Excerpt From Snell Symposium Manual, March 2002

Jenepher Price Shillingford
Ursinus College

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ACKNOWLEDGEMENT

Ursinus College has a special place in the history of women’s athletics. Under the tutelage of Eleanor Frost Snell, legendary coach, women’s teams in the forties, fifties, sixties and seventies were nurtured and sustained. In forty years of coaching, Miss Snell never had a losing season and compiled an overall record of 674 wins, 194 losses and 42 ties. In one ten year period of softball coaching, her teams lost but one game. But records are often made to be broken and her true legacy became her influence on all that she encountered in the field of women’s athletics. I count myself fortunate to be one such individual.

In 1987, URSINUS COLLEGE established a Professorial Chair in Eleanor Snell’s honor. A Committee raised the necessary funds in a thirteen-month period. The Chair was of special significance to Miss Snell because it honored a woman in the field of athletics. I feel gratified to have been associated with a college that has always supported and applauded their teams and programs.

In 1999, following my retirement from Bryn Mawr College, I was appointed to the Snell Chair for three years. My proposed project, Encouraging Women to get involved in Coaching, was accepted by the College and for next three years, the College supported an annual symposium entitled the Snell Symposium.

I wish to acknowledge the consistent support of the College for the field of athletics and for women in particular. I sincerely thank the Board of Trustees and the Administration for their vote of confidence. Most specifically I wish to acknowledge the support of President John Strassburger and Dean Judith Levy. My dream is that other conferences and colleges will adopt this concept.

Janephre P. Shillingford
Snell Professor
February 19, 2002
THE MISSION

The mission of the Snell Symposium has been to encourage women undergraduates to enter the field of coaching. The effort was not an attempt to “develop a coach in a weekend”, but rather to develop and enhance an interest in the profession of coaching.

BACKGROUND

During the last thirty years, we have seen an enormous growth of participation in women’s athletics. After the passage of Title IX in 1972, opportunities for women participants on the college level grew significantly, but the number of female coaches and administrators declined. During this period, the first scholarships for women in intercollegiate athletics were offered under the guidance of an organization entitled the Association of Intercollegiate Athletics for Women (AIAW). For eight years the AIAW managed women’s athletics and served as a brilliant model. In 1979, the organization succumbed to the efforts of the NCAA as it took over women’s as well as men’s intercollegiate sports.

A longitudinal study entitled, Women in Intercollegiate Sport* was initiated in 1977. It documented trends in the field of women’s athletics in many areas. Authors of the study are Vivian Acosta and Linda Carpenter and they have traced the trends for over twenty-three years. This document made clear the fact that while we were gaining women participants and teams but were losing women in athletic administration and coaching. Some of the changes were drastic. In 2000, 45.6% of the coaches of women’s teams were females. This was the lowest representation of females as head coaches of women’s teams in history. The change is even more startling compared to the year 1972 when over 90% of women’s teams were coached by females.

A second body of ongoing knowledge has been developed and documented by Dr. Christine Grant of the University of Iowa. Her involvement and documentation of the results of Title IX as well as a compilation of the results of the Equity in Athletics Disclosure Act (EADA) offers further evidence that opportunities for women in coaching and in athletic administration have declined. This study offers additional information regarding the distribution of finances in intercollegiate athletics as well as levels of participation.

Thus we have two bodies of knowledge that offer concrete evidence that coaching opportunities for women in intercollegiate athletics have been compromised.

I believe this decline can be traced to a number of factors. In the late seventies and early eighties, many of the men’s and women’s athletic departments came together after the NCA became the sole leadership organization for athletics. In most cases, the male became the Athletic Director and thus his network for hiring of coaches and administrators was male dominated (Old boys’ network). More males were approached and became coaches of women. It is interesting to note that the reverse did not occur.
throughout the life of the Acosta/Carpenter Study, no more than two percent of female coaches coach male teams.

