

Queen's University - Team Info and Selection Policy

Rowing

1. Philosophy

Membership on a varsity athletic team at Queen's University is a privilege that creates unique opportunities to be a role model, peer supporter, mentor and spokesperson. A Queen's student-athlete is expected to **Lead the Way** by demonstrating the highest pursuit of ethical and drug-free sport, fair play, integrity, inclusion and respect for others.

Ontario University Athletics (OUA) competitions/leagues and U SPORTS championships provide the highest level of competition for student-athletes in Canada. Queen's is committed to selecting student-athletes who demonstrate the potential to succeed academically, athletically, and contribute to the community when representing Queen's at OUA and U SPORTS.

This selection document establishes the vision, evaluation criteria and authority with regard to the selection of the **Queen's Rowing Team**

2. Team Goal

Queen's Rowing's goal is to be the leading rowing program in Canada through a combination of academic and athletic excellence and integrity of character. Athletes who demonstrate the potential to contribute to the team in the pursuit of this goal will be selected.

3. Eligible for Selection

Student-athletes are eligible to compete on men's or women's varsity teams and clubs corresponding to either their gender identity or their sex assigned at birth, so long as they comply with the Canadian Anti-Doping Program (refer to U Sport Equity Policy 80.80)

Student-athletes must meet all Queen's University policies, Athletics & Recreation (A&R) department policies, team rules and the regulations for academic eligibility of OUA and Canadian University Rowing Association (CURA) and/or other sport-governing bodies to be eligible for selection.

4. Evaluation Criteria

All student-athletes are evaluated against the following criteria:

- Needs of the team, including positional needs and positional suitability, short term and immediate requirements vs long term and future program needs
- Demonstrates an ability for teamwork and team cohesion, contributing to a positive team atmosphere and a shared purpose of creating a successful and high performing team (Team first approach)
- Displays an attitude of commitment in all areas of preparation while projecting a professional, positive, confident and successful attitude, demonstrates the ability to adjust to various situations, accepts responsibility and is accountable for actions and learning

- Continuously pursues academic, athletic, and community success achieved through attendance at required practices and functions and positive interactions with coaches, teammates and A&R staff.
- Demonstrates a high-performance approach to athlete development. Trains, competes and prepares mentally and physically year-round and strives to meet the required standard of training and fitness.
- Prioritizes self-care, making personal choices that reflect a high-performance lifestyle both on and off the water, and ensures a healthy, well-nourished body & mind (including sleep, nutrition, hydration, life balance, etc.)
- Acts as a positive role model both on and off-campus, demonstrating the highest pursuit of behavioral standards that comply with Queen's, OUA and U SPORTS Code of Conduct requirements.
- Displays commitment to Drug-Free and Safe Sport

Student-athletes are also evaluated on a variety of high-performance rowing criteria, outlined in Appendices 1 through 3, including but not limited to the following:

Rowers

Rowers will be evaluated in accordance with the following criteria:

- Academic eligibility and good standing
- Ergometer performance
- Boat speed assessment (seat racing, time trials, racing, etc.)
- Racing and trialing
- Year of eligibility
- Ongoing technique and coachability
- Ongoing compatibility with athletes and coaches
- Commitment to the program
- Assessment of competitive readiness
- Year over year improvements (technique, physiology, performance, etc.)
- Ability to meet and maintain body weight targets (Lightweight Athletes)
 - Selection weight maximums for Lightweight Women shall be 60.5 kg
 - Selection weight maximums for Lightweight Men shall be 74 kg
 - Lightweights will be weighed in prior to selection activities as per the RCA rules of racing

Coxswains

Coxswain selection aims to identify the athlete who will most contribute to crew development and boat speed in the period leading up to competition.

Assessment of coxswain readiness will be based on the following criteria:

- Academic eligibility and good standing
- Assessment of ability including but not limited to boat feel, boat control, steering, technical communication, situational awareness, and ability to execute practice and race plans

- Compatibility with athletes in the selected crews
- Compatibility with coaches, including the ability to translate the coach's vision to rowers by making the appropriate calls within the boat
- Commitment to the program
- Weight
- Assessment of competitive readiness
- Year of eligibility
- Year over year improvements
- Racing experience and results
- Leadership within team and crew

It should be noted that this process is ultimately subjective in nature and that, although crew feedback will be taken into consideration, the coaching staff will have the final say in the matter of coxswain selection.

