

# Christopher Adam Crume

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- Education**
- Indiana University August 2005 – December 2007  
Bloomington, Indiana  
**Master of Science: Recreational Sport Administration**  
▪ 3.9 cumulative GPA
- Ball State University August 2001 – May 2005  
Muncie, Indiana  
**Bachelor of Science: Exercise Science: Option 3, Aquatics/ Minor in Foundations of Management**  
▪ 3.6 cumulative GPA, Cum Laude
- Professional Experience**
- Denison University Department of Athletics, Rec, HESS June 2012 – Present  
Granville, Ohio  
**Director of Aquatic Center**
- Worked with contractors and architects to open a brand new \$20 million-dollar, state-of-the-art aquatics center that features a 9 lane 50 meter by 25 yard competition pool, separate diving well with two sets of 1 and 3 meter spring boards and a 16 person hot tub with therapy jets
  - Recruited, hired, trained and lead a staff of up to 16 Head Lifeguards, 66 Lifeguards, 24 Swim Instructors/Lifeguard Instructors, 1 Learn-2-Swim Coordinator and 1 Certified Pool Operator
  - Created Head Lifeguard training symposium consisting of leadership development training, hands-on practical experience and peer education
  - Administered a Wage Budget of approximately \$170,000, Aquatics Center Operating Budget of approximately \$196,000 and a Programming Operation Budget of approximately \$10,000
  - Prepared and administered aquatics center rental contracts. Developed comprehensive fee structure for all rentals. Brought in revenue of \$19,192.00 2012-2013, \$25,981.00 2013-2014, \$81,008 2014-2015, \$88,917 2015-2016, \$82,122 2016-2017, \$111,302 2017-2018
  - Developed CycleFit program for Group Exercise. Researched and assisted in purchasing indoor cycling bikes, designed layout and setup of new cycle studio, taught CycleFit classes as instructor
  - Created Triathlon Challenge program to promote health, wellness and recreation for the students/faculty/staff
  - Oversaw and performed all pool operations including water circulation and sanitation, chemical product delivery and receiving and filtration
  - Worked with university custodial services and physical plant to maintain the aquatics center, including developing a comprehensive maintenance plan
  - Created and implemented new staff hiring and training plans that included writing and designing staff manuals, creating policies and procedures, creating a four-step hiring process for lifeguards, developing orientation materials and continual training drills
  - Certified and Maintained Risk Management Certifications (Lifeguard Training, First Aid, PDT, Safety Training for Swim Coaches) for up to 16 Head Lifeguards, 66 Lifeguards, 24 Swim Instructors/Lifeguard Instructors and 4 Swim/Dive Coaches
  - Researched and implemented When-to-Work online scheduling software for all student employees to create a more dynamic and connected workplace
  - Created monthly in-service plan and implemented each training
  - Developed and implemented a comprehensive Aquatics Education program that included Lifeguard Training, Water Safety Instructor Training, Lifeguard Instructor Training and CPO Training. Developed fee structure and program structure for all classes taught
  - Developed and implemented a comprehensive Learn-to-Swim program that included youth and adult group lessons as well as private and semi-private lessons. Developed fee structure and program structure for all classes taught

- Developed a comprehensive aquatic fitness program called AquaFit. Hired and trained aquatic fitness staff to provide unique and engaging aquatic fitness activities
- Developed and implemented Aquatics RecZone experience for Denison Student recreational swims. Activities included water volleyball, water basketball, and log rolling clinics.
- Created and implemented comprehensive recreational sports marketing program, including designing marketing materials using Adobe InDesign and Photoshop as well as social media such as Facebook, Twitter, and Instagram
- Served as Meet Director for 2014, 2015, 2016, 2017, 2018 Men's and Women's North Coast Athletic Conference Swimming and Diving Championships and the 2014 and 2016 NCAA Division III Diving Regional Championships
- Managed Daktronics OmniSport 2000 Timing System, Hy-Tek Meet Manager and Team Manager, Daktronics Scoreboards using Show Controller and Adobe Photoshop for high school, intercollegiate athletics and USA Swimming Age Group meets and served as Meet Director
- Developed comprehensive Emergency Action Plans for the Trumbull Aquatics Center as well as the Mitchell Athletic Center. These plans included water related emergencies, building evacuation, severe weather, active shooter
- Served on university Emergency Preparedness Workgroup to develop comprehensive Emergency Response Plans for the safety and security of the campus