During this period of time, a second factor emerged. We began to see an expansion of work opportunities for women. For the most part, in the sixties, women became teachers, nurses or secretaries. Today opportunities for women are enormously expanded. Interestingly, there has been a simultaneous decrease in both the fields of nursing and teaching.

A third factor seems to be our own culture. Have we said enough to encourage women to become coaches? Have we made the profession an honorable and enjoyable one? Have we done enough to shed the “dumb jock” image? In other words, do women need some encouragement to enter the field of coaching? It is this third point that I chose to explore and the Snell Symposia were a result. While all of the factors influencing women in coaching are intertwined, the least explored point involved the culture of the potential coach.

The concept of working through a Conference, in this case, the Centennial Conference did not seem significant initially. However I now know and believe that the Conference involvement is an enormous factor in the success of the project. The mentors of the individual institutions nurture the seed planted in the Symposium on a consistent basis. The institutions involved in the Centennial Conference are Bryn Mawr College, Dickinson College, Franklin and Marshall College, Gettysburg College, Haverford College, Johns Hopkins U., Muhlenberg College, Swarthmore College, Ursinus College, Washington College, and W. Maryland College. It is affectionally entitled the “egghead” Conference.

To date, we have documented that 21 of the first 42 participants have entered the field of coaching. This 50% success rate was a happy surprise. I was aware that the undergraduate participants attending the first two years already had an interest in coaching, but the institutions involved in the conference are strong academic colleges and there are many pressures to test other vocations. The results of the third Symposium will be tracked in the Fall of 2002.

*Project partially funded by Brooklyn College and the Project on Women and Social Change of Smith College
TIME LINE FOR PRODUCTION OF THE SNELL SYMPOSIUM

Note: This time line is reported based on utilizing the last weekend in January for the Symposium

May – July
Secure nearby lodging for participants
Contact special keynoters for involvement

July – August
Secure necessary campus space

September – October
Visit Conference schools seeking input and giving Symposium
Information
Notify Mentors of November meeting (Monday before Thanksgiving)
Solicit information on former undergraduate participants (are they coaching?)
Solicit helpers for the Symposium

November
Meet Institutional mentors to secure names of participants, mentors, W-9's and special information about the mentors, vitae of mentors and emails of all. Determine what Workshops will be offered.

December
Set up email groups for undergraduate participants, mentors and keynoters.
Secure notebooks and prepare for printed materials.
Arrange food service at College, and hotel service.
Request involvement of President and Dean of the College.
Involve the executive Secretary of the Conference.
Complete schedule and distribute to everyone

January
Secure van transportation for participants from college to hotel and back
Secure microphone needs and audio-visual needs.
Order necessary furniture, flip charts, etc.
Confirm food arrangements with College
Confirm Hotel arrangements and supply room list (early in Jan.)
Complete printing of notebooks and collate
Work with College Communications
Order checks for mentors and keynoters
Pray for good weather
February
Send thank you's to networkers, mentors, participants, and college helpers.
Approve and pay bills
Email evaluations to all and request return
Answer Press questions and work with College Communications to promote concept.

March
Collate evaluations
Write report on “how to” organize and orchestrate a Symposium

May-June
Report to Conference and College – either written or in person

July
Go fishing
THE PROCESS

1) Securing Keynoters

Early in the process, I determined to secure several keynoters for each Symposium. I approached and was able to secure the people that I most respect in the field of women's athletics. They included:

2000
Christine Grant, University of Iowa
Donna Lopiano, Executive Director of the Women's Sports Foundation
Charlotte West, U. of S. Illinois emeritus

2001
Bridget Belgiovine, NCAA
Christine Grant, U. of Iowa
Christine Voelz, U. of Minnesota
Charlotte West, U. of S. Illinois

2002
Bridget Belgiovine, NCAA
Christine Grant, U. of Iowa
Charlotte West, U. of S. Illinois

Except for conflicts in schedule, no one ever declined the opportunity to be a part of the Symposium. I believe it is vitally important to reimburse keynoters appropriately for their expertise and I have attached the budget demonstrating this.

