

RAM Member Survey: Winter 2016

Summary Report

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Introduction

In order to get feedback from members on their experiences and suggestions for improvements, in January 2016 RAM administered an online survey to all members currently included in the RAM mailing list (N=334). A copy of the questionnaire, including overall results, is available in a separate document, [RAM 2016 Annotated Questionnaire.pdf](#). To encourage participation the survey included an incentive, with one respondent being randomly selected to win one free month of RAM dues. (Congratulation to John Mangrum on being our winner!) A total of 77 members, about one-fourth of those invited to participate, submitted the survey.

Results from the survey have been discussed by the Board, and shared with the coaches. (You might have already noticed some changes in practices!)

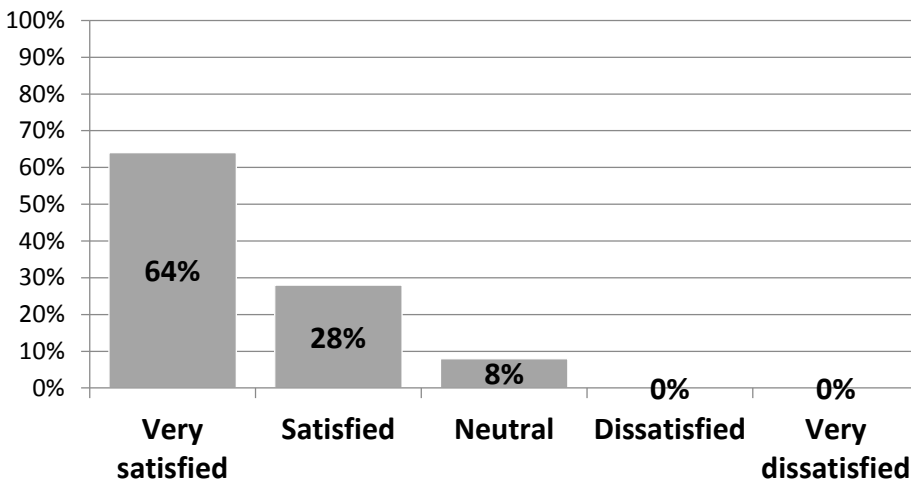
This report summarizes the overall results. Results for each question broken out for specific groups (i.e., by year first joined RAM, ever put a hold on membership, how often practice, and current age) are in available in a separate document, [RAM 2016 Banner Tables.pdf](#).

Reasons for Participating, Overall Satisfaction, Value and Benefits of RAM Membership

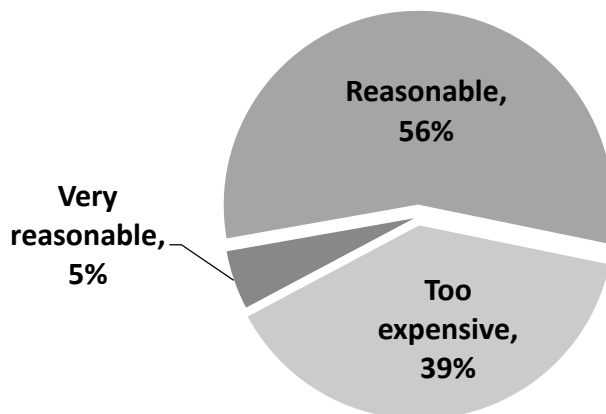
Survey respondents give a variety of reasons for participating in RAM, most commonly for “fitness,” with almost 90 percent saying this is a reason for doing so. Half say they participate in RAM to train for swim meets, and about one-third say they do so as part of their training for triathlons. Several people commented that they swim with RAM because they enjoy the camaraderie of their teammates.

Literally no members responding to the survey indicated that they were dissatisfied with their RAM membership experience, with two-thirds saying they are ‘very satisfied’ with it. While more than half think the value of what they get for the amount of dues they pay is reasonable (with a few saying “It’s a great deal!”), over one-third said that dues are too expensive for what they get. Members were asked to describe what they see as the major benefits to them personally in being a member of RAM; verbatim responses are in [Appendix A](#) below.

Overall Satisfaction with RAM (N=75)



Value of RAM Membership Relative to Dues (N=75)



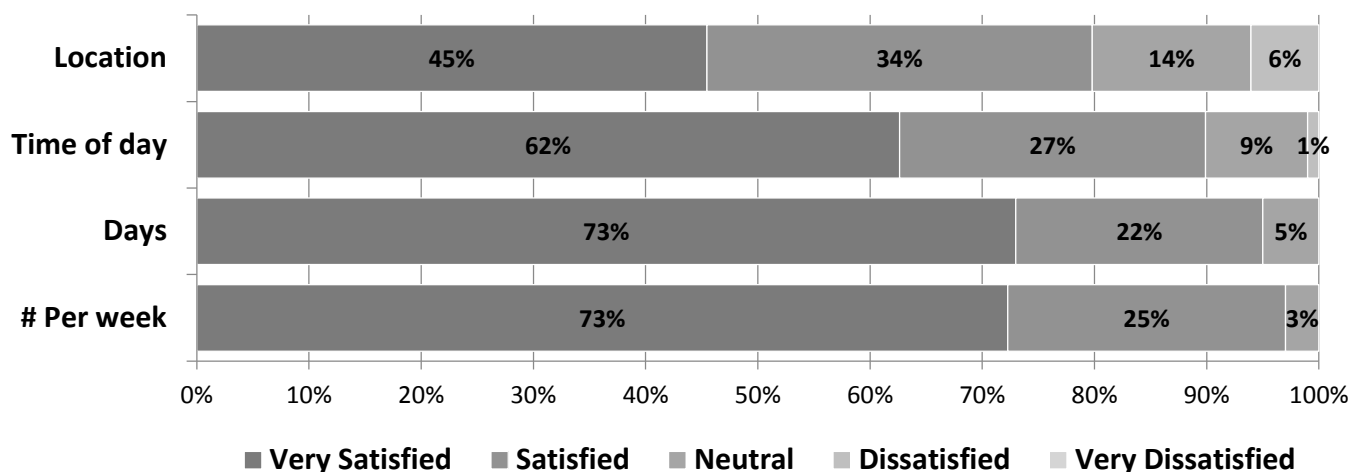
RAM Practices

The majority of those responding to the survey attend practice regularly, with about 40 percent typically attending 3 or more times per week, and another 30 percent attending once or twice per week. One-fourth of the respondents, however, said that in the past six months they have participated in practice less than once per month. (This is most likely reflective of the email listserv used to identify RAM members including those who are not current dues-paying members.)

