage and applies when trainers attend training or meetings, during floor hours, conducting free movement assessments, and doing body composition tests. The rate in 2014 was \$12 and will be \$16 January 1, 2023, which is a 33% increase. She explains that the PT packages incentivize clients to purchase more sessions and time with a trainer. Current packages are based on the number of sessions, ranging from 1 to 20. The proposal is to keep the price for 1 and 3 sessions the same, and 5-20 session packages will increase by \$2 per session. Package sales for January – November were 122 packages, which is \$42,000 in revenue. With the proposed price increase, the potential revenue is \$53,000. An estimated 5% decrease in sales is anticipated in case of an initial decline from the increase, which is still a little over \$50,000 in revenue. Research of local competitors was complicated since their pricing system depended on the program. She notes that the commercial fitness industry is expensive, with Crunch Fitness charging well over \$100 per session. CSU Chico and Fullerton have lower prices but don’t pay trainers as much, and many CSUs are looking toward models closer to The WELL.
- Linklater asks what percentage of the \$50,000 revenue would pay out as trainer wages or salaries. Jimenez states there are currently 11 PT on staff, with four floor hours at the \$16 rate once per week. PT is client based, which ebbs and flows with seasons. Cost is based off the trainer’s individual wage, which currently averages around \$23 per session. Number of sessions, floor hours, and other programs PTs participate in are also considered. Linklater estimates that 73-88% of the income is paid to trainers’ wages. Jimenez agrees that the program expense is mostly wages. Linklater asks where the other 20% goes. Smith explains that a gross wage rate is paid to the trainer, plus a 5% markup for benefits, and UEI, who manages human resources, charges a 10% markup. She also notes that \$41,000 has been budgeted for the assessment rate in the coming year, but there is no income during floor hours. Jimenez states the budget includes hours for other programs such as Hustle From Home, a free program, and Exercise is Medicine.

7. Reports and Comments

A. Executive Director:

- Olmsted provides an update on the North Fields project, where IM hosts outdoor programming as well as sport clubs and other academic groups on campus. The upgrade will include artificial turf, lighting, and fencing. With the modifications, IM can run evening programming, allowing the program to continue growing. The RFQ (request for quotes) process has started and is being sent to design build architects and contractor teams. The committee will review proposals, and teams deemed qualified will be sent an RFP (request for proposal), with proposals due in early March. The project could start as early as fall 2023 but more likely 2024. After the first stage of the process, he will share an update on the timeline and the overall budgetary impact.

B. Director:

- Smith announces that the Coordinator of PT and Fitness Operations position will hopefully be filled in January. Last week, the WELL held a student staff appreciation event, and around 90 students attended. Sac State has a winning football team with another playoff game this week. The WELL will close early, which is done on football game days for safety reasons as the facility is challenged with restrooms in the facility and individuals who partake in tailgating. A closure from December 19-22 due to maintenance is posted on the website, which was approved last February by WAG and BOD. Every 10-12 years, the wood floors need to be sanded down one inch and resealed, which is a 4-6-week process. The WELL will close early due to the fumes and dust associated with the project. When everyone returns in January, The WELL will be open, but Gym Box will remain closed for a couple weeks and should open before spring.

C. Assistant Director

- Swart discusses the Union WELL, Inc sticker of the month for December, celebrating world aids day and bringing awareness. The sticker ties into the Union's Wish Upon a Star gift drive, benefiting Sunburst projects, a local non-profit providing support to individuals and families impacted by AIDS. Donations are being accepted, and a wrapping party is being held on Friday. The Sac State 5k will be on April 27, registration opens on December 9. The group fitness class schedule was adjusted for the week of the 12th until the spring semester starts. Virtual and small group training classes are still being offered and will be free during this time for students to try out.

D. Advisory Group members

- None

8. The meeting was adjourned at 8:50am

Respectfully Submitted:

Mouira C.
Authorized Signature

2/8/23
Date