Christine Grant and Charlotte West served as the backbone of knowledge for all three workshops. Charlotte West offered a workshop on the History of Women in Athletics since World War II while Christine Grant presented material on Title IX and Gender Equity. Both workshops were substantiated with objective materials. Dr. Grant offered a special lecture each year. My favorite was "Coaching is God's Work". Bridget Belgiovine offered comments about the importance and value of involvement in organizations. In 2002, Libby Sander, a 1998 graduate of Bryn Mawr presented with Ms. Belgiovine. She related very well to the undergraduate students.

Both Chris Voelz and Donna Lopiano offered dynamic Keynote speeches to start the first and second Symposium respectively. Although we encouraged anyone to attend the first keynote, the group consisted mostly of the participants and mentors.

All of the other workshops were presented by mentors from each of the eleven Centennial Conference schools. These individuals were selected by the individual institutions. Most of them were coaches at the school, but athletic administrators and graduate students were also selected. The graduate students provided a special and viable link to the participants in "how to get started." This selection process will be further explored under
“securing mentors”. The keynoters should be lined up by the end of the summer or six months in advance.

2) Securing Lodging for the participants

There was no available space at the College for participants of the Symposium so we sought a hotel. During the initial year of the Symposium a great deal of time in the summer was devoted to finding accommodations. I settled on the Park Ridge Sheraton in Valley Forge. It was a fine hotel, gave good service and provided a buffet breakfast for the participants. Room cost was $79/double and included the breakfast. There is an advantage to housing everyone in one area. The exchange between students became very valuable and serves as a positive and cohesive experience not always enjoyed on the field of competition.

In addition to the undergraduate students, keynoters and mentors were housed in the same facility. Some mentors commuted while others preferred the hotel accommodations. One of the mentors served as the Conference contact for the Hotel.

Van transportation to and from the hotel was supplied by vans from the College.

3) Securing necessary campus space

During the summer months, campus space was reserved. It was necessary to obtain a large space for the Friday night keynote and then smaller spaces for the individual workshops. The audio-visual needs often dictated the space so the areas needed to be reviewed just before the schedule was published.

4) Visiting Conference schools

I would recommend visiting the conference schools during the months of September and October or three months in advance of the event. I visited during years 1 and 3 and it would have been valuable to visit all three years. During the visit, I talked to anyone the institution brought forward. Those involved included coaches, athletic directors and associate athletic directors, graduate students and undergraduate students. Each institution was asked to select two undergraduate students and a mentor to attend the Symposium. The process of selection was up to the institution. The mentors were coaches, administrators or graduate students and they served as a link between the Symposium and the undergraduate participants. Following the symposium, student participants were asked to make a presentation that would help women in athletics.

During the visit, I outlined the deadline for undergraduate participants and asked for the appointment of the mentor no later than Nov. 1st. A meeting of all of the mentors was established for the Monday before Thanksgiving at Ursinus College, followed by lunch.
5) **Mentor meeting**

On the Monday preceding Thanksgiving vacation, I asked all mentors to attend a mandatory meeting at Ursinus College. This is crucial to the formation of the schedule and the success of the Symposium. Over the three-year period, only two mentors have failed to attend the meeting.

Those in attendance were asked to bring their curriculum vitae, W-9, names of their two undergraduate participants including email addresses and to complete an information sheet for themselves (See appendix). Each mentor was paid a $500 Stipend. If two individuals from an institution sought to present or split the task, they determined how to divide the stipend.

The major thrust of the meeting is for the mentors to get to know each other and to determine what workshops they wished to offer. It is not possible to offer all of the information that goes into the education of a coach, so I believed it appropriate to have the individual mentors (presenters) select their own topic for the workshop. It was my task to put the Symposium schedule in some sort of sensible order.

