



Addendum to the Proposal for the Continued Growth of the Bucknell Men's Crew Program

Men's Club Varsity Crew Team Charter

The following document is meant to provide the guidelines for the transition of the current Men's Varsity Crew Team to Club Varsity status. The following topics will be covered:

- Team Management/Operations
- Fundraising
- Coaching Staff
- Team Roster Goals
- Rowing Facilities and Equipment
- University Facilities and Services
- Nature of the Team

Team Management and Operations

To successfully manage the team the Club Varsity Crew Team Steering Committee will be established. The committee will be comprised of five alumni (men and women), a member of the administrative staff of the Bucknell Athletic Department, Head Men's Crew Coach, Head Women's Crew Coach, student President and team Captain of both the men's and women's crew programs, and a faculty member. This committee will meet quarterly and will be directly responsible for the fundraising efforts and oversight of the team operations. The committee will report to Bucknell administration with any significant issues as well as with reports on the team's progress. The committee will be responsible for personnel decisions and approval for capital expenditures for the club varsity program.

Fundraising

As outlined in the Club Varsity Proposal the fundraising efforts will be accomplished through a three-phased approach.

Phase 1

1. The team will annually raise \$50,000 for the coaching salary/benefits and for team operating expenses. The salary/operating budget will be reviewed annually on July 1 and the operating plan will be adjusted to suit the budget. The funds will be raised through the following mechanisms:

- a. Members of the men's team will be required to pay \$500 per year due at the end of October. This allows students to row the fall season and determine their desire to commit to the sport for the spring season. The spring is the premiere season for collegiate rowing. With a roster goal of 50 rowers the dues would raise \$25,000 annually towards the team's salary/operating budget.
 - b. Members of the team will lead fundraising efforts on campus and within the community. Examples include:
 - Rent-A-Rower
 - Fall (\$2,000)
 - Spring (\$1,000)
 - Summer (\$500)
 - Home Events
 - Fall Invitational (\$500)
 - Erg Armageddon (\$2,000)
 - Spring Invitational (\$500)
 - Bucknell Crew Paraphernalia Sales:
 - T/Sweat-shirts (\$1,000)
 - Banners (\$250)
 - Boathouse Bricks (\$150 a piece)
 - c. Additional funds will be raised through donations to the salary/operating budget.
2. A campaign for a men's crew endowment will begin and will be led by the Club Varsity Crew Steering Committee in conjunction with the Bison Club and University Relations. The endowment goals will be:
 - a. \$1 Million within 5 years to endow the men's head coaching position.
 - b. A total endowment of \$3 Million within 10 years to endow the men's head coaching position and the operating expenses of the team.
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Phase 2

1. The \$1 Million endowment will fund the Head Coach's position.
2. The team's operating expenses will need to be raised through team fundraisers and/or athlete dues.

Phase 3

1. With the establishment of the \$3 Million endowment, the student dues system will be eliminated and annual team fundraisers will be conducted on an as needed basis. The endowment will provide \$100,000 a year for the team's operation.
 - a. Full-time head coach: \$40,000 salary with \$10,000 benefits package
 - b. Operating budget: \$35,000
 - c. Annual upgrades on equipment: \$15,000
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Coaching Staff

As outlined in the Club Varsity Proposal the athletic department funding will no longer be allocated for a men's coaching position, starting in Fall 2002. The steering committee will be charged with conducting a national search for a coach. The search will follow all university search and hiring guidelines. The coach's position is best described by the following parameters:

1. Coach will be solely responsible for the men's novice and upper class rowers.
2. The men's coach will work closely with the women's coach to coordinate the operation of both teams. This coordination includes such things as practice schedules, transportation to and from the river and races, equipment purchases that would benefit both teams, and joint expenditures.

3. The coach's compensation:
 - a. A salary of approximately \$25,000 to \$30,000
 - b. A medical benefits package purchased through Bucknell with the university standard employee contribution rates.
4. The coach's performance will be reviewed on an annual basis by the steering committee.

Team Roster Goals

The roster goals for the team's first year as Club Varsity will be 50 rowers (30 novice and 20 upper class rowers). Before roster caps were placed on the men's program the team regularly kept a roster of 50 rowers. A roster of this size will be important to develop a competitive program and to help sustain the team with the athletes' work on fundraisers.

Rowing Facilities and Equipment

The following items are owned by Bucknell University and used by the Bucknell Crew Team.

1. Boat house with two bays (shared with Susquehanna University)
2. 2 equipment sheds
3. A ramp and dock
4. Rowing shells
 - a. 5 Eights
 - b. 1 Four
 - c. 4 Doubles
 - d. 1 Single
5. 5 sets of sweep oars
6. 6 Cox Boxes (amplification system for the rowing shells)
7. 3 coaching launches
8. 3 outboard engines
9. 1 trailer for rowing shells
10. 1 trailer for coaching launch
11. 1 pickup truck
12. 23 ergometers (indoor rowing machine)
13. ~~Uniforms (gender specific)~~
14. Miscellaneous equipment (megaphones, life preservers, gas tanks, team pop-up tent, variety of spare parts for rowing equipment)

The equipment will continue to be shared by both the men's and women's programs until the club varsity endowment is raised and sufficient funds allow for the men's team to purchase its own equipment. When the endowment goals are reached the current team equipment will be equally divided.

It will be the responsibility of the men's coach to coordinate with the women's coach to determine mutually agreeable scheduling for the use of the equipment and facilities. The expenses accrued for upgrading and maintenance of the equipment and facilities will be shared by the two teams.

University Facilities and Services

As laid out in the Club Varsity Proposal the Bucknell Club Varsity Crew Team will have full access to the locker room, university issue clothing, and university trainers. The athletic department is also asked to provide a coach's office with a telephone and computer (with access to Bucknell network services).

It will be critical for the program to work closely with various athletic and university organizations. As noted above, the team and steering committee will work collaboratively with the Bison Club and University Relations to assist with the fundraising efforts. The team also seeks support from Sports Information by including the men's club varsity program as part of the athletics website, and including it in athletics newsletters. The club varsity program will also coordinate with university administration to be covered as part of the university's insurance policy.

In terms of individual recognition of athletes we ask for the athletic department to continue to recognize male rowers in their Bucknell sponsored scholar-athlete awards and honor roles. Bucknell crew has celebrated many years of being at the top of the scholar-athlete awards and it will be important for the men's program to continue to be recognized for their success both on the water and in the classroom.

Nature of the team

The men's and women's teams have been a combined entity since crew began operating at Bucknell. It has been a successful mutual experience that has allowed for the teams to motivate each other to reach their respective goals. With the change in status for the men's program it will be vital to retain and continue to develop the current relationship between the men's club varsity program and the women's varsity program. Though the teams will have their own coaches and accounts there are various components of the programs that will naturally be able to remain connected. It will be to Bucknell's advantage to foster a team spirit that strives to maintain a united squad that feels like one team, rather than two distinct organizations.

1. The Bucknell Crew Name:
 - In all national and intercollegiate regattas the Bucknell Women's Varsity Crew Team and the Bucknell Men's Club Varsity Crew Team will continue to race under the single name Bucknell Crew.
2. Team Celebrations and Gatherings
 - The men's and women's teams will continue to celebrate their accomplishments as a united group. The annual banquet, crew reunions, anniversaries, and the team's presence at regattas will continue to be one that includes both men and women.