# USAT BOD Teleconference Call July 24, 2008 Minutes

At 5:58 pm MDT, Rob Kasper called the meeting to order.

In attendance:

Rob Kasper Jeff Matlow Joe Umphenour Eric Averill Melissa Merson Celeste Callahan Skip Gilbert

Scott Schnitzspahn (joined the call for the ITU World Cup Selection Policy discussion).

Absent:

Mike Greer Jim Donaldson Mark Fretta Andy Kelsey

# **ITU World Cup Selection Policy**

Scott Schnitzspahn, Sport Performance Director, provided an overview of the following policy.



2008 USAT ITU World Cup Selection Policy

#### A. Introduction

The primary objective of USA Triathlon's National Teams Program (NTP) is to provide an administrative, performance, and financial support structure to assist athletes and team USA in achieving optimal results at the Olympic Games, Pan American Games, and ITU World Championships. In order for athletes to excel at these major events, it is essential that they have extensive international competitive experience and exposure to top level ITU World Cup racing. Lower-order ITU events (e.g., ITU Continental Cup events) do not provide athletes with the unique and demanding conditions and experiences associated with major international events.

USA Triathlon's High Performance Strategic Plan reflects a dedication to rewarding athletes for performance excellence at the highest level of racing while still supporting emerging athletes who are seen as prospects for the 2012 and 2016 Olympic Teams. To achieve this, USA Triathlon supports selected World Cup Teams with support staff, travel funding, and a performance bonus structure. For the final World Cup events in 2008, USAT will provide travel expenses for those athletes on each World Cup Team who do not receive a travel stipend as part of the USAT Gold or Silver National Team. For 2009 through 2012, USAT plans to directly fund all World Cup Team members to certain World Cup events designated as TEAM events and indirectly fund athletes to non-TEAM events through Emerging Athlete grants and Performance Bonuses.

This policy details the process and priorities by which USA Triathlon will select athletes for nomination to the ITU to compete in ITU World Cup competitions for the remainder of 2008. The ITU determines the eligibility criteria and competition rules for ITU World Cup competitions, and under the current criteria and rules, entry to ITU World Cup competitions is accepted by ITU only through **nomination from the National Federation** (USA Triathlon). The ITU World Cup eligibility criteria are listed in detail on the ITU website, and may be accessed by the following link;

 $\underline{http://www.triathlon.org/docs/downloads-qualification-criteria-triathlon-world-cup-2008update.pdf}$ 

#### **B.** Selection Criteria

### 1. USA Triathlon Eligibility and Qualification Criteria:

- a. Athletes who have a **Top-25 ITU World Cup Ranking** 35 days prior to a World Cup event will be nominated for automatic acceptance into the event up to the maximum number of allocated World Cup entry spots. In the event that more athletes are ranked in the Top-25 of the ITU World Cup Rankings than available World Cup entry spots, athletes will be nominated in order of ITU World Cup Rank.
- b. For any remaining start slots, USA Triathlon reserves the right to utilize up to two (2) discretionary nominations for each World Cup if, in the opinion of the Sport Performance Director, the discretionary selections would better serve the interests and objectives of USA Triathlon's Sport Performance Program. All athletes considered for discretionary selection must meet the ITU World Cup eligibility criteria.
- c. Any remaining World Cup entry spot nominations determined by the ITU for each World Cup event will be made according to the **ITU Points List** 35 days prior to the event provided the athlete meets the ITU World Cup eligibility criteria and has satisfied the USAT Elite Time Trials Requirement below.

## 2. Replacement Athlete Nomination:

In the event an athlete must withdraw from a World Cup after being submitted and accepted by ITU, the replacement athlete will be selected at the discretion of the Sport Performance Director with an athlete who meets the ITU World Cup eligibility criteria and has satisfied the USAT Elite Time Trials Requirement below. In accordance with ITU World Cup Eligibility Rules, each National Federation will be given only one spot as a replacement for a qualified athlete who has had to withdraw.

#### C. USAT Elite Time Trials Requirement

Athletes competing at World Cup events must have the ability to perform at a level that will advance them in the World Cup rankings or assist USA Triathlon in achieving medal winning performances. Thus, the USAT Elite Time Trials Requirement must be met by each athlete for World Cup events taking place after September 1, 2008.