During this meeting, the responsibility for helping the undergraduate participants make a presentation following the Symposium to their peers was outlined. Initially the stipend was split with $350 as a payment for the workshop and $150 for being the ongoing mentor for the institutional participants. In the last two years, this distinction was not made, as it seemed unnecessary.

6) **Establishing the communicative network**

The month of December was used to establish email groups of networkers, undergraduate participants and mentors. The major item to distribute was the Symposium schedule. It is important to note that on a college campus it is difficult to communicate with students after the 10th of December because of finals and because College calendars differ considerably.

December was a time to finalize the involvement of the President and Dean or the College as well as the Executive Secretary of the Centennial Conference. I also solicited some helpers to assist in the actual running of the conference. I was able to utilize Ursinus undergraduates, and Bryn Mawr graduates.

All arrangements for Food Service were revisited and confirmed.
7) Development of Symposium Notebooks

The notebooks were purchased in late December or early January and information was gathered up until a week prior to the Symposium. Items in the notebook included:

- Acosta/Carpenter study
- Information from the Women's Sports Foundation
- Vitae of all presenters
- Introductory piece about the mission and Eleanor Frost Snell
- Maps of the campus and to/from the hotel
- List of undergraduate participants including email addresses
- Weekend Schedule – Final draft completed by mid-January
- Pertinent articles about coaching, etc.
- Handouts*

*These were the most difficult to obtain because the mentors were so very busy with their teaching/coaching lives. I tried to insist that I got the handouts prior to the weekend because then I had a complete notebook. For the most part I was successful, but it wasn’t always possible.

8) Final Pre-Symposium Tasks

January was set aside to confirm all arrangements and to finalize same. These included (a) van transportation (b) food service counts (c) hotel arrangements and room list (d) ordering necessary furniture, flipcharts, etc. (e) complete printing and collating of notebook (f) finalizing interaction with College Communications (g) ordering checks for mentors and keynoters and then praying for good weather!

9) Post Symposium tasks

February

Tasks following the Symposium included thanks to everyone involved, approving and paying bills, emailing evaluations and answering questions from the press. Evaluations are always difficult. Every attempt should be made to have an anonymous response. Thus emailing and requesting a response was difficult. Rather the evaluations were mailed to the mentors with a request that they distribute them to the students and then send them back to me. I did consider having the students do an evaluation at the very end of the Symposium, but time is of the essence and I think the evaluations are more carefully constructed when the students have time to complete them.

March

The first newsletter is prepared and sent to all involved. It generally contained a list of the projects that the students would be completing to help women in athletics. It is another way of keeping involved with the participants.
10) Report to Ursinus College and to the Centennial Conference

In May or June a report is made to the Centennial Conference and to Ursinus College.

11) Second and Final Newsletter is distributed.

12) Communication to Press is completed.
### 2002 Budget for Snell Symposium

#### Stipends

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**Total** 17,898.48
PARTICIPANTS

MENTORS

NETWORKERS

For the Snell Symposia

2000-2002
2000 SNELL SYMPOSIUM PARTICIPANTS

Bryn Mawr College: Katie Martin (field hockey)
                    Alison Ayers (volleyball)

Dickinson College: Carie McCombie (cross country)
                    Mandi Yarroll (field hockey)

Franklin & Marshall: Arianne Smith (cross country/track)
                      Erika Haberstaat (soccer)

Gettysburg College: Lauren Frankford (volleyball)
                     Nicole Evans (volleyball)

Haverford College:  Lindsay Carey (lacrosse)

Johns Hopkins:      Kathleen Hanlon (soccer)
                    Rachael Abelson (soccer)

Muhlenberg College: Kerry Lambert (field hockey)
                    Jen Sands (soccer),
                    Ashley Neven-du-Mont

Swarthmore College: Becca Stites (field hockey, lacrosse)
                    Amber Adamson (lacrosse)

Ursinus College:    Taryn Bracket (lacrosse)
                    Madaline Dumphy (lacrosse)
                    Dana Delladonna (volleyball)