The vast majority of members responding to the survey are satisfied with the number of practices per week, the days on which they are offered, the time of day practices are available, and their location. Members are least likely to be “very satisfied” with the location of practices.

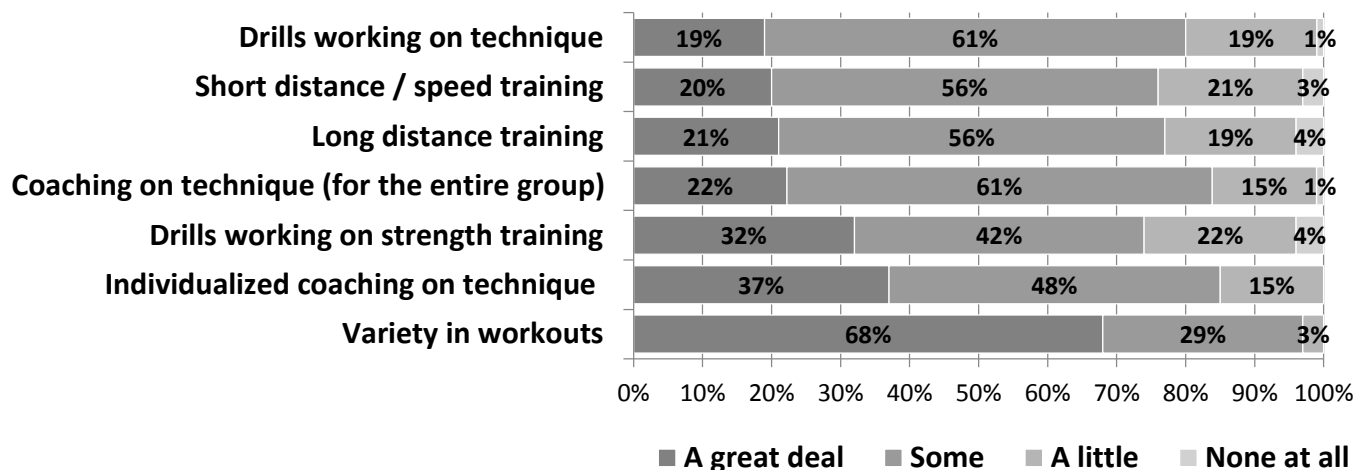
Verbatim responses to a question asking members to describe what would be the ideal RAM practice schedule for them are found in [Appendix B](#) below.

Satisfaction with Practice Schedule (N=77)



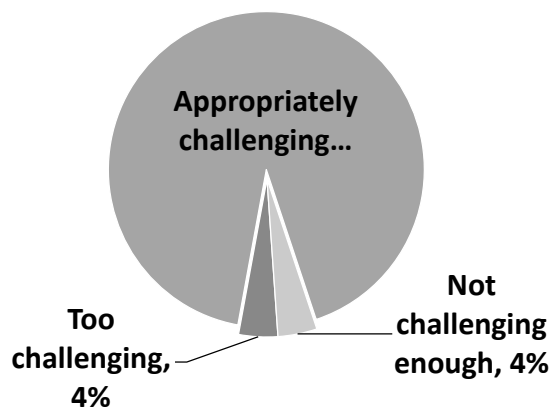
When asked what they would like to see emphasized during practices, it is clear that RAM members want to see variety in the workouts. Other than that, about one-in-five or more want there to be a great deal of emphasis on drills working on technique, short distance training, long distance training, and group coaching on technique. Members are slightly more likely to want a great deal of emphasis on individualized coaching on technique and on strength training. However, members are a bit polarized on the idea of drills working on strength training, with about one-fourth only wanting little or none of it included in the workout. Verbatim responses to a question asking members to describe what would be the ideal RAM practice would consist of are found in [Appendix C](#) below.

Amount of Emphasis During Practice On... (N=75)



According to nine-in-ten of the RAM members responding to the survey, practices are appropriately challenging - - neither too easy nor too difficult.

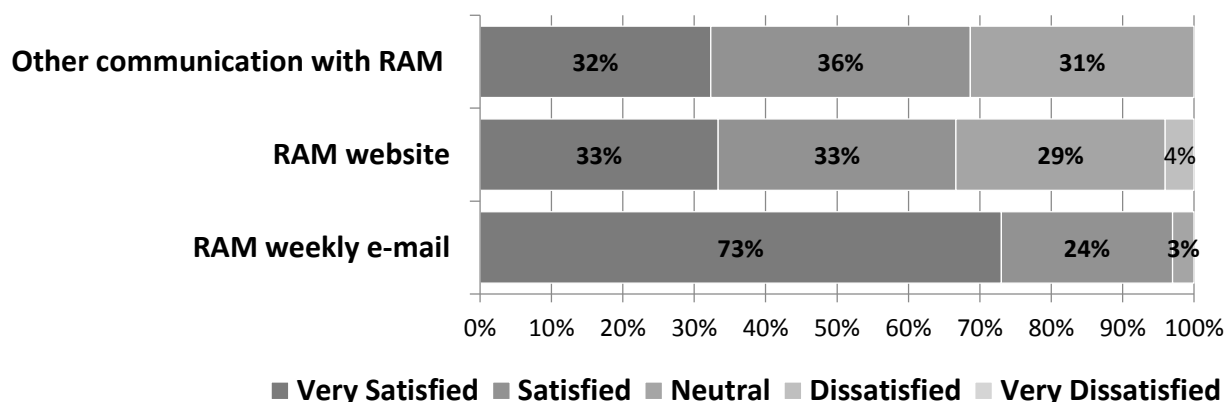
Challenge Level of Most Practices (N=75)



Communication

The majority of those responding to the survey are satisfied with RAM communication with members, especially the weekly email, with three-fourths saying they are 'very satisfied' with it. While one-third are 'very satisfied' with the RAM website, another one-third say they are neither satisfied nor dissatisfied with it and a couple of respondents are dissatisfied. Finally, one-third are 'very satisfied' with other communication with RAM, such as emails from coaches and the board, phone calls, etc.

