

## **Carol A. Bower**

Bryn Mawr College  
Department Of Athletics and Physical Education  
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### **Education:**

**University of Pennsylvania, Philadelphia, PA** **1996-1998**

Masters of Science in Organizational Dynamics

Thesis: Impact of the Equity in Athletics Disclosure Act on Progress Towards Gender Equity in Collegiate Athletics

**University of California, Los Angeles, Los Angeles, CA** **1976-1979**

Bachelor of Arts, Fine Arts

### **Work Experience:**

**Bryn Mawr College, Bryn Mawr, PA**

**Head Coach – Bryn Mawr College Varsity Rowing Program** **2002-Present**

- Implemented the newly established Varsity Rowing Program within the scholar-athlete model of Bryn Mawr College
- Scholar athlete development
- Develop and execute recruiting strategy
- Practice and race day plan and development
- Initiate Traditional and Non-Traditional Competition Schedule
- Sport budget, equipment and uniform oversight
- Transportation of trailer and shells
- Coordinate use of boathouse facility with boathouse management
- Oversee assistant coaches, volunteer coaches and student managers
- Direct team fundraising

**NCAA Compliance Coordinator** **2014-**

**Present**

- Maintain current records for all compliance area, including team rosters.
- Periodically provide team rosters to Registrar's office for check on academic integrity leading up to competitive season
- Attend biyearly NCAA Rules Seminars
- Supports sports programs and student-athletes in understanding and interpreting NCAA and conference rules and regulations
- Assists with documentation of potential NCAA violations.

**Mid Atlantic Rowing Conference (MARC) Commissioner** **2016-**

- Uphold common purpose and vision determined by the Board of Coaches which make up MARC
- Run monthly conference call meetings to ensure communication and organization among members

- Ensure that all new legislation is voted on by members using the Roberts Rule of Order to maintain consistence in this process.
- Oversee Mid Atlantic Conference Championship Regatta

**Craftsbury Outdoor Center, Craftsbury, VT**  
(summers)

**2010-Present**

**Associate Director for Sculling Programs**

- Assign coaches to their individual responsibilities in each week long camp session
- Oversee and ensure that programs are operating effectively
- Coordinate the use of facilities with other sport program directors at the Center
- Evaluate weekly programs with the other 3 directors at end of season and make recommendations for the next year

**Senior Women's Administrator (Acting)**

**2006-2007**

- Work collaboratively with Chair of Athletic Directors Search Committee
- Assist and Advise Acting Director of Athletics
- Attend meetings with Bryn College Administration and report back to athletic department

**Program Coordinator**

- Wilderness First Aid Certification Course

**Senior Lecturer**

Physical Education Instructor:

- PE Rowing Fitness Course
- Facilitate PE Wellness Course
- Contribute to the development of curriculum for PE courses
- Establish curriculum and teach Map and Compass PE Course
- Stand Up Paddleboard Course

**College of General Studies, University of Pennsylvania, Philadelphia, PA**  
Special Lecturer in Certification Program for Administration

**1999-2006**

**Team Concepts Inc., Haddonfield, NJ**

**1997-2001**

Program Director, Instructor

- Direct staff for team building and leadership training events
- Serve as company liaison for equipment rental and facility use for Team Concepts Programs
- Lecturer on Team Building and Leadership principals
- Motivational Speaker

**University of Pennsylvania, Philadelphia, PA**  
Head Coach - Women's Varsity Rowing Program

**1987-1997**

**United States National Rowing Team**

**1985-1990**

Coach of World Championship and Olympic Crews

**Boston Rowing Center, Boston, MA**

Head Coach - Men's and Women's Elite Rowing Training Center

**1985-1987**

**Yale University, New Haven Connecticut**

Freshman/Novice Women's Rowing Coach

**1980-1985**

**Bryn Mawr College Duties and Accomplishments:**

**Rowing Coach**

**Scholar Athlete Development**

- Create competitive race schedule to challenge athletes and showcase program for national ranking
- Set practice schedules and train athletes for successful competition
- Promote an atmosphere, which fosters the development of leadership and team building skills for scholar athletes
- Supervise the assignment of various sport specific tasks undertaken for members of the rowing team

**Recruiting and Promotion**

- Recruit qualified prospective student athletes
- Set up visits in conjunction with Admissions Officers
- Communicate with prospects throughout the admissions process
- Undertake public relations, fundraising and promotional activities

- Promote Bryn Mawr College and Bryn Mawr Athletics in interviews for local media
- Provide content and updates for Bryn Mawr Athletics website

### **Program Management**

- Coordinate the various components necessary for safe and effective indoor/outdoor training environments
- Provide expertise for the hosting of the Seven Sisters Championship Regatta
- Manage program operating budget and travel logistics
- Establish safety procedures for practices on the Schuylkill River in coordination with other rowing programs at the Hines Rowing Center
- Coordinate schedules and responsibilities for assistant coaches and student managers
- Train assistant coaches and coxswains on the safety procedures and “Rules of the River” established by the Schuylkill Navy