Washington College: Nicky Williams (crew)
                    Rosanne Alastra (lacrosse)

Western Maryland College: Stacy Seward (volleyball, basketball)
                          Becca Lyter (soccer, tennis)
2001 SNELL SYMPOSIUM PARTICIPANTS

Undergraduate Participants for the Snell Symposium

Bryn Mawr College:  Krissy Falk
                     Jenny Yuh

Dickinson College:  Meghan McVeigh
                     Amy Rankin

Franklin & Marshall: Megan Birmingham
                     Gen Moyer

Gettysburg College: Erin Hayden
                     Megan Eddinger

Haverford College:  Samantha Tubman
                     Blythe Coons

Johns Hopkins:      Karin Diener
                     Hilary Rowe
                     Maura Dudley

Muhlenberg College: Jamie Gluck
                     Kerry Lambert

Swarthmore College: Kristen English
                     Katie Vivalo

Ursinus College:    Kimmy Paulus
                     Liz Potash

Washington College: Toby Wilmet
                     Jordon Holt

Western Maryland:   Jennifer Martin
                     Heather Arnold

Oneonta College:    Liz McGrail
                     Melissa LaBarre
2002 SNELL SYMPOSIUM PARTICIPANTS

Bryn Mawr College: Katie Murray
                 Jenny Gapin

Haverford College: Sarah Domby
                  Stephanie Rank

Johns Hopkins:    Liz Meltzer
                  Kate Rystrom

Gettysburg College: Kristina Moore
                    Laura Osmian

Ursinus College:  Tara Lucas
                  Erin Fitzgerald
                  Sandy Fetterman

Western Maryland: Amy Price
                    Jessica Lynn Parker

Gettysburg: Aimee Seward
            Melissa Balance

Dickinson: Amy Glennon
           Alex Forte

Franklin & Marshall: Cynthia Da Costa
                      Alison Reindel
                      Jenny Lindner

Swarthmore: Katie Tarr
           Catherine Salussolia
Washington:  Jamie Thompson
          Avery Coleman
          Beka Becket

Muhlenberg College:  Maria Poluka
                    Reina Tyson
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<tr>
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<tr>
<td>Bryn Mawr</td>
<td>Kate Miller</td>
<td>Kate Miller</td>
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<tr>
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<td>Judy Yorio</td>
<td>Judy Yorio</td>
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<td>Franklin &amp; Marshall</td>
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<td>Connie Kunda</td>
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<td>Adrienne S</td>
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<td>Carrie Reilly</td>
<td>Laura Moliken</td>
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<tr>
<td>Washington</td>
<td>Sarah Feyenherm</td>
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Faculty Information
Snell Symposium, Jan 26, 28, 2001

Kate Miller  BRYN MAWR,
Allison Risser  DICKINSON
Randall Flynn  FRANKLIN
& MARSHALL
Barbara Streeter  GETTYSBURG
Anne Livezey  HAVERFORD
Faith Shearer  JOHNS HOPKINS
Kristen Stuckel  MUHLENBERG
Karen Borbee  SWARTHMORE
Carrie Reilly  URSINUS
Laura Moliken  URSINUS
Eleanor Shriver  WASHINGTON
Natalie Hannibel  WESTERN
MARYLAND
Carol Cantele  GETTYSBURG
COLLEGE

* * * * *

Guest Keynoters and Presenters:

Bridget Belgiovine  NCAA
Christine Grant  UNIVERSITY OF
IOWA

Chris Voelz, Director of Women’s Athletics, University of Minnesota, Twin Cities, Minneapolis, MN 55455,
Charlotte West, 1709 W. Freeman, Carbondale, IL 62901,
Jen Shillingford, Chairperson,
### 2002 MENTORS

<table>
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### KEYNOTERS

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<td>Charlotte West</td>
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<td>Jen Shillingford</td>
<td>Snell Chair</td>
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Schedule for Snell Symposium 2002