Satisfaction with RAM Communication (n=75)



Many respondents offered feedback on RAM communication with members, along with some suggestions for improvements. These comments can be generally divided into those relating to emails, the website, suggestions for text messaging, and other miscellaneous topics. Listed below are the verbatim comments in each of these categories.

- **Email**
 - Communication by weekly emails is good.
I would suggest making them easier to read. I sometimes have to read the practices times more than once. Too much red, black, blue and format could be better.
 - Doug's email is great
 - Email is a great way to get in touch with me.
 - I am really happy with the weekly emails that are sent out.
 - I like the joke of the week ;-)
 - I look forward to Doug's jokes every week.
 - I really appreciate the weekly email!
 - I really like the emails from Doug. They keep me in the loop on my RAM "Family" and they are funny.
 - Simply, re-format weekly email. At times too lengthy and loose interest in reading, but afraid will miss something important. Do away with the weekly joke?
 - the emails is great system.
 - Weekly email is great, informative, not too much
- **Website**
 - Have the same format of the newsletter in the website (with names of the coaches).
 - I lost my password for the website, not sure what to do now. Mainly because I am not so good with remembering passwords.
 - I really wish the Website was more up-to-date and easier to navigate.
 - Sometimes the swim week is not updated, so I have to make sure I have access to Doug's emails to know if any practices are changed or cancelled.
 - Updated web page that includes forums to chat about meets, practices, socializing. A more active Facebook page!
 - Web site definitely needs to be updated more often. Loved the memorial for our three lost swimmers in 2015, but it needs to come down now.
- **Text Messaging**
 - If there is an abrupt change in practice time, location or a sudden cancellation (weather, let's say), if we could get a text message indicating the change, that would be great. I usually don't check email in the mornings, so if something has changed within 12 hours of a scheduled workout, I usually won't find out if it was sent via email. I would get a text.
 - If there is ever a cancellation, a text message would be a great improvement.
 - Perhaps we should consider text messaging for emergency pool closures?

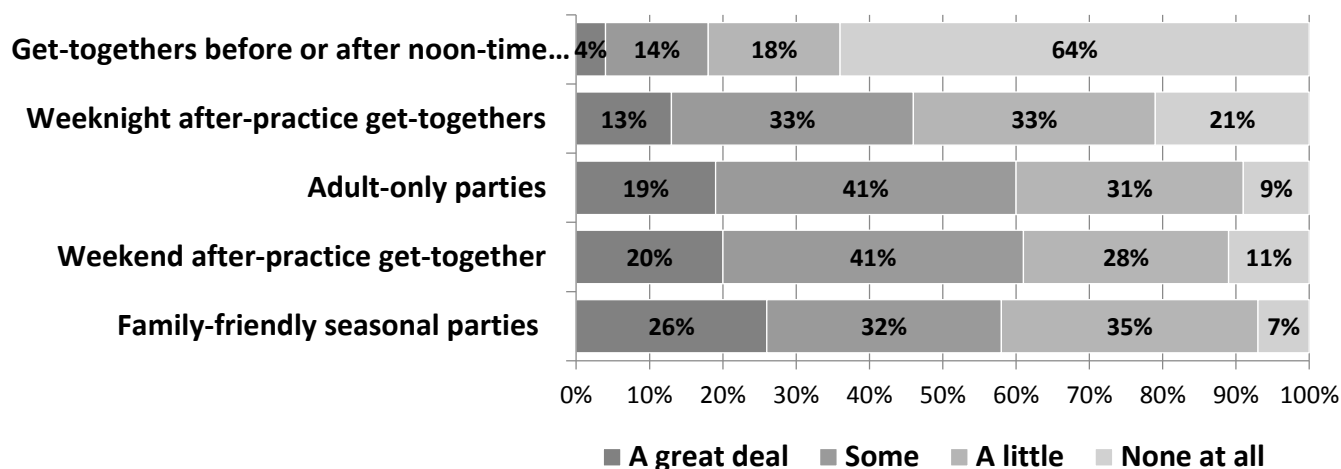
- **Miscellaneous Other**

- Publish RAM members birthdays in Doug's email; could ask for permission in annual dues renewal.
Have a web tab for those NC state records held by RAM members.
Have a web tab for USMS and World records ever held by RAM members
Have a web tab for the history of RAM USMS All-Americans
Have a web tab for the various USMS Natls RAM helped host, pics and a brief narrative; helps outsiders (and city govt) understand all RAM has done over the decades
- I think if someone comes across an informative training article, a way for that information to be shared.
- I think we need to utilize the facebook page more. Especially when there are changes to practices or social events, that sort of thing. I hardly ever see any traffic on the page, and I feel like we are wasting a great communication tool by not using it.

Social / Community Activities

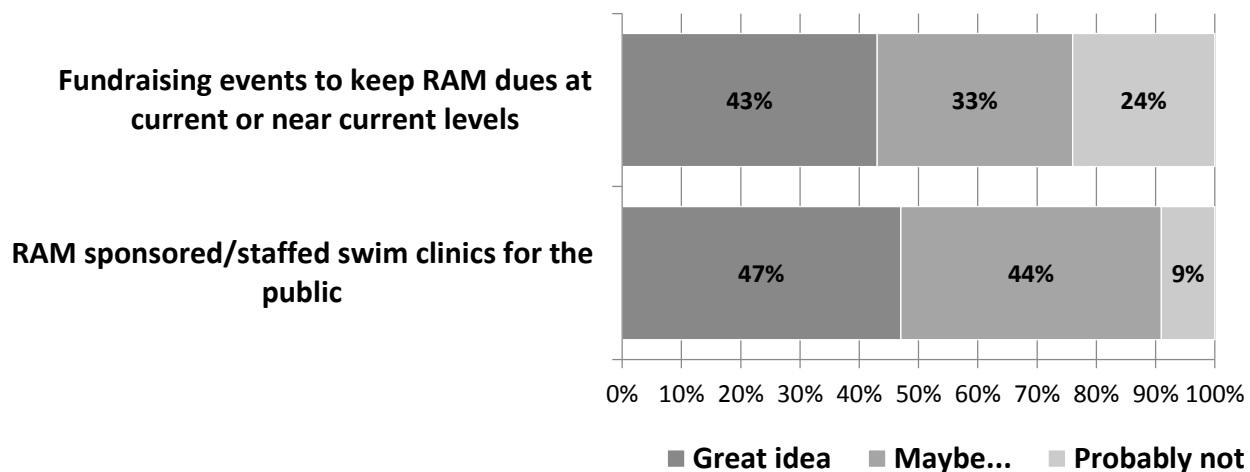
The RAM members responding to the survey are, for the most part, interested in socializing with their fellow swimmers. More than half have 'some' or 'a great deal' of interest in family-friendly seasonal parties, get-togethers after practices on weekends, and adult-only parties. Members are less likely to express an interest in get-togethers after weeknight practices or before or after noon-time practices, possibly simply reflecting the smaller number of members participating in practices at these times and/or work/family obligations at these times.

