



EXAM CONTENT OUTLINE

Campus Recreation Exam: CSAEd-CR™

% of Exam Items	Domain	Sub-Domains	Knowledge & Tasks
10%	Foundations of the Profession	<ol style="list-style-type: none"> 1. Through a foundational understanding of social justice, connect inclusive histories, philosophies, and values to the student affairs profession and to one's professional practice. 	<ol style="list-style-type: none"> 1a. Connect sport, recreation, and leisure theory to collegiate recreation programs. 1b. Articulate the role of collegiate recreation in the recruitment and retention of students. 1c. Describe the growth and evolution of collegiate recreation. 1d. Connect collegiate recreation to evolution of health and well-being.
12%	Student Learning, Development, and Success	<ol style="list-style-type: none"> 1. Apply models and theories of student learning, development, and success to daily practice. 2. Develop and implement programs and services for holistic student success. 3. Center and advocate for student learning, development, and success. 	<ol style="list-style-type: none"> 1a. Apply theories and models relevant to life-long health and well-being behaviors and values. 2a. Create environments and opportunities that encourage students to regularly practice healthy behaviors. 2b. Create environments and opportunities that encourage students to view themselves as having the potential to make meaningful contributions to their communities and to be engaged in their communities. 2c. Foster student leadership through advising, coaching, and consultation to support both individual development and organizational development. 3a. Navigate laws, policies, and practices while centering and advocating for students.

4%	Assessment and Evaluation	<ol style="list-style-type: none"> 1. Engage in comprehensive and cyclical assessment and evaluation planning. 2. Utilize insights and findings from assessment and evaluation data to improve policy and practice. 	<ol style="list-style-type: none"> 1a. Collect and present data appropriately based on organizational structures, reporting lines, and priorities. 2a. Incorporate research studies from collegiate recreation, other segments of the recreation industry, and in applicable areas of higher education to enhance practice.
10%	Social Justice and Inclusion	<ol style="list-style-type: none"> 1. Acknowledge and address systems of oppression, privilege, and power. 2. Create living and learning environments that foster equitable participation of all groups. 3. Create opportunities to advocate for social justice values in policies, programs, practice and procedures. 	<ol style="list-style-type: none"> 1a. Recognize and address the systemic barriers to inclusive recreation in order to support opportunities to engage in the pursuit of health and well-being. 2a. Apply equity, diversity, and inclusion concepts to the collegiate recreation environment. 2b. Foster a sense of belonging through programs, services, and facilities. 3a. Design marketing and communication strategies, without tokenizing, that welcome, engage, and retain members of marginalized populations.
23%	Leadership	<ol style="list-style-type: none"> 1. Establish priorities and outcomes that align to unit/department, divisional, and institutional vision. 2. Build coalitions and consensus between and across the unit/department, division, academic, and external community levels to foster institutional success. 3. Support a culture of innovation and entrepreneurship. 	<ol style="list-style-type: none"> 1a. Develop and promote a shared vision that drives unit, divisional, and institutional short- and long-term planning and the ongoing organization of work. 1b. Advocate for and support practices that create sustainable programs, services, and facilities. 1c. Institute and communicate a strategic plan. 2a. Nurture health and well-being through an integrated, collaborative approach. 2b. Communicate the value of collegiate recreation with various stakeholders. 3a. Encourage the creation of new and different programming and facility usage to meet the changing needs of the community served and accomplish the departmental/institutional goals. 3b. Introduce new ways of looking at problems.

			3c. Foster a culture where diverse perspectives are used to nurture innovation.
8%	Talent Management	1. Supervise and develop staff (performance management, processes).	1a. Develop a position vacancy and succession management plan. 1b. Build strategies for staff growth, skill advancement, and promotional opportunities. 1c. Design student employment opportunities that contribute to student career readiness.
13%	Crisis and Risk Management	1. Develop and implement risk and crisis preparation and management plans.	1a. Create and implement crisis scenario training in collaboration with appropriate stakeholders. 1b. Consider the possibilities where liability for negligence may be assigned. 1c. Determine the hiring qualifications and certifications required of staff based on best practices and industry expectations in accordance with state and local laws. 1d. Employ industry standards for facilities, equipment, and staffing. 1e. Facilitate contracting process for facility rentals, events, and activities to ensure that there is appropriate management of risk.
20%	Financial and Facility Management	1. Manage financial resources. 2. Manage facility resources. 3. Advocate for and manage spaces equitably. 4. Participate in the design of new/remodeled facilities.	1a. Create department business plan. 1b. Practice fiscal responsibility through acting as a good steward of student fees and institutional finances. 1c. Develop and implement programs and services for the campus and to support well-being and financial goals. 2a. Act as a campus resource for emergency management protocols. 2b. Create and maintain relationships with campus facility management services and key stakeholder groups (e.g., campus planning or architect, Athletics, student affairs, student organizations). 3a. Develop priority use scheduling guidelines for all stakeholders. 4a. Advocate for universal and inclusive design to best serve all of the potential participants. 4b. Incorporate sustainability practices as an integral part of planning, facility design, purchasing, and operations.