Fri., Jan. 25

5:30 PM - Arrive Ursinus College Field House

6:00 PM - Dinner, Wismer Hall in Staff Dining Room
   Welcome – Jen Shillingford
   Greetings – President John Strassburger
   Dinner

7:15 PM – Olin Auditorium
   Memories of Eleanor Snell – Vonnie Gros
   Remarks from former Snell Symposium Participants who are coaching
   Opening Comments – Jen Shillingford

8:45 PM – Depart for hotel

Saturday, Jan. 26

7:00 AM – Breakfast at Hotel

8:30 AM – Depart for Ursinus

9:00 – 9:50 AM – Team Building – Laura Moliken, Carrie Reilly Kirk – Olin 201

10:00 – 10:50 AM – Game Management – Kate Miller OR Leadership Skills – Sarah Feyerherm, Tara McKee

10:50 – 11:00 – Break

11:00 – 12:10 - History of Women in Athletics after World War II – Charlotte West
   Olin Auditorium

12:15 – 2:15 PM – Lunch
   Mentors & Keynoters & guests
   Faculty Lunch Room
   Undergraduate Participants – Line
   Fitness Center Open

2:15 – 2:45 PM – Examining One’s Philosophy of Sport – Christine Grant – Olin Auditorium
2:45 – 3:30 PM – Choose 1 session (note that some are repeated*)

*Skills Teaching – Alison Risser, Melissa Reiss - Olin Auditorium
Many Hats of Coaching – Carol Cantele, M. Stuckel - Olin 107.

3:35 – 4:20 PM – Make a Difference; Importance and Benefits of Involvement -
Bridget Belgiovine, Libby Sander - Olin Auditorium

4:20 – 5:10 PM – Choose 1 session (note that some are repeated*)
College Recruiting with a Concentration *Leadership Skills - Sarah
On Multicultural recruiting Feyerherm, Tara McKey
Leanne Cole - Rm 201 Olin Amphitheater

5:10 – 6:00 PM – Ethics in Coaching – Karen Borbee – Olin Amphitheater

6:00 PM – Dinner - Line

7:15 PM - Return to Hotel

8:00 PM – Dare to Compete Video – Hotel – Sander, Varadian

Sunday, January 27

6:30 – 7:00 AM – Breakfast

8:00 AM – Depart Hotel

8:30 – 9:45 AM – Title IX & Gender Equity – Christine Grant – Olin Amphitheater – Rm 108

9:45 – 9:55 AM – Break

9:55 – 10:40 AM - Choose 1 session (note that some are repeated*)

Entering Athletic Administration *Skills teaching
Faith Shearer, Olin Amphi. 108 Olin Auditorium – Alison Risser

10:40 – 11:15 AM – Graduate Assistantships – Rosie Dyer
Panel of Grad Assistants – Olin Auditorium

11:15 – 11:30 – Awards and Wrap-up – Dean Judith Levy and Jen Shillingford
Former Snell Participants Involvement in Coaching as of 3/02

Participants from 2000, and 2001 Symposia

Since the inception of the Snell Symposium, 42 women have been a part of the program. The attached information indicates whether or not they have become involved in coaching or are intending to do so.

Bryn Mawr
- Katie Martin – teaching in Japan
- Alison Ayers – Still an undergraduate
- Jenny Yuh – Not coaching at the moment, but planning to do so
- Krissy Falk – No news

Dickinson
- Mandi YarroU – Taking Masters Degree at Villanova
- Sara Boles – Asst. soccer coach at Dickinson
- Meghan McVeigh – teaching 1st grade at Germantown Academy – coaching Jr. Hi field hockey
- Amy Rankin – Still an Undergraduate – coached at several hockey camps
  Would like to secure her Masters and hold a grad assistant position
  In coaching field hockey

Franklin & Marshall
- Gen Moyer – in England coaching lacrosse
- Megan Birmingham – wants to coach middle school
- Ariane Smith & Erika Habestaat – No News