Purdue University Division of Recreational Sports  
West Lafayette, Indiana

July 2007 – June 2012

#### **Assistant Director – Aquatics**

- Recruited, hired, trained and managed a staff of up to 6 Facility Managers, 1 Undergraduate Learn-2-Swim Coordinator, 16 Head Lifeguards, 68 Lifeguards and 35 Swim Instructors
- Developed and implemented monthly in-service training sessions
- Budgeted student wage budget of approximately \$250,000 and programming operation budget of approximately \$30,000
- Served as Chair of the Safety Committee
- Served on Division Scholarship Committee
- Maintained Risk Management Certifications (CPR/AED Pro, Lifeguard Training, First Aid, PDT, Safety Training for Swim Coaches) for up to 6 Facility Managers, 16 Head Lifeguards, 68 lifeguards, 35 swim instructors and 5 coaches
- Taught American Red Cross Lifeguard Training classes
- Taught American Red Cross CPR/AED for the Professional Rescuer classes
- Taught American Red Cross Learn-to-Swim lessons as needed
- Redesigned and implemented new Emergency Action Plans for the aquatic center
- Monitored lifeguard performance and surveillance, conducted random live emergency drills to evaluate lifeguard performance
- Edited and updated lifeguard manual
- Created Head Lifeguard, Swim Instructor and Facility Manager manuals
- Revised and implemented formal evaluation process for all student staff
- Evaluated approximately 6 Facility Manager, 16 Head Lifeguards, 68 Lifeguards, and 35 Swim Instructors
- Created weekly, weekend, break period and special event staff schedules for the Boilermaker Aquatic Center
- Created student staff employee database to track certifications and staff discipline
- Created lifeguard website to post schedules, events, substitute availability and other resources and forms
- Audited and approved bi-weekly payroll for all student personnel
- Created fee structure and proposal documentation for new class offerings of Lifeguard Training, Lifeguard Training Challenge, CPR/AED Pro Challenge, Lifeguard Instructor and Water Safety Instructor
- Directed all operations of the Learn-to-Swim program

- Developed and implemented semester in-service training sessions for swim instructors
- Assigned Group, Private and Semi-Private lessons to instructors
- Created new marketing brochure and fliers for Learn-to-Swim
- Assisted in the management and supervision of all special events including: intercollegiate athletics meets, facility reservations and group rentals
- Managed Daktronics OmniSport 2000 timing system, Hy-tek Meet Manager and the Daktronics video board, using the Venus Shell 7000, for high school and intercollegiate athletics meets and served as Meet Director
- Assisted in set-up and tear down for all special events
- Served as Volunteer Coordinator for 2009 Men's Big Ten Swimming and Diving Championships, 2010 Women's Big Ten Swimming and Diving Championships, 2010 Women's NCAA Division I Swimming and Diving Championships
- Assisted with pool operations including water circulation and sanitation, chemical product delivery and receiving and filtration

Indiana University Division of Recreational Sports  
Bloomington, Indiana

August 2005 – May 2007

#### **Second Year Graduate Assistant – Aquatics**

- Managed a staff of 33 lifeguards
- Developed and implemented monthly in-service training sessions
- Monitored head lifeguard reports
- Maintained Risk Management Certifications (CPR, Lifeguard Training, First Aid, AED, PDT) for 33 lifeguards and 23 swim instructors
- Attained 100% Risk Management Certification among staff
- Monitored lifeguard performance and surveillance
- Evaluated 33 lifeguards and 7 swim instructors
- Created operating budget for 2007 Senior Long Course State Championship summer meet
- Redesigned and implemented the Swim to Summer incentive program
- Assisted in creating new aquatic facility inspection report
- Created staff schedules for three separate pools
- Created staff schedules for all weekends and break periods
- Updated and edited lifeguard manual

#### **Summer Program Assistant – Speedo Champions Series Assistant Meet Director**

- Created volunteer schedule and scheduled over 300 volunteer assignments
- Contacted local organizations to solicit event volunteers
- Coordinated volunteer registration at event
- Achieved 103% of volunteers needed for event
- Worked with graduate academic class to provide volunteer opportunities at the meet
- Worked with Bloomington Indiana Swim Club to provide volunteer opportunities
- Trained volunteers in job duties and created job aids for each position
- Secured coupons, gift cards and other items from local for distribution in goody bags for swimmers, coaches and officials
- Assisted meet director with entries
- Created thank you letter to be sent to all volunteers
- Assisted in coordinating meet set-up
- Assisted in contacting local businesses for sponsorship and in-kind donations