Interest in Social Activities (N=74)



Members were also asked whether or not RAM should engage in a community service activity, and whether or not RAM should hold fundraising events to help with dues. About half of those responding to the survey think a RAM sponsored and staffed swim clinic for the public is 'a great idea,' and about the same number think it's a possibility. While slightly less than half are supportive of RAM holding fundraising events to keep dues at or near current levels, one-fourth are not really supportive of holding fundraising activities for that purpose.

Support for Community Service / Fundraising (N=75)



Members offered a number of suggestions for RAM social and community service activities, listed below.

- **Social Activities**

- Friday night after practice dinner. But no Friday practices right now :(
- Laid back cocktails.
- I swim primarily in the morning, but would love to find ways to get to know the other swimmers a little better. I've been with the group for a couple years but there's still people I don't know. Possibly breakfasts after practice?
- have the Xmas party during Xmas season?
- If I had the time, I would say that we should have more RAM social events. I like my RAM teammates, even if I haven't been to practice in over a year.
- I think outside events such as bowling, or a new movie release with the option of a meal before or after. But I also realize with work schedules, and outside obligations, people are busy. Maybe more interaction during some of the practices such as relay
- none but because I am not with young children anymore more prefer adult event. Keeping it kid friendly though is understandable; I am in the minority and can overlook
- Ram trivia night, dinners
- Connect to practice times
- Perhaps do like DAMA and have beer/dinner after Friday workout. Could also be possible to do a 10:30 am Sunday or Saturday swim and have a brunch afterwards.
- More notice
- A fun run after practice would be good.
- Breakfast/brunch events, very informal, would be nice. We don't get a whole lot of time to socialize during practice, so time before, or probably more so, after practices would be nice.
- There has been only once social even since I joined in late 2015 and it was the holiday party, which I had to miss. I would like to meet more of the people on the team since I only get to interact with the ones who go to the same practices as me.
- we use to do breakfast together on Saturday's after morning practice. That was pretty nice. I would like to see that again. Maybe once a month social get togethers would also be nice. It is harder for the swimmers that have families to attend these thi
- Rock climbing! I do love the parties, though :)
- Maybe create Facebook events or do more promotion via the FB group?

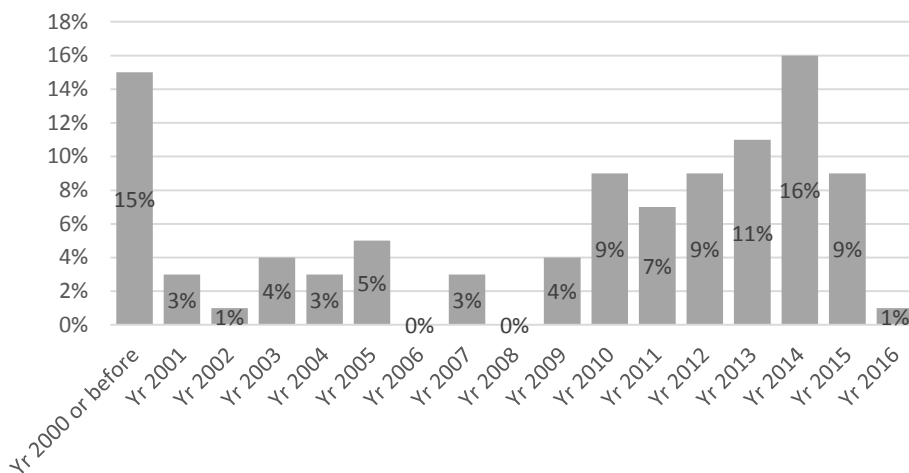
- I think RAM does a gret job with social reach out to members.
 - BOWLING!
 - I enjoy the holiday/seasonal parties and would love to have occasional happy hours if there is enough interest.
 - Durham Bulls Game, Hurricanes game, Pub crawl
- **Community Service Activities**
 - Volunteer at city swim meets
 - Getting people to commit to help at meets is hard enough. Maybe something that doesn't require 4-5 hours. Maybe shorter time blocks
 - Public lessons?
 - * outreach to WRAL/N&O when RAM hosts state meet* add to newsletter when NCSU and UNC-CH have home swim meets
 - more adult learn to swim events
 - Sponsor inner city swim classes.
 - public swim clinics could be offered as the fundraising event - combine goals! :)
 - RAM's work with the City that helps maintain RAM's great relationship there is outstanding. I understand, though, that it would be helpful if more of the RAM members shared this workload
 - Holding "learn to swim" clinics for underprivileged youth and/or their parents. Fund-raising to give bathing suits, goggles, equipment or pool time to underprivileged youth.
 - I think food drives, extra clothes, swim gear etc. Donations. Are there children in high school or the YMCA that are underprivileged and need sponsoring either in the form if suits, towels caps etc or even monetary support.
 - Not sure, but I think that providing a team for older athletes is pretty good involvement in itself.
 - volunteering at a soup kitchen, collecting canned food,
 - Learn to swim program for adults; open "pool" free swim to attract members; charity event like swimming laps with sponsors to raise \$
 - If RAM wants to be involved in the community, safety issues are key. I think the fear of water deters many from getting in.
 - Help more people learn to swim. Perhaps hold clinics for newbies.
 - Public clinics
 - Unsure if RAM needs community involvement
 - Any kind of clean-up events. Volunteering at various triathlon or swimming events to help with other local clubs/groups might be nice. Maybe going to the fair as a team "event" on the can goods day as a way to help the food kitchen.