Gettysburg
- Megan Eddinger – coaching asst field hockey/lacrosse at Muhlenberg College
- Lauren Frankford – asst. soccer coach at Lebanon Valley
- Nicole Evans is in Physical Therapy school and is coaching at the University she attends
- Erin Hayden – still an undergraduate

Haverford
- Lindsay Carey; Samantha Tubman, Blythe Coons – waiting to hear

Johns Hopkins
- Maura Dudley – Undergraduate, would like to teach and coach
- Rachel Abelson – Asst. coach JHU soccer coach
- Kathleen Hanlon - No information
- Karin Diener - No information
- Hilary Rowe - No information

Muhlenberg
- Kerry Lambert – teaching in Phila. No coaching
- Jamie Guck & Laura Funston – current undergraduates
- Ashley Nevin-du-Mont – No news
Swarthmore
Amber Adamson – coaching field hockey at Bryn Mawr C.
Becca Stites – teaching English and coaching field hockey & lacrosse at her old HS in Louisville, KY
Katie Vivalo is looking for a teaching/coaching position in Phila. Area
Kristen English is lacrosse coach at Claremont/Mudd/Drew College

Ursinus
Taryn Brackett is in Graduate School
Kimmy Paulus; Liz Potash – still in school as undergraduates
Madi Dunphy – has coached at North Penn HS for lacrosse for 2 yrs.

Washington
Nicki Williams is asst. rowing coach at Wesleyan College
Toby Wilmet is asst. field hockey coach at Randolph Macon
Rosanne Alastra – coached lacrosse team in high school outside of Columbus, Ohio
Jordon Holt – Admissions at Andrews School in Cleveland – most likely Will be coaching lacrosse in Spring

W. Maryland
Stacey Seward – working in State Recreation and is head coach for HS Volleyball team. Will be coaching softball.
Becca Lyter – asst. tennis coach at W. Md.
Heather Arnold – coaching field hockey at new high school.

SUMMARY OF INVOLVEMENT IN COACHING BY FORMER PARTICIPANTS IN THE SNELL SYMPOSIUM

Actually coaching – 22
Anticipate coaching OR still undergraduates – 9
Not coaching – 4
No information as of 3/02 - 7
Athletic Trainer - 1
Total Participants: 43
RECOMMENDATIONS FOR THE FUTURE and FINAL COMMENTARY

1) Conference Involvement

It is imperative that future efforts revolve around a Conference. Any group can have a wonderful weekend workshop, but the ongoing nature of the Snell Symposium has been successful because the individual college mentors nurture the seed planted in January. They become the glue that binds the concept together.

2) Cost of the effort

I have included the 2002 budget that included all expenses with the exception of the stipend that I receive from the College. The total budget was $18,000. This is a sum that might be secured by dividing it among individual institutions in the Conference. It could also be secured by involving funds from specific grants, some of which are available presently.

3) Use of Consultants

Conferences or groups of institutions could utilize this Manual and consultation from those involved in the Snell Symposia. To further this end, I would like Sue Lubking, West Chester University to work with me in this effort. She has been involved in the effort since it began and did her doctoral work on the subject of getting girls and women into coaching.

FINAL COMMENTARY

It is my hope and dream that other Conferences and Colleges or Universities will adopt some form of this concept. It is not “rocket science”, but rather a straightforward method of interesting undergraduate women in the field of coaching. What drew me to this effort? I want my granddaughters to have female role models for coaches, as I know my grandsons will have the reverse. And finally, my own experience coaching at a number of colleges, most especially Bryn Mawr College, has given me tremendous satisfaction and fulfilled my professional dreams. I want others to know that feeling.

Christine Grant says in her talk, Coaching is God’s Work: 

“Should you choose to become a coach, you will be so richly rewarded. For that is the wonderful irony of God’s work. Because it is such good and useful work, those, who by choosing it give fulfillment and joy to others, receive back that fulfillment and joy in full measure.”