- a. Exemptions: Athletes on the USA Triathlon Gold and Silver National Team will be exempt from the USAT Elite Time Trials Requirement.
- b. Time frame: Time trial performances will be valid until December 31<sup>st</sup> of the year they are performed. Athletes must meet swim and run time trial standards within 12 months, but no less than 6 weeks, before the World Cup event they wish to compete in.
- c. Swim Trials: Swim time trials must be done in a pool and may be 1500 meters or 1650 yards. Wetsuits are not allowed. Athletes may have a pace setter but they must swim in a separate lane.
- d. Run Trials: Run time trials may be 5 or 10 kilometers and performed on a 400 meter track or on a certified USA Track and Field road course during an official event. Run times from triathlons are not permitted due to course inaccuracies. Pace setters are allowed but they may not touch or be attached to the athlete. Spikes are allowed.
- e. Certification of Results: Athletes must schedule their time trial attempts with the National Teams Program Manager at least two weeks prior to their preferred time. Results must take place in a sanctioned and certified USA Swimming meet or USA Track & Field run race or must be witnessed by a USAT certified coach selected by the NTP Manager who is not the athlete's personal coach or family member. Results must be submitted in writing to the NTP Manager before an athlete will be considered for selection to a World Cup Team.
- f. Athletes must meet both the swim time and run time standard to meet the USAT Elite Time Trials Requirement. Athletes must have at least one "A" standard. "A" standards for the 1500m and 10k are the average times for those athletes making the podium at

World Cup races from 2007. "B" standards for the 1500m and 10km are the average times for those athletes placing in the top 25 at World Cup races from 2007.

**USAT Elite Time Trial Standards** 

Swim	1500m	1650yd	Run	5km	10km
Times	LC		Times		
Men "A"	18:06	17:28	Men "A"	15:03	31:21
Men "B"	18:45	18:06	Men "B"	16:12	33:45
Women "A"	19:30	19:01	Women "A"	16:59	35:23
Women "B"	20:49	20:18	Women "B"	18:26	38:25

<sup>\*</sup>Athletes may add 8% to the above times for trials conducted above an altitude of 5000 feet.

## D. Support

Beginning in 2009, USAT will designate certain World Cup events as TEAM events and athletes selected will travel as a team. National Team athletes will have all expenses paid for. Athletes not on the National Team may receive funding for these events through the Emerging Athlete Grant program. USAT will support all athletes at TEAM events with team managers, massage / physical therapists, and a mechanic.

Non-TEAM events will not be supported by support staff. Funding for non-team events will be provided for some athletes through the Emerging Athlete Grant program and through performance bonuses.

2008 Events listed in the Nomination Procedure Agreement below will be supported with a coaching staff and Emerging Athlete Grants and performance bonuses.

#### E. Funding

#### 1. Emerging Athlete Grant

Funding to World Cup events remaining in 2008 is available to athletes who are not on the USA Triathlon Gold or Silver National Team through an Emerging Athlete World Cup Travel Grant. An athlete applying for an Emerging Athlete World Cup Travel Grant must:

- a. Be an elite triathlete registered with USA Triathlon in good standing.
- b. Have 2 seasons or less of ITU World Cup experience.
- c. Demonstrate success with top finishes in ITU events.
- d. Not be a USAT National Gold or Silver Team athlete.
- e. Not have received more than one other Emerging Athlete World Cup Travel Grant in the past year.

f. Apply to the USAT Sport Performance Director in writing no less than 45 days prior to the event with the name of the event, event date, reasons for applying for the event, and applicable race results indicating potential for success at an ITU World Cup.

If the athlete is selected to receive an Emerging Athlete World Cup Travel Grant, USAT will reimburse with receipts submitted within 30 days of the event up to 25% percent of the trip expenses (with a cap of \$500). If you the athlete finishes in the top half of finishers, USAT will reimburse up to 50% (cap of \$1000) of the trip expenses. If the athlete finishes in the top 20 **and** within the top 60% of finishers, USAT will reimburse up to 100% of the trip expenses (with a cap of \$2000).