- Get involved with Parks & Rec through the city. I know that the team is already doing things with the City. We could offer coaching clinics etc. Like we have done in the pass. Would love to help out in these. We also help out with the local swim club
- Since a lot of us are triathletes, we should volunteer for races, both tris and running/cycling events, as some races offer monies to nonprofits for helping! Ironman Raleigh 70.3 is a good place to start because they always need help!
- Very, very frustrated to see that the same members of the team support the WHOLE team. I.e. same members participate/volunteer at the ICSM yet the WHOLE team benefits from the lane rental credits. Those that do not participate should not reap the benefi
- I like what we are doing now...timing for meets etc.
- RAM team table at local club meets supporting MOR (or summer league teams) giving out candy and refreshments to parents and athletes.
- Continued support of the local swimming community
- One example is there are open water swim events, if there were at the same event shorter fun swims, this might reach folks wanting be involved but not comfortable swimming outside. Ram swimmers could be the volunteers to support such an event.

Duration of RAM Membership

Members were asked to indicate when they first joined RAM, if they had ever put a hold on their membership, and, if so, why. The majority of survey respondents joined RAM in recent years, with one-fourth joining in 2014 or more recently, and half joining in 2011 or more recently. Fifteen percent are long time members, joining in 2000 or earlier.

Year First Joined RAM

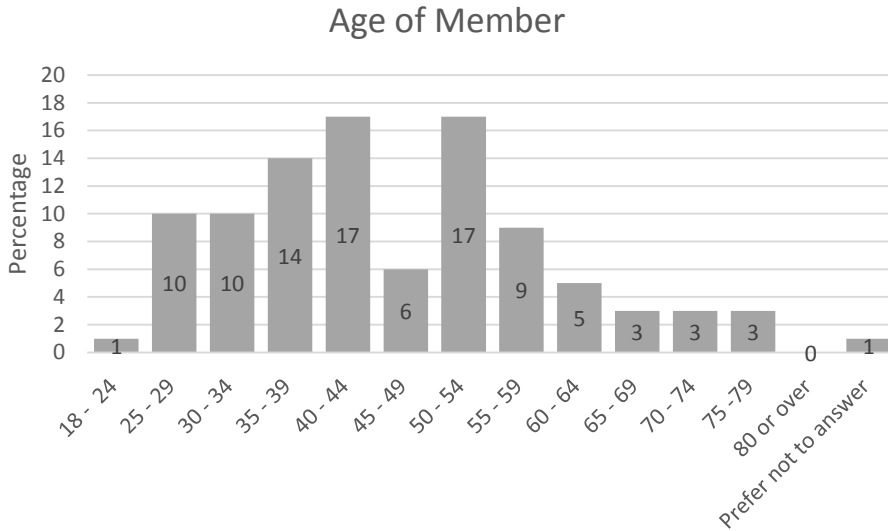


It is not uncommon for members to put a hold on their RAM membership, with about half saying they have done so, and almost one-in-five saying they have done so on more than one occasion. Among those who have put a hold on their membership, about one-third did so for just 3 or fewer months, with one-fourth did so for more than two years. The most common reasons cited for putting a hold on membership were schedule conflicts (41%), or a medical or physical issue (27%). A small number said they stopped because they lost interest (5%), and 14% of those putting a hold on their membership said they did so because they were unhappy with coaches or other swimmers (14%). Other reasons mentioned for putting a hold on membership were:

- I don't like going to Optimist
- Kids
- New job location
- Finances
- Changing job location
- Training on my own
- Took a year off training
- RAM practices is a seasonal workout for me, I go to another outdoor pool during the summer
- Finished training for Ironman, completed ironman and will start again when I train for another one
- Out of town for 6-8 weeks for work
- Travel for work, was out of country during >50% of practices, so put a hold on to economize
- Using a different training regiment
- First time, for law school, 2nd time had baby so schedule conflict
- Conflict with other activities

Age of Member

About one-fifth of those responding to the survey are under the age of 35, and one-fifth are age 50 and over.



Concluding Comments/Suggestions

At the end of the survey members were asked to share any specific feedback they might have for the coaches to help improve their RAM experience, and then for any other comments they might have. Responses to those have been shared with the coaches.

Appendix A: Major benefits of RAM membership

- having a coached workout, with an engaged coach (as long as they are engaged and just not putting up a board and sitting there), having peers to push me in workouts. accountability and a set time to be able to get in a great swim workout. on my own, i don't push myself or just won't go and let the day slip away.
- The opportunity to develop relationships with other people who are interested in swimming for fitness or competition. It's also very beneficial to participate in a challenging structured workout with others with similar abilities.
- Getting to have daily swims if I really wanted to swim everyday. And getting to drop in when I want
- The most valuable benefit of RAM is gathering athletes to workout together consistently in formal practices. This yield multiple benefits:\1) Because the practices are formal and led by knowledgeable coaches, they are challenging and not monotonous. \2) Bringing people together helps athletes workout harder, and do better in their training, whether the training is for triathlons, swim meets, fitness or just fun.\3) Having RAM the organization in place allows for pool rentals, coaching, social events and other benefits beyond the reach of individual swimmers or smaller swimming groups.
- Fitness, fun, fellowship, friends
- benefits and most-liked are the same: fitness for competition, friendships with like-minded individuals.
- When I am training it is the best way for me to get the discipline to swim long enough for it to make a difference.
- Major benefit is how fit and strong I feel! It's tough to get up and go to practice but it really does make my day. I tell a lot of people about RAM and let them know that even people who didn't swim as kids (like me) can do it. \I know other groups that pay a lot more for their dues, so I feel like it's a fair price. I look at it as comparable to a gym membership (like the one i never use)....
- keeps me swimming and keeps me accountable for speed and technique
- The pay per swim which has fit my schedule better... I value the coaching and structured workouts the most about my RAM membership.
- all the great members who make up RAM (and, of course, the wonderful history -- for those of us who have been around since the Dark Ages!)
- Camraderie
- RAM hits the sweet spot of having plenty of practices, practices that are challenging but not impossible, and friendly people. The benefits thus are threefold: (1) no excuses not to work out, (2) I actually get a good workout, and (3) I get to hang with people I like. It is too bad that I currently have no time to go at all due to work and family responsibilities, otherwise, I would come.
- Swimming with a group.
- The coaching and ability to swim with others.

