Evaluate Aspects of Individual Technologies Including Hardware and Software Solutions
Assess the Potential Impacts Implementation Will Have on Various User Groups
Develop an Implementation Plan to Best Ensure a Smooth Transition for All Users

Learning Objectives

Session Overview
Steps to Technology Implementation
Materials
Worksheets & Slides Available Online at fsu.campusrec.com/nirsa
IM Sports on the Cutting Edge of Technology
Wealth of Information, Communication Needs
Student Participant Demand

Tech Wave: A Look Back
1993: AOL Disk Mailings Begin
1995: Amazon.com Sells First Boo
2000: Dave’s First Cell Phone
2001: iPod Introduced
2005: Broadband Use Overtakes Dial-Up
2005: Facebook Goes Mainstream
2007: iPhone Introduced
2009: Twitter Explodes
2010: iPad Introduced

Key User Groups
Program Administrators
Full Time Staff
Student Staff Members
Program Assistants, Supervisors, Officials
Team Captains
Your High Involvement Participants
General Participants
Regular and One-Time Players

The Process
Seven Steps to Technology Implementation
Focus Your Efforts
Gather Basic Information
Determine the Feasibility
Evaluate the Impacts
Make a Selection
Plan for Implementation
Review and Revise
**Tech Possibilities**

- **Information Distribution**
  - Team Schedules, Rules, Champions

- **Team & Event Registration**
  - Free or Pay, Instant Schedule or Preferences

- **Captains Education and Exam**
  - The Meeting Replacement

- **Team & Participant Communication**
  - In-Season Notices & Reminders

**Tech Possibilities**

- **Daily Program Administration**
  - Field Assignments, Nightly Forms

- **Staff Scheduling**
  - Game Officials, Other Student Staff

- **Staff Evaluation**
  - Electronic Evaluations & Video

- **Program Assessment**
  - Participant Surveys, Feedback

**Tech Possibilities**

- **Program Promotion**
  - Implementing Social Media

- **Weather Monitoring**
  - Severe Weather Alerts, Lightning Detection

- **Other Processes**

**Focus Your Efforts**

For Each User Group & Process, Rate the Following:

- How Valuable Would Implementing a New Technology Be for This Part of My Intramural Sports Experience?
  - +2: Major Impact, We Must Do This
  - +1: Moderate Impact, People Would Notice
  - 0: Not Affected by This Technology
  - -1: Slight Impact, It Would Be Nice…
  - -2: No Desire, Why Change a Good Thing?

**A Realistic Timeline**

- **Infusing Technology Takes Time**
  - There are Always Options to Explore
  - There are Always Hurdles in Your Way
  - There are Always Consequences to Plan for

- **Think in Terms of MONTHS**
  - For Just ONE Technology Enhancement

**FSU IM Technology Timeline**

- 1998: IM Team Schedules Online
- 1999: Department Web Site Launches
- 2000: Electronic Roster Tracking (IPS)
- 2002: Online Registration: Select Events
- 2004: Online Registration: Team Sports
### FSU IM Technology Timeline

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>Staff Scheduling Online (W2W)</td>
</tr>
<tr>
<td>2007</td>
<td>Game Site Player Verification &amp; Roster Tracking</td>
</tr>
<tr>
<td>2008</td>
<td>Online Captains Exam Option</td>
</tr>
<tr>
<td>2010</td>
<td>Online Captains Exam Required (No Mtgs)</td>
</tr>
<tr>
<td>2010</td>
<td>Online Rules &amp; Guidelines Videos</td>
</tr>
<tr>
<td>2012</td>
<td>Purchased iPads for Nightly Supervisor Staff</td>
</tr>
<tr>
<td>2013</td>
<td>Added Wireless Internet to Rec SportsPlex</td>
</tr>
<tr>
<td>2013</td>
<td>Implemented Online Administrative Forms</td>
</tr>
<tr>
<td>2013</td>
<td>Electronic &amp; Video Officials Evaluation</td>
</tr>
<tr>
<td>2014</td>
<td>Nightly Social Media Coverage</td>
</tr>
</tbody>
</table>

### Gather Basic Information

- **See What's Out There**
- **Check Out the NIRSA Expo**
- **Talk to Your Colleagues**
- **Find Programs with Similar Processes**

#### Educate Yourself

- **Locate Multiple Options / Solutions**
- **Learn the Basic Functions / Components**
- **No Need to Be an Expert Yet**

### Implementation Factors

#### Facility Infrastructure
- Electricity, Internet Availability & Dependability

#### Hardware
- Computers, Tablets, Peripherals

#### Software
- Know the Options

#### Data Needs
- Hosting / Storage, Security Issues

#### Finances
- Initial Investment, Ongoing Costs

#### Systems Administration
- Installation, Regular Maintenance

#### Institutional Policy
- Advertising Restrictions, Business Processes

### Determine the Feasibility

For Each of Your Prioritized Areas, **Rate the Various Implementation Factors.**

- **+2:** Definitely Ready to Go
- **+1:** Doable with a Few Calls, Meetings, or Resources
- **0:** Not Sure, Have Not Discussed This Yet
- **-1:** Doable with Some Real Effort
- **-2:** Challenging or Next to Impossible
Prepare to Select & Implement

Product Selection
Right Combination of Feasibility and Impact

Implementation
Taking Advantage of Benefits
Preparing for the Consequences
Adjusting as Needed

Evaluate the Impacts

For Each of Your Prioritized Areas,
Evaluate the Impacts a New Technology Would Have on Each Affected User Group.

General Assessment
Using the Common Characteristics of Identified Solutions

It’s All in the Details

Time, Effort, Convenience Factors
Recognize the Benefits
Is Your Technological Enhancement at the Expense of Another User Group?

Know the Consequences
Intended
Unintended

Gain Approval

Solicit Approval to Move Forward
Gain Supervisor’s OK
Connect with Other Institutional Partners & Resources

Prepare to Make a Selection

For Each Option (Each Specific Technology),
(1) Review the Implementation Factors.
(2) Evaluate the Impacts the Technology Would Have on Each Affected User Group.

Real Answers, Not Vendor Promises
Rate for Individual Software / Hardware to Make the Best Selection for Your Program

Plan for Implementation

Select Your Technology
Finally!

Activating the Actual Technology
Preparing Hardware, Installing Software,
Connecting Databases, Etc.
Utilize Departmental & Campus Resources
Schedule Appropriate Time for Move to Technology
Plan for Implementation

Adjust Procedures
Review and Rewrite Work Procedures

Educate Users
Plans Vary by User Group

Prepare for Consequences
Prompt Response to Issues
Have Plan B Ready

Review & Revise

Post Launch Review
You’re Not Done Yet!
Give It Some Time (Semester)
See What Isn’t Working

Revise Procedures
Seek Solutions to Enhance Technology Adoption

The Process

Seven Steps to Technology Implementation
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Tech Talk
Implementing Technologies in Intramural Sports
David Peters, RCRSP
& Antonio Gonzalez
Florida State University
2014 NIRSA IM Institute - Oklahoma City, OK