Squads

The following table outlines the different squads that athletes may be selected into:

Squads	Description
Varsity Performance	<ul style="list-style-type: none"> • Student-Athletes in the Performance Squad will represent Queen's University at the OUA Championships, CU Championships, and other regattas. • These student-athletes will have met the varsity performance erg standards and have demonstrated their technical ability through on-water performance assessments. • Student-Athletes will have full access to all athletic services, such as academic support, athletic therapy, strength and conditioning, team rooms, and more.
Varsity Development (including 1st year)	<ul style="list-style-type: none"> • The purpose of the Development Squad is to develop athletes in their early years of university who have the potential to make the Performance Squad in the future. • Student-Athletes in this squad will have demonstrated the potential to make the Performance Squad in subsequent years. Development will primarily consist of athletes in their first, second, and third years of university. • These student-athletes will have met the appropriate development erg standards and have demonstrated their technical ability through an on-water performance assessment. • 1st Year erg standards apply to a) student-athletes who are in their 1st year following high school and b) novice student-athletes who are in selection for winter training. • Student-Athletes in this group will have access to the same resources as the performance group. • Development athletes may participate in pre-season events, the OUA Development Regatta, and may be considered to race the CU exhibition events if roster positions remain.

	<ul style="list-style-type: none"> • Development crews may be considered for racing in non-CU events at the OUA Championships if performance crews are not available. • Development athletes may be called up as reserves for Championships if a member of the championship squad becomes injured or ill immediately prior to the championships.
Novice Rowing	<ul style="list-style-type: none"> • Novice rowers and coxswains may have no prior racing rowing experience. • The novice rowing team will be selected in accordance with the Novice Selection Policy.

Although all evaluation criteria will be considered, not all criteria are weighted the same when assessing the selection of the best combination of student-athletes who will work together as an effective team contributing to team goals and program success.

5. Authority

The Head Coach has jurisdiction and authority over all team operations, including and not limited to team selection, team roster, playing time, rotations/substitutions, additions and removal from the team. With regard to team selection, the Head Coach is responsible, with input from the coaching staff, to select a high functioning and competitive team within each sport's respective league. Team selection policies are in place to ensure that the best combination of student-athletes that meet the team's requirement for optimal performance throughout the competitive season is selected.

Performance evaluation is an ongoing and continuous process throughout the year. Changes to the team and/or roster can be made at any time based on any number of circumstances. Perspectives may vary between coach and student-athlete, but the coach has ultimate jurisdiction and authority for final decisions.

Athletes may be removed from lineups and/or the roster for several reasons, such as their performance declines from the level of performance which warranted their initial invitation, practice attendance declines, misconduct, incompleteness of athlete requirements, and/or other issues that may arise.

6. Athlete Rights

Student-athletes have the following rights throughout the selection process:

- To know and understand the selection process.
- To have a fair opportunity to participate in the process.
- To see the results.
- To ask questions.
- To be able to express concerns to coaches, selection committee, and/or captains.
- To make appeals, in writing, to the selection committee.
- To have access to a Student Athlete Complaint Procedure.

7. Questions

If a student-athlete has a question or concern about any aspect of team operations and/or A&R programming; student-athletes are encouraged to speak directly with their coach, outlining their concerns in an appropriate manner and time. Our coaches will listen to concerns and, where possible, will provide rationale and/or clarify information that led to their decision-making. Team captains are also available to help facilitate communication. Our coaches do not discuss team operation or team personnel matters with parents/guardians and/or third parties. Student-athletes are encouraged to make an appointment with A&R staff to discuss any issue of importance. If a student-athlete wishes to receive additional information, feels that they have been treated unfairly and/or has questions as it relates to their participation in a sport-related program, the procedure for initiating a conversation/complaint is outlined here [Student-Athlete Complaints Procedure](#).

8. Team Compliment

The team maximum compliment for this varsity team is outlined below:

Team Complement	Maximum 68 student-athletes
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9. Team Staff

The following individuals are responsible for selecting athletes to the Queen's University Rowing Team:

Head Coach	Katie Bruggeling
Assistant Coaches	TBC

The Head Coach will have final authority for all team selections based on recommendations made by the individuals outlined above.

Appendix 1 –Selection Policy

Varsity Performance/Development Squad Selection

Stage 1 – Ergometer Testing

Selection will begin with ergometer testing. The ergometer selection standards outlined in Appendix 2 will be used to develop Varsity Performance and Varsity Development groups. First-year student-athletes who achieve the 1st year development standard outlined in Appendix 2 will be considered for the Varsity Development Team.

Student-Athletes who do not meet ergometer standards will not be invited to Stage 2 of the selection process and will be invited to train with the Kingston Rowing Club.