#### **Summer Program Assistant – Aquatics**

- Managed a staff of 15 lifeguards
- Developed and implemented monthly in-service trainings
- Monitored head lifeguard reports
- Maintained Risk Management Certifications (CPR, Lifeguard Training, First Aide, AED, PDT) for 15 lifeguards

- Attained 100% Risk Management Certification
- Monitored lifeguard performance and surveillance
- Created weekly staff schedules for three pools
- Scheduled lifeguards for swim camps, dive camps, invitational swim meets and the 2006 Speedo Champions Series
- Taught private swimming lessons as needed

**First Year Graduate Assistant – Aquatics**

- Administered the Learn-to-Swim Program
- Formulated and initiated improved marketing strategies for the Learn-to Swim Program
- Managed and trained a staff of 23 swim instructors
- Managed and distributed class level assignments to swim instructors
- Supervised and arranged private and semi-private swim lessons to instructors
- Created and updated skill level sheets, roster forms and end of session reports
- Increased spring Learn-to-Swim participation by 10% and achieved the highest participation level in any semester in the Learn-to-Swim Program
- Monitored payroll for 23 swim instructors and 42 lifeguards
- Maintained Risk Management certification (CPR, Lifeguard Training, First Aid, AED, PDT) for 23 swim instructors and 42 lifeguards
- Assisted in monthly in-service training session and implemented make up in-service sessions for the lifeguard staff
- Conducted bi-semester in-service training sessions for the swim instructor staff
- Taught American Red Cross CPR/AED for the Professional Rescuer to aquatic staff
- Taught American Red Cross Lifeguard Training classes and challenges
- Evaluated 17 swim instructors and 10 lifeguards
- Updated and edited lifeguard and swim instructor manuals
- Assisted with risk management planning and emergency action plan development

**Professional  
Certifications**

**American Red Cross Basic:**

Lifeguard Training/ First Aid – Since 1998  
CPR/AED for the Professional Rescuer –  
Since 1998  
Oxygen Administration for the Professional  
Rescuer – Since 2002

**American Red Cross Instructor:**

Water Safety Instructor Trainer – Since 2010  
Lifeguard Instructor Trainer – Since 2010  
Lifeguard Training Instructor – Since 2002  
Water Safety Instructor – Since 2002  
CPR/ First Aid Instructor – Since 2003

**YMCA:**

P.O.O.L Operator – Since 2002  
Basic Open Water Diver – Since 2002  
Advanced Diver – Since 2002  
Scuba Lifesaving and Accident  
Management (SLAM) – Since 2002

**Other:**

SPIN Instructor Star Level 3-Since July  
2015  
SPINPower Instructor-Since March 2018  
Adapted Water Activity Venues for  
Everyone (AWAVE) Specialist – Since  
2000  
American Council on Exercise Certified  
Personal Trainer-Since 2016  
American Council on Exercise Group  
Fitness Instructor-Since 2017  
National Swimming Pool Foundation  
Certified Pool-Spa Operator – Since April  
2009  
National Swimming Pool Foundation  
Instructor-Since October 2013  
Certified Aquatic Manager (CAM) –  
Since 2003

**NIRSA**

NIRSA Small Program Advisory Council-2018-2020  
NIRSA Aquatics Community of Practice Convener-2017-2018  
NIRSA RCRSP-Since 2016  
NIRSA Member-Since 2001  
NIRSA Mentorship Program-2016-2017; 2017-2018  
NIRSA Engagement Coordinator – 2017-2018  
NIRSA Annual Conference Attendee – 2005, 2006, 2007, 2008, 2016, 2017, 2018  
NIRSA Annual Conference Session Proposal Reviewer – 2018, 2019  
NIRSA Annual Conference Session Presenter – 2018, 2019  
NIRSA School of Collegiate Recreation Level 1 – 2018

**IRSA**

IRSA Scholarship Committee 2008-2011

**Awards**

American Red Cross Lifesaving Award for the Professional Rescuer – May 2012

**Publications**

Crume, Christopher A., (2007). A competency analysis of waterpark aquatic professionals.  
Unpublished master's thesis, Indiana University, Bloomington.

Mull, R. F., (2009). *Recreation facility management: design, development, operations,  
and utilization*. Champaign, IL: Human Kinetics.

*Content contributor for aquatics chapter*

Crume, C. (2005). [Aquatics Programs in Higher Education]. *Unpublished raw data*.

## References

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