### **Facilities and Equipment Management**

- Negotiate lease of boathouse facility and equipment usage with Vesper Boat Club and Whitemarsh Boat Club
- Determine the appropriate equipment needs for program and administer the purchase, maintenance, and repair of equipment
- Prepare racing equipment for safe and dependable use as well as specific rigging for individual athletes (size, strength and ability)
- Oversee the proper loading and securing of racing equipment on to the shell trailer and transport equipment to and from regattas
- Provide expertise to develop program for new rowing facility

### **Program Management**

- Provide content and updates for Bryn Mawr Physical Education and Recreation website
- Make available information and contacts for local outdoor recreational activities
- Write grants to generate funds for programs
- Coordinate workshops and special courses with outside professionals
- Set-up and oversee Wilderness First Aid Course

### **Senior Lecturer**

- Teach Leadership PE course
- Employ use of “iMovie” for a creative and fun examination of leadership issues
- Set up experiential situations which promote personal learning about inter/intra group dynamics
- Teach beginning and advanced rowing fitness PE class
- Encourage both the awareness and the importance of fitness to the non-athletic Bryn Mawr undergraduate student
- Co-instruct and oversee class for guest speakers of Physical Education wellness course

**Departmental Accomplishments**

- Pioneered the development of the “Leadership in Action” program for varsity athletes in conjunction with Jody Law, Senior Women’s Administrator and Tennis Coach.
- Co-wrote “Leadership in Action” grant with Jody Law which qualified for funding from the NCAA
- Established working relationships with Dr. Paul Grobstein, Professor of Biology, Marcia Martin, Co-Dean of the School of Social Work, and Kimberly Cassidy, Associate Professor of Psychology, to integrate athletics with academics in the development of the “Leadership in Action” curriculum
- Designed and created, in conjunction with Amy Nakamoto, Head Soccer Coach, a working document to promote discussion and define mission of comprehensive programs for intradepartmental review of the Department of Athletics and Physical Education
- Facilitated working connection between Bryn Mawr College Admissions and Team Concepts Inc, to create an interactive and fun program for admitted students on Open Campus Day

**United States Olympic and World Championship Rowing Teams**

**Experience as Athlete**

1979 Bronze Medalist	World Championships, Bled, Yugoslavia
1980 Member of 8+	XXII Olympiad, Moscow, USSR*
1981 Silver Medalist	World Championships, Munich, Germany
1982 Silver Medalist	World Championships, Lucerne,
Switzerland	
1983 Silver Medalist	World Championships, Duisburg, Germany
1984 Olympic Gold Medalist	XXIII Olympiad, Los Angeles, California

**Experience as Coach**

1986 Coach of Women’s 4+	World Championships, Nottingham,
England	
Coach of Women’s 4+	Good Will Games, Moscow, USSR
1987 Coach of Women’s 4+	World Championships,
Copenhagen,Denmark	
1988 Coach of Women’s 4+	XXIV Olympiad, Seoul, Korea
1989 Coach of Lt. Wt. Women’s 4-	World Championships, Bled, Yugoslavia
1990 Coach of Lt. Wt. Women’s 4-	World Championships, Tasmania, Australia

**Publications/Presentations**

*Strong Women Row to Win* Co-presenter with Author Joanne Iverson (An Obsession with Rings) and 2010 Olympic Gold Medalist Susan Francia, Philadelphia, PA December 2014

*Rowing* April/May 1983 Oarswoman of the Year: Carol Bower, U.S. Olympic Committee 1982 United States Rowing Convention, Buffalo, NY 1982. Presentation: *Rigging Shells for Novice Crews*

United States Rowing Convention, Washington, DC 1989 Co-presenter with Dr. Ruth Hall and Mariah Burton Nelson: *Historical, Psychological and Current Trends of Women's Rowing in the United States*. United States Rowing Convention, Philadelphia, PA 2000 Presentation: *Stages of Development of a Master's Rowing Program*

### **Professional Development**

Leadership Enhancement Institute (NACWAA/HERS level II)  
NACWAA/HERS 2004 Institute for Administrative Advancement  
2004 Tri College Multicultural Leadership Institute  
SOLO Wilderness First Aid Certification  
American Red Cross Adult CPR/AED  
Bryn Mawr College Empowering Learner's Partnership Program  
Penn State World Campus Geographic Information System Certificate, December 2012

### **Professional Affiliations**

College Rowing coaches Association (CRCA)  
National Association of Collegiate Women's Athletic Administrators  
Collegiate Rowing Coaches Association  
National Rowing Foundation  
US Rowing Association

### **Service to the Profession**

Mid Atlantic Rowing Conference Board Senior Women's Administrator  
Title IX Advisory Committee for the Philadelphia Women's Law Project  
NCAA Division III Rowing Advisory Committee  
EAWRC Race Committee  
Boston Elite Training Center Advisory Board  
United States Olympic Rowing Committee (Athlete Representative-1982)  
Mid-Atlantic Rowing Colleges Conference – Senior Women Administrator

### **Special Honors**

UCLA Athletics Hall of Fame. Inducted 2007  
USRowing Hall of Fame. Inducted 1984 and 1990  
Dedication of racing shell with my name by the Yale University Women's Crew 2009

\*Did not participate due to United States boycott of the Olympic Games in Moscow.