

USA Triathlon Board of Director's Meeting  
Sunday – Monday, –September 26-27, 2010  
Hilton Garden Inn, Tuscaloosa, AL

Present:

Board of Directors:

Brian Harrington – via conference call  
Eric Averill  
Bob Wendling  
Candy Cheatham  
Rob Kasper  
Melissa Merson, Ex Officio  
Celeste Callahan  
Jim Donaldson  
Vince O'Brien  
Steven Sexton  
Victor Plata

Absent:

Dave Kuendig  
Jim Ryan

Staff:

Tim Yount, Acting ED  
Sharon Carns, Governance Affairs & HR Manager  
Nicole Dudek, Intern

Committee Chairs:

Pam Zawada, Regional Council Committee Chair

Note: Information may be reported according to topic and not necessarily in the chronological order of discussion.

**Sunday, September 26, 2010**

**Presiding:** Eric Averill

**Call to Order:** Eric Averill 12:30 pm

**Roll Call:** Candy Cheatham, Secretary

**Vice President's Opening Remarks**

Eric Averill welcomed the Board of Directors.

**Interim Executive Director's Opening Remarks**

Tim Yount thanked the Board for the opportunity to serve as acting Executive Director. He provided the Board with updates on: website, magazine, Race Director Webinars, coaching background checks, drug testing, foundation, media coverage of owned events,

sport performance and Olympic medal strategy, regional meetings in October and moving forward with bimonthly BOD packets.

The Versus network coverage at the National Age Group Championships in Tuscaloosa was discussed. Even though the coverage was positive, several Board members working at the event voiced their concerns regarding safety issues with the cameras. Tim Yount stated he will file a report with the USOC since they provided the media coverage training.

**Action item:** Tim Yount will file a report with the USOC on the problems and inform the Board of the outcome.

Also discussed was drug testing for age group athletes at the USA Triathlon National Championships. Specifically the Board asked about protocol, anti-doping education and who will pay the cost of the test.

### **Approval of Minutes**

Motion was made by Vince O'Brien, seconded by Jim Donaldson to approve the minutes of June 7, 2010 Teleconference Call; June 10, 2010 minutes; July 5, 2010 Teleconference Call, August 2, 2010 Teleconference Call.

**Minutes approved unanimously**

### **Treasurer's Report**

Bob Wendling, USA Triathlon Treasurer, reported. Presentation is attached to the original of these minutes.

### **Discussion Items**

#### **Committee Structure**

Eric Averill presented. He stated he is not requesting changes right now but is asking the Board to start sharing ideas on restructuring.

Discussion occurred on inactive committees, lack of accountability and if certain committees should be taskforces, combined or disbanded.

The Board agreed that USA Triathlon committees will need to submit their goals for review by the November, Clearwater BOD meeting.

**Action item:** Committee staff liaisons will send a report template to their respective committees to be received by the November BOD meeting.

**Recessed: 2:00 pm**

**Reconvened: 2:15 pm**

### **Executive Director Search**

Eric Averill stated the search committee consists of the following individuals: Claude Ruble, Mike Greer, Ryan Bickerstaff, Elizabeth Farnan and Eric Averill. He updated the Board on the activities of committee to date: 69 resumes received and the opening is currently posted on Teamwork Online, USA Triathlon and USOC website. The Board

discussed whether a firm should be hired to help in this process. Rob Kasper stated that the committee should check on what the standard is with other National Governing Bodies before a decision is made. The Board offered ideas on other websites to post the position.

### **Sport Performance Director**

Tim Yount participated in a coaches meeting over the weekend and reiterated what was discussed. USAT is at a critical juncture with the up-coming 2012 Olympics. (London) and the hiring of a Sport Performance Director. Bob Wendling motioned, Celeste Callahan seconded to encourage the acting Executive Director to hire a Sport Performance Director.

After Board discussion Bob Wendling withdrew motion.