- I have picked swimming back up after a 25 year brake. Also, the fact that there are all ability levels at every practice is a wonderful recruitment and maintenance tool.
- Keeps my in touch with swimming skills and swimming culture
- Dedicated pool time, structure of works, value
- I like the structures workouts and having a coach on deck - makes me do more than if I were To go on my own. Also, like the social atmosphere and having people there swimming with you
- Swim meets.
- I like having a group to swim with. Not so good at working out on my own.
- The team atmosphere and meeting people who enjoy swimming.
- Great workouts, good comraderie
- Community of like minded individuals
- I think RAM is a great swim team, with extremely reasonable dues. The coaches are great, and our team members are great. I like being on vacation like I am presently, but I hate when I can't swim with the team. I hope I'm still doing this for many many decades.
- The dues are about the same as a gym. I know when I was not working the \$45 was kinda steep. I think though it was worth it then the most since it kept me in shape and motivated.
- I have made some good relationships in the pool and those relationships make me come back. I look forward to working out for the first time in years
- Getting a coached workout
- Having good coaching and camaraderie during practices. It is much better than swimming on your own,
- As a lifetime swimmer, the variety of times and days that practices are offered is great, and I value the ability to plan when I can swim around my work schedule. A lot of other clubs in the area don't offer as many practice options, so I wouldn't be able to swim at all or as often with many of them.
- Being coached and having structured practices. I have never been on a swim team before and I really enjoy the challenge that RAM provides for me. I can feel myself becoming a stronger swimmer in the short amount of time I have been attending practices.
- being with my teammates and enjoying the practices with them.
- Great coaches and comraderie with teammates.
- The social/friendship aspects, the workouts are great, and the practice times rock
- Camaraderie/lasting friendships.
- Coached workouts are a big benefit. I also love having lane mates to keep me going...well, sometimes!
- Coaches 2)Availability and number of practices offered.
- Friendships, fitness.
- I like the accountability of having a set time to show up, a coach on deck telling me what to do and team members who will notice if I don't show up for an extended period of time. I know I won't train by myself, so having the structure and camaraderie is everything for me.

- This is the primary way I get my exercise, so #1 is better health. The workouts are interesting and keep me motivated. The coaching staff really seems to care about swimming and puts effort into creating workouts.
- camaraderie and diverse workouts
- fitness, great group of people with whom to train providing motivation for me
- Workouts and relationships
- I like the social aspect and team setting - it holds me accountable and encourages me to show up in the mornings.
- Structured workouts to keep me motivated, great group of people to see at practice each time.
- The number of practices offered makes it easy to swim as frequently as I would like. The consistent coaching with this team is a HUGE plus: I greatly appreciate and value the effort that is put into ensuring that there are always coaches at practices. I also enjoy the social part of being a part of this team.
- Varied workouts, Coached swims, swimming with others.
- Organized practices and camaraderie.
- Multiple practice times and days. On deck coaching. My previous team had more mornings and was cheaper, but there were no coaches on deck, just another team member.
- Swim conditioning. I like the structured practice workouts and flexibility of time / number of practices.
- Great workouts, high quality passionate coaches, social opportunities outside of my regular circle of friends/age group

Appendix B: Perfect world: Practice schedule

- As is
- Same as current.
- I like the current schedule
- Mornings at 6a with options in North Raleigh like Millbrook. Pullen is too far and Optimist so early is even tough. With my kids' schedules evenings are tricky but would more likely be able to make 7p+ so it could be after their dinner for them.
- Weekdays 5:30 AM at Optimist
- 6:00 am instead of 5:30am at Pullen instead of optimist But other than that, the numbers of practices and times are good. I live in Cary so it's a hike to get to optimist at 5:30am
- Weeknights 7-8:15pm at Pullen or Optimist.
- I agree with the current schedule
- Make more use of Optimist Pool (vs Millbrook) since it's the most convenient for people in Northwest Raleigh area.
- Right after work would be great, but so would world peace. Raleigh has lots of demands on water time so RAM is doing fairly well to get what they got.
- Believe it or not, I have to be at work at 0630. If it were possible for RAM practices to start at 0500 not 0545, I'd be ECSTATIC!!
- I like optimist pool anytime
- More morning options (4 mornings instead of 3) would be great. No real preference on where we swim as long as there's usually enough space.
- pretty good as is.
- I would love for practices to be from 4:30-5:45pm each night, but I know this doesn't work with most peoples schedule. I would also love if they were held at a place that had childcare.
- 8:15/30AM, MWF at the YMCA :-) I also like the noon workouts
- in my opinion, RAM has an outstanding practice schedule, particularly when you consider how the team started out in the 1980's. For the longest time there was only one workout a day for four week days (or 3) and 2 on weekend mornings. The weekdays were always the last thing in the pool, because Masters were the only ones they could get to do 8pm (or even 9pm) workouts. Weekend workouts were timed pretty well from the beginning, usually 8am. The one thing that we used to have in the "old days" that I think would benefit RAM greatly today is every Sunday morning we were able to swim long course at Optimist throughout the entire year. While people are grumpy Sunday morning and somewhat dreaded long course, as you know LC really gives you an even better workout than SC, so it really helped our team training overall and when it came to meters meets, RAM was better than anyone.
- M-Saturday mornings, every day, starting at 6:00 a.m., at Pullen.
- I like the schedule as it is now.
- Keep the noon practices.