#### 2. Performance Bonus

Performance bonuses will be paid to any USAT athlete who achieves the following finish place at an ITU World Cup in 2008.

FINISH PLACE	USAT BONUS
1	\$1,500
2	\$1,200
3	\$1,000
4	\$800
5	\$800
6	\$500
7	\$500
8	\$500
9	\$500
10	\$500

#### F. Modification of Criteria

USA Triathlon reserves the right to modify the USAT ITU World Cup Selection Policy as it deems necessary where a criteria is no longer appropriate. In the event that the Selection Policy is modified, USA Triathlon will promptly post an announcement on the USAT website announcing the changes.

Updated: July 24, 2008

#### **G.** Nomination Procedure Agreement

This form must be initialed (after each bullet point in the designated space), signed and returned along with the first nomination you submit for entry to a World Cup Race after September 1st, 2008

•	the advertised World Cup Deadli	tional Team Program Manager on or before ne Dates (see World Cup Deadlines below). rest will be considered.				
•	It is the responsibility of the athlete to check the ITU website for any character to the submission deadline dates as a result in a change as determined by ITU					
•	An athlete understands that World Cup start positions are limited. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, they will withdraw from the World Cup as early as possible to allow a better prepared athlete to race for the good of USA Triathlon					
•	deadline dates, he/she is obligated Manager in writing immediately A \$500 fine will be enforced if at closing date to ITU. Medically ju	om a World Cup after the ITU submission d to inform the National Team Program so a replacement athlete can be nominated. In athlete does not withdraw before the sustified withdrawals will be accepted without am for USA Triathlon at each World Cup.				
•	An athlete must understand that he/she is not guaranteed a World Cup start if nominated by USA Triathlon. ITU has the right to confirm nominations and only when posted on the ITU website is a nomination confirmed					
•	An athlete understands that they will be on time to the ITU mandatory athlete briefing, will wear USAT designated clothing, and sit with their USA Triathlon team. They will inform the support staff for the event if they will have a problem attending the meeting due to extenuating circumstances BEFORE the meeting begins.  An athlete understands that they will send the support staff for the event their travel itinerary, lodging location, and local contact information at least one week prior to the event date.					
•						
-	I have initialed and understood al	ll of the above				
Print Name		Date				
Sig	gnature	_				

Event Name	Race Date	ITU Deadline	USAT Deadline
L'Orient	9/28/2008	8/29/2008	8/22/2008
Chiapas	10/12/2008	9/12/2008	9/5/2008
Huatulco	11/16/2008	10/16/2008	10/9/2008

<sup>\*</sup>Race dates and deadlines are subject to change so please check the ITU website for the most recent race date. If race dates change, so will the deadline so please contact the NTP Manager.

The Board discussed this policy and asked for clarification regarding the overall World Cup Selection policy. Scott Schnitzspahn, Sports Performance Director, joined the call to provide an overview. Rob Kasper proposed friendly amendment to add 2008 to the title of the policy.

Melissa Merson motioned, Celeste Callahan seconded to accept the 2008 World Cup Selection Policy.

Motion passed unanimously.

# Hang A Star IT Contract

Jeff Matlow dropped of the call for the Hang-A-Star discussion.

Skip Gilbert explained to the Board that after six months of intense evaluation Hang A Star offers the best IT solution for USAT. Rob Kasper asked Skip to outline several changes in the contract that occurred over the past several weeks.

Brian Harrington suggested that several articles in the contract will require further legal review.

The Board agreed that this contract will undergo further legal review by HRO.

Eric Averill motioned and Brian Harrington seconded to approve the contract contingent upon a review by HRO and leave USAT staff to work out any problems.

Action item: Brian Harrington will send HRO a list of questionable articles in the contract.

The votes as recorded:

Melissa Merson – yes Brian Harrington – yes Eric Averill – yes Joe Umphenour – yes Celeste Callahan – abstained

Motion passed.

# **Officials**

Brian Harrington raised concerns on USAT races and the inconsistencies of officials at sanctioned races. Skip explained that USAT is currently looking into this.

At 7:42 pm MDT Celeste Callahan moved that the meeting be adjourned.