**Action item:** Tim Yount will work on a job description.

### **Executive Session 3:25 pm – 4:00 pm**

### **Reconvened 4:00 pm**

### **Committee Reports**

#### **Collegiate Committee**

Steve Sexton reported that collegiate triathlon serves as a high performance pipeline for people who are not involved in triathlon until college. He stated that USAT needs to clarify the role of the Collegiate Committee and ensure that their elections follow the USAT by laws.

#### **International Relations Committee**

Melissa Merson, International Relations Committee Chair, reported on international issues. She stressed the importance of bringing World Championship, and World Cup events to the US

#### **Regional Chair Committee**

Pam Zawada presented. Presentation is attached to the original of these minutes.

### **Resolutions**

## **Resolution for Board Action**

**August 17, 2010**

**Subject:** USOC Section 8.8.6 Application for Review – Elite Athlete  
Participation in Governance

**Background:** Election procedures for Athlete Director positions currently being administered deny right of participation to any member of the Elite Pool that does not meet the following requirements:

At the time of election, all voters and candidates for Athlete Director shall have demonstrated their qualifications as athletes by having:

1. within the ten (10) years preceding election, represented the United States in the Olympic or Pan American Games, or an Operation Gold event, or a World Championship recognized by the ITU for which a competitive selection process was administered by USAT; or
2. within the twenty-four (24) months before election, demonstrated that they are actively engaged in amateur athletic competition by finishing in the top half of USAT's national championships for the events outlined in subparagraphs (1) or (2); or
3. for the Paralympic Games, or an IPC-recognized World Championship in events on the Paralympic Games program, within the ten (10) years preceding election, represented the United States in the Paralympic Games, or an IPC recognized World Championship in events on the Paralympic Games program.

These procedures are not in keeping with past practice and run counter to the bylaw mandated requirement for the board to ensure broad and robust participation in elections. Denying such rights is a serious matter that should be considered only if all other options have been exhausted. The USOC bylaws provide for an Application for Review process in order to accommodate the unique needs of NGBs, and the USOC has invited USA Triathlon to apply via this process.

**Financial Impact:** Potential legal fees defending action from members of the Elite Pool denied bylaw granted right to participation in USA Triathlon Athlete Director elections. Potential loss of elite and age group memberships.

**Relevant and Affected Bylaws, Rules, and Procedures**

**Bylaws**

- USA Triathlon Bylaws
- Article VII, Section 3,4
- Article XII, Section 1
- USOC Bylaws, Section 8.8.6

**Procedures**

Elite Athlete Election Procedures

**Whereas** USA Triathlon Bylaws state that “Broad and robust participation in elections is important to the long-term success of the federation. Within the context of these Bylaws, the Board shall take steps to accomplish these goals.”; and

**Whereas** USA Triathlon has not previously excluded any class of members of the Elite Pool from running for or voting for Athlete Director positions; and

**Whereas** USA Triathlon’s legacy of inclusion of all elite athletes in running for and voting for Athlete Director positions has not been challenged by the USOC during compliance reviews; and

**Whereas** Current elite athlete election procedures denying participation by the entirety of the Elite Pool place USA Triathlon at risk of violating its bylaws.

**Now therefore be it resolved** that USA Triathlon submit to USOC the attached

Application for Review.

**Submitted by:** Rob Kasper

Rob Kasper submitted resolution for discussion and no decision required. He proposed for the Elite Athlete BOD members to bring to the Elite pool for review and stated that this is about redefining the class to broaden participation and the current structure excludes athletes.

Elite Athlete Board members stated that the current structure is fair. The group further discussed redefining the class, male/female equal representation and whether this is in the best interest of USA Triathlon and what would be gained bringing this to the athletes.