- For me personally, any of the three pools is convenient . I current schedule offers a lot of opportunity.
- 6:00 a.m., at Pullen.
- 645-745am, sat and sun same, noon practices same
- Wouldn't change much, I guess having an option every morning would be better
- Like times and days. Prefer optimist to millbrook
- Days: Monday, Wednesday, Friday (Noon)Saturday and Sunday (8:00 am)at PULLEN
- I like it how it is now. Mornings mwf at Optimist and Pullen. Sunday and Millbrook. Good for me
- I really like the evening practice schedule.
- 1 hr workouts after 6:30 pm
- Optimist weekdays noon or 9 am
- The organization offers an excellent selection of practices. I like to swim 3 times per week. If I don't get that number in, it's because of my schedule.
- The schedule is more than adequate to meet the needs of many ... including me. Given I live north of Optimist by about 25 miles, I prefer Optimist to Pullen.
- Noon workouts everyday at optimist.
- I prefer 5:30 am practices,they world well for my schedule. Pullen is a good location for me. Anything in the Cary apex Morrisville area is best
- Optimus pool, 7am every week day. 9am on weekends
- Monday through Friday noon till 1 pm; Mon - Friday 4:30 till 6 PM, Saturday and Sunday mornings, perhaps 7:30 until 9 am.Either Pullen or Optimist pools - either are ok.
- I prefer to swim at Pullen, because it's closest to home, there aren't many closer places than that. Optimist is also okay, but it's a bit more of a drive and not ideal in the early morning. The addition of the noon practices has helped immensely due to my rotating shift work schedule.
- Since I work during the day, and have a hard time getting up really early in the morning, in a perfect world there would be more evening practices. I am happy with the three evening practices offered currently, but if a Wednesday evening practice were to be offered I would really like that. I prefer to swim at Pullen Park's pool, but I have no problem with the other locations.
- The time schedule is great. My problem is the locations. It is far for me to go to Optimist in the morning so i simply go to pullen on my own instead.
- Would love to have earlier evening practices. 5:45-7pm. Also, miss evening Wed practices.
- I love M/W/F at noon, and Tuesday/Thursday evenings
- I like the current setup. I did not like having only Tuesday/Thursday morning practices during the summer.
- As is, adding Wed night back. I am closest to Pullen.
- I am a morning person so I would love to have workouts everyday starting at 5:15 AM.
- I would love to see some morning practices that are a little later in the am, say 6am or 7am. I prefer Optimist.
- Like as is

- I think there are enough practices per week, days and times. As for location, all three pools are reasonably close. In terms of preference the deep end of Pullen is the best (deep water, wide lanes). Millbrook is the least preferred due to the poor air quality (they need to allow us to at least crack open a door every practice regardless of outside temperature).
- Noon at Optimist or Pullen or TAC.
- Weekday mornings 4:45-6:00 AM, Saturdays 6:00 AM - 7:30 AM. But any time earlier on weekends - even by 30 minutes - would be very, very helpful. I like Pullen best and Optimist second best as locations, but I don't like Millbrook. I absolutely loved long course training in the summer and would freely welcome any additional long course training during the year.
- The schedule is perfect now.
- M-F, 5:30-6:45 at Pullen
- I think you have covered it well with what you have.
- In a perfect world there'd be practice at Pullen pool 5 mornings/wk 5:30 - 6:45.
- It would be great if Saturday's practice was 9 instead of 8, but 8 is not too bad. Sunday's practice needs to be somewhere other than Millbrook (yuck). Otherwise, Monday, Wednesday & Friday mornings are the best thing ever and please, please, please don't change them. If you added Tuesday & Thursday morning, I would probably go those days too!
- current times are fine in am - would need to be consistently at 645-7pm not 830ish - would be nice to be consistently at 1 location
- Monday, Wednesday, Friday mornings at Optimist. Saturday mornings at Pullen. In the summer it would be nice to swim outdoors again.
- Pullen is best pool for me. Best practice times for me are Monday-Thursday evening around the current time, Saturday and Sunday, really hate to start any earlier than 8am. Morning practices are just too early for me. Maybe they'd be doable starting at 6:30, but I know that's too tight for a lot of other people. Lunch time practices don't work for me.
- No changes to current schedule
- prefer Pullen always and long course the most (when available). Would like to see a time in the mid day which doesn't completely interfere with lunch. ie. 11:30-12:30 (hour practice) or 11:00-12:15
- M-F 5:30 - 7 am, SAT 8-9:30 am
- I go almost exclusively to evening practices. Pullen is slightly more convenient to where I live, so I suppose that would be ideal. The days are fine as is, I like having 3 options for evening practice, a practice also on Wednesday would be nice as another option. Lunch practices are too far from my work and not practical.
- Monday, Wednesday, Friday @ 6am, 12pm, and 6:30pm Saturday & Sundays @ 8am All at Pullen Aquatic Center
- rather have practices in morning at Pullen
- practices at pullen as that is a closer pool to my home. practice dates/times are fine for my schedule.
- The schedule looks good how it's right now!

- The days and times are perfect and provide variety and flexibility. I would prefer to swim at Pullen pool year round, but realize that other demands on pool time prevent this.
- I would prefer to always swim at Pullen. Also starting at 5:45am would be better, but 5:30 is okay. I wish weekend practices could start earlier - - say, 7:00am.

Appendix C:

Perfect world: Practice workout/instruction/feedback

- Less time trying to be entertaining with sets.
- WarmupTechniqueKickingTurnsStartsDistanceSpeedAll strokes
- Have a mix of endurance, stroke, and speed days, but NOT falling on the same day all the time (like Stroke Tues, Speed Wed). Coach would have a general focus for the group and would mention tidbits of technique or tips to swimmers as he/she notices things throughout practice.
- I like all the practices. I think the variety is there already.
- Speed work. Sets of 50's and 25's. Tips on getting faster.
- With many different interests, ensuring practices are generally well rounded for strength and technique is best. Maybe offers 2 workouts and split lanes between triathlon tailored vs swim meet tailored, etc.
- Drills are essential, some speed work is always essential, getting off the blocks 1x a week is essential. Reminders to get off the walls since turns matter.
- I'd love to see more sets directed at non-freestyle stroke work and training. IM sets are good, but some single-stroke work where the lanes are shifted based on 100 times would be wonderful.
- When I joined there a few years ago there was a lady coach from NC State that took the time to work with me on my technique. That was the most powerful use of time with RAM. I was on a swim team for a couple of years growing up and a Navy Rescue Swimmer and thought I knew how to swim. I was wrong and that little bit of help allowed me to complete my first Ironman.
- I would like more individual attention - even if it's just quick reminders (not necessarily pulling individuals aside for long chats). I would never want to designate certain days as "distance day" or "stroke day" because I know I would just skip those! I like that we don't know the workout or what it's focused on before practice.
- I would love to get personal tips as some point during every practice (even just once; not all of the coaches do that.)
- It would be nice to have a few days a week that broke people out into distance and sprint lanes so that people could focus on what they would like to.
- name introductions for newcomers especially in the same lanes, speed, variety in distances, a few drills for all strokes, occasional reminders of lane etiquette if needed...
- Though I have not been to recent workouts, in the past one thing that appeared to be worthy of improvement was some occasional individual pointers to the medium to good swimmers. It always seemed like the slow swimmers and some of the very fast got some good tips on a regular basis, but those in the next tier seemed to get glossed over.
- Heavy focus on technique and higher-intensity workouts with less focus on yardage.
- I like my practices to generally have a warm-up, a drill set/technique/strength training set, then a distance or endurance set, and then some sprint training. I'd like it if over the course of the week I got to practice all four strokes with an IM workout as well.
- Drills - with emphasis on proper form not speed