Note: Only the 2k *OR* 6k needs to be achieved to be considered for crew selection, but both tests must be attempted.

Stage 2 – Water Selection

Only those student-athletes achieving the ergometer standards in Stage 1 will be invited to this stage of the selection process.

As needed, on-water selection will include small boat racing and a ranking matrix. Results from this stage of the process will be used to further refine the Varsity Performance and Varsity Development squads.

The Varsity Performance Squad will be selected before the Varsity Development Squad. Athletes not selected into either of these groups will be invited to continue training with the Kingston Rowing Club.

Stage 3 – Team Time Trials

Selected crews will complete on-water time trials. This time trial will be used to finalize the Varsity Performance and Varsity Development Squads.

Stage 4 – Winter Training

Opportunities to test into the training group will occur in November Radar and at various times throughout the winter season. Athletes not previously selected to the fall roster have the chance to try out at this time.

Notes

- Achieving the Varsity Performance or Varsity Development ergometer standard does not guarantee a student-athlete a spot on the Varsity Performance or Varsity Development Roster.

Appendix 2 –Selection Policy Ergometer Selection Standards

The following standards must be achieved to be considered for the Varsity Performance or Varsity Development Teams.

Notes:

- Lightweight athletes who achieve the Varsity Performance Standard may be considered for open events.
- Only the 2k OR 6k standard must be achieved for consideration.

2 km Standard – Time and Split								
Stream	Open Women		Light Women		Open Men		Light Men	
Varsity Performance	7:25.0	1:51.2	7:45.0	1:56.2	6:25.0	1:36.2	6:45.0	1:41.2
Varsity Development	7:35.0	1:53.7	7:55.0	1:58.7	6:35.0	1:38.7	6:55.0	1:43.7
1st-Year Development	7:42.0	1:55.5	8:02.0	2:00.5	6:42.0	1:40.5	7:02.0	1:45.5

6 km Standard – Time and Split								
Stream	Open Women		Light Women		Open Men		Light Men	
Varsity Performance	23:40.0	1:58.3	24:40.0	2:03.3	20:40.0	1:43.3	21:40.0	1:48.3
Varsity Development	24:00.0	2:00.0	25:00.0	2:05.0	21:00.0	1:45.0	22:00.0	1:50.0
1st-Year Development	24:30.0	2:02.5	25:30.0	2:07.5	21:30.0	1:47.5	22:30.0	1:52.5

Slider Use:

Sliders may be used during ergometer selection.

- With slider use, 2k standards are faster by five seconds from the total time.
- With slider use, 6k standards are faster by fifteen seconds from the total time.

Appendix 3 – Selection Policy Priority Boat Sequence

Ontario University Championships				
Priority	Open Women	Open Men	Light Women	Light Men
1	1x and 2-	1x and 2-	1x and 2x	1x and 2x
2	8+	8+	4+	4+
3	2x	2x	2-	2-
4	4+	4+	8+	8+

Canadian University Championships				
Priority	Open Women	Open Men	Light Women	Light Men
1	1x and 2-	1x and 2-	1x and 2x	1x and 2x
2	8+	8+	4+	4+
3	2x (exhibition)	2x (exhibition)		

Notes:

- All prioritization is dependent upon the number of athletes that qualify as performance athletes.
- Coaching staff will consider changes to the priority boating sequence based on team complement, rower and coxswain readiness, training group impact, and other factors.
- The CU doubles are exhibition events. Development athletes may be considered to fill the exhibition events if roster positions remain.

Appendix 4 – Selection Policy Special Circumstances

If an athlete is unable to meet any of the selection criteria stipulated in this document due to injury, illness, or extenuating circumstance, they may still be considered for selection in accordance with this Appendix.

Athletes must advise the Head Coach in writing of the injury, illness or extenuating circumstance as soon as possible. A medical note signed by the Athletes' physician or physician of care must be provided in injury or illness situations. In all cases, permission to be exempted from any requirement contained in this document must be obtained in writing from the Head Coach ahead of the selection period.

Student-athletes participating at a World Championship or other equivalent event which conflicts with, or is in close proximity to, selection camp will be considered for selection. These student-athletes will still be required to meet the criteria outlined in this document; however, adjusted timelines may be considered to complete selection activities, including, but not limited to, ergometer testing and on-water assessments.

All injury, illness or extenuating circumstance cases will be dealt with individually.

Appendix 5 – Selection Policy Adaptation Stipulation

This policy is ever evolving and may require changes with little or no notice.