**Resolution for Board Action**

**September 15, 2010**

**Subject:** Suspension of 2010 Elite Athlete Election

**Background:** Election procedures for Athlete Director positions currently being administered deny right of participation to any member of the Elite Pool that does not meet the following requirements:

At the time of election, all voters and candidates for Athlete Director shall have demonstrated their qualifications as athletes by having:

4. within the ten (10) years preceding election, represented the United States in the Olympic or Pan American Games, or an Operation Gold event, or a World Championship recognized by the ITU for which a competitive selection process was administered by USAT; or
5. within the twenty-four (24) months before election, demonstrated that they are actively engaged in amateur athletic competition by finishing in the top half of USAT's national championships for the events outlined in subparagraphs (1) or (2); or
6. for the Paralympic Games, or an IPC-recognized World Championship in events on the Paralympic Games program, within the ten (10) years preceding election, represented the United States in the Paralympic Games, or an IPC recognized World Championship in events on the Paralympic Games program.

These procedures are not in keeping with past practice and run counter to the bylaw mandated requirement for the board to ensure broad and robust participation in elections. Denying such rights is a serious matter that should be considered only if all other options have been exhausted. The USOC bylaws provide for an Application for Review process in order to accommodate the unique needs of NGBs, and the USOC has invited USA Triathlon to apply via this process. Bylaw mandated responsibility to ensure broad and robust participation in elections gives the board authority to suspend the election process until receiving results of the USOC Application for Review.

**Financial Impact:** Potential legal fees defending action from members of the Elite Pool denied bylaw granted right to participation in USA Triathlon Athlete Director elections. Potential loss of elite and age group memberships.

**Relevant and Affected Bylaws, Rules, and Procedures**

## **Bylaws**

- USA Triathlon Bylaws
- Article VII, Section 3,4
- Article XII, Section 1
- USOC Bylaws, Section 8.8.6

## **Procedures**

### Elite Athlete Election Procedures

**Whereas** USA Triathlon has not previously excluded any class of members of the Elite Pool from running for or voting for Athlete Director positions; and

**Whereas** USA Triathlon's legacy of inclusion of all elite athletes in running for and voting for Athlete Director positions has not been challenged by the USOC during compliance reviews; and

**Whereas** Current elite athlete election procedures denying participation by the entirety of the Elite Pool place USA Triathlon at risk of violating its bylaws.

**Whereas** USAT is waiting for clarification from the USOC on who may be eligible to run for and vote for Athlete Directors; and

**Whereas** the USOC's decision could allow additional athletes to both run for and vote in elections for Athlete Directors; and

**Whereas** the USAT Board is empowered to take steps to accomplish broad and robust participation in elections,

**Now therefore be it resolved** that the election process for Athlete Directors is hereby suspended until USAT receives direction from the USOC on USAT's request, provided that the period of suspension should not exceed 90 days.

**Submitted by:** Rob Kasper

Rob Kasper motioned, Vince O'Brien seconded to accept the Suspension of 2010 Elite Athlete Election Resolution.

Board members stated they do not understand how USAT is not in compliance with bylaws. Furthermore, a problem has not been identified with the current eligibility requirements and election process.

Record of BOD votes to accept:

Rob Kasper – yes

Victor Plata – no

Jim Donaldson – no

Vince O'Brien – no

Candy Cheatham – no

Steve Sexton – no

Celeste Callahan – no

Bob Wendling – no

Brian Harrington – not on call at the time of the vote

**Motion failed**

**WCS Qualification Criteria**

Victor Plata reported this is a process by which athletes qualify for the Olympic trials. Discussions have been ongoing among the AAC athletes and Sport Performance staff about the criteria. Victor had hoped to have a draft ready to present at this meeting but is several points away from completion and wanted to let the BOD know it is being discussed and will be fair.

**Action item:** Victor Plata stated the WCS Qualification Criteria will be completed by first week of October 2010 and sent to the BOD for feedback.

**Committee Budgets**

Melissa Merson asked about the process for the 2011 Committee budgets. Tim stated the budgets will continue to be channeled through the staff liaisons.

Action item: Tim Yount will email the USAT Wish List template to staff liaisons to send to their respective committees.

Celeste Callahan motioned to adjourn 6:00 pm

**Reconvened Monday, September 27, 2010**

**Executive Session 8:00 – 5:00 pm**