- I would like more stroke work. I was not a college swimmer and so lack experience with appropriate technique. Also, flip turns and breathing techniques. Ideally, I would really welcome some cross training before practice on Saturday's, even if only for 30 mins. Then we will have the knowledge to perform those dry land exercises on our own as we see fit.
- It would be nice if some of the practices (like around the holidays) could include group games or more fun rather than harder practices since we eat more! Since none of our swimmers are going to the olympics but want to compete and stay fit, it would be nice to break up some of the intensity which is why I prefer Sunday practice- a little more enjoyable for all!
- More distance work since I'm a long course triathlete
- Warm up Activation at 70% - focus on right kicking Speed Workout Warm down Dive workshop
- I like it how it is, maybe a little more stroke vs freestyle, but pretty good now.
- I would like to see some practices a week that focus on improving technique
- Good variety of sets/strokes. Sets are not too complicated when it comes to managing the clock. Please note that most of us are at the end of a busy day managing work and family; do not over complicate the sets. Coaches give constructive feedback. Variety of equipment is used
- Some individual critique and general workout..I think coaches are great at constructing workouts
- I personally like short, high intensity work. But I know longer sets are just as important for my fitness.
- I don't feel that I am qualified to answer this question. After several months of travel I have been a more regular participant in the last few weeks. I have attended Jonathon and Harry practices primarily and find them to be a good balance of strength, speed, distance, drills, etc.
- Work on strokes and practices that help me reach a higher level of fitness.
- Distance and sprint. Technique training and instruction have been very helpful for me. More individual instruction would be nice
- The current practices are good. It would be nice to have a practice either once a week or once a month where technique is taught.
- I would like a good, hard aerobic workout, so things like 4x300's or 9x200's, etc. I like doing swim, kick, pull rotations. I would like some competition and meet strategy discussions now and then as well.
- I think a good balance of drill work and technique is important. I know due to lane space it is difficult to split up in any way other than by ability, but leading up to nationals especially, it would be nice to split based on sprinting vs distance and/or stroke vs freestyle some of the time so those working on a specific area for nationals will be able to focus a bit more on their respective events.
- A perfect practice for me would include a short warm up, a long distance set, and then some strength training work towards the end of practice. Maybe alternate out strength training with sprints throughout the week. I like it when the coach comes into practice

being very intentional about what they want their swimmers to do and get from this workout.

- In a week practice should contain the following. Again this is just my opinion.drills, speed work, distance work and stroke work. Steve does a good job of mixing up the practices.
- Practices are great. When we are doing tough sets, it would be great if the coach had a stopwatch and called out our times in a set. Much more motivating.
- I like the practices the way they are
- I think the all the coaches are great. I would not make any changes.
- More I.M.
- More focus on technique.
- Stroke instruction/drills other than freestyle. Test sets. Dives from the blocks.
- Like as is - with the different coaches, who each have their own style of coaching and creativity, plenty of variety provided
- I think there's good variety now in terms of shorter distance work and longer distance sets. As for technique work, general comments to the entire team are good but we're all at different levels so I prefer having a coach watch me for a 50 and then provide comments on what to adjust. If we could do those one or two 50s per person once every two weeks or so I think it would help a great deal. Also having the coaches use their phone to video tape and then show the swimmer helps tremendously.
- Technique, speed, strength. Tolerance for swimmers who don't want to do specific parts of the workout for whatever reason.
- For the most part I like the practices - lots of yardage to burn lots of calories/fat. I would love to add some off the block time trials periodically (or if that is against USMS rules, some time trials from a push) or/and standard test sets jsut to get an idea of where I am at in rebuilding. Also, some strength training mixed into sets would be nice...like 4x100, out 10 sit-ups, 4x100's, out 10 push-ups, 4x100's, out 10 squats. As far as instruction and feedback, I know I need technique help in breaststroke overall and reminders on bad habits, like overreaching in backstroke.
- Over the course of a week - A mix - short, distance, stroke perfecting, all strokes, drills. I find it demoralizing to have an entire workout dedicated to (for example) backstroke. If we are focusing on a stroke in practice, it would be best (for me) to limit to 1000 yards (25%) and mix in other things so I don't check out. Three years ago, a coach gave us a workout based on 4000 yards breast stroke. I never wanted to do breast stroke again.
- Mostly mid-distance freestyle (100-300) on not much rest with some stroke/pull/kick sets.
- mixture of IM & free workouts with longer main sets and possibly speedwork at the end of practice
- I'd like individual feedback on drills and an explanation of what the point of the drill is. I'd like to know if I'm doing it wrong.
- since we have moved to TAC the weekly workout has been distance / sprint/ IM on different days -consistent days of the week for different workouts
- I like challenging workouts, whether that's a long distance set or a short sprint set. I like encouragement from the coaches rather than technique instruction.

- Just a mix of things to keep it fresh. Would prefer not to have specific days dedicated to each focus, as that would limit considering I only make 2-3 practices a week and usually the same days.
- Variety between strokes and types of sets. Inclusion of drills to focus on developing and maintaining technique. As much consistency across coaches as possible: for example, if one or two coaches are focusing on shorter distances for a period of time, all coaches focus on that for the same period.
- Speed one day a week, distance another and technique another incorporating stroke and freestyle
- Mix of stroke work, distance, sprints.
- I really appreciate practices when there is a rationality behind the sets, and where it is explained so that everyone knows what to focus on and what the benefit will be.
- In terms of "main sets" across a week of practices, I would like to see 1 IM set, 1 distance (200-400 yds), and 1 sprint set. More individual technique advice would be appreciated, but is not a requirement (other lanes need more technique advice than my lane and time would probably be better spent there). I would also like to see more kick sets with less reliance on fins.