

**USA SOFTBALL
COACH SELECTION PROCEDURES
2015 PAN AMERICAN GAMES
Women's Softball
June 11, 2014**

These procedures provide for selection of USA Softball Coach(es) for the 2015 Pan American Games ("PAG"). However, accreditation allocation is not guaranteed and the number of Coach positions will be based on final USOC credential allocation and overall team size.

1. What are the NGB's/HPMO's criteria for Coach positions (attach a job description, if any)?

Coaches must:

- 1.1. Successfully pass the National Center for Safety Initiatives' (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
 - 1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform the NGB/HPMO and/or USOC.
 - 1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
 - 1.3. Be available for entire duration of the Games.
 - 1.4. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
 - 1.5. Have knowledge, skill and experience in the sport of softball.
 - 1.6. Be in the USA Softball Women's National Team Coaches Pool ("Pool") through the application process defined below. The Pool consists of a minimum of eight (8) coaches. The Women's National Team Selection Committee ("WNTSC") can add members to the Pool throughout the quadrennium. The WNTSC is identified in 6 below.
2. Describe the process that candidates should follow to express interest in being considered for a Coach position:

In January 2014 an announcement about the application process for the Pool was posted on the USA Softball/ASA web site and emailed to all individuals who were members of the previous Pool and coaching staff for past USA Softball Women's National Teams. Interested individuals submitted resumes to the WNTSC for consideration to the Pool.

3. Describe the intended method of identifying the pool and selecting the candidates to be considered for Coach position(s):

The Pool will be identified following the criteria in Section 1, above while candidates will be selected using the method listed below:

The WNTSC is responsible for approving the coaching staff for the 2015 PAG based on the criteria listed in these selection procedures. Any member of the Pool is eligible for selection as a member of the Coaching Staff

- 3.1 The USA Softball Women’s National Team Program Head Coach will be nominated as the PAG Head Coach.
- 3.2 The Assistant Coaches will be selected after attending the 2015 USA Softball Women’s National Team Selection Camp (“the Camp”), January 4-8 at a site TBD. The Head Coach will make recommendations regarding coaching selections and assignments, but all recommendations will be approved by the WNTSC. Factors taken into consideration when selecting assistant coaches will include:
 - 3.2.1 On field decision making – tactical strategy decisions that affect the course of play;
 - 3.2.2 Quality of performance of duties assigned by the Head Coach-completion of assigned duties in competent manner;
 - 3.2.3 Communication Skills – ability to communicate with players, other coaches and umpires;
 - 3.2.4 Teaching Skills – ability to teach fundamental and advanced softball skills to elite level athletes;
 - 3.2.5 Ability to lead – ability to act as a leader for athletes and other coaches
 - 3.2.6 Interpersonal Skills – ability to relate to other individuals;
 - 3.2.7 Motivational Skills – ability to motivate athletes and other coaches;
 - 3.2.8 Ability to work with other coaches and players, including ability to work under the selected Head Coach.

Each of the above listed criteria carries equal value and shall be considered in selection of Assistant Coaches for the PAG.

4. Describe the removal of a Coach:

An individual who is to be nominated as a Coach by the NGB/HPMO may be removed as a nominee for any of the following reasons, as determined by the NGB/HPMO:

- 4.1 Voluntary withdrawal. Coach nominee must submit a written letter to the NGB/HPMO Executive Director/CEO/President.
- 4.2 Injury or illness as certified by a physician (or medical staff) approved by the NGB/HPMO. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/HPMO, his/her injury will be assumed to be disabling and he/she may be removed.
- 4.3 Inability to perform the duties required.
- 4.4 Violation of the NGB's/HPMO's Code of Conduct

Once a Coach nomination is accepted by the USOC, the USOC has jurisdiction over the Coach, at which time, in addition to any applicable NGB/HPMO Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>.

5. Describe the replacement of a Coach:

In the event that a Nominated Coach is unable to perform the duties of Coach due to injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the criteria listed in #1 above and, if applicable, come from the pool of candidates described in #3 above.

6. Which group/committee will make the final approval for the Coaches?

Women's National Team Selection Committee (WNTSC):

<i>Sam Ducato, Chairman</i>	<i>ASA Region 14 Player Representative</i>
<i>Crystal Dombkowski</i>	<i>Indiana ASA Player Representative</i>
<i>Ralph Weekly</i>	<i>ASA Allied Member (NFCA) Representative</i>
<i>Tairia Flowers</i>	<i>Athlete Representative</i>
<i>Ken Eriksen</i>	<i>USA Softball Women's National Team Head Coach</i>

7. Conflict of Interest:

Any individual who is being considered for a Coach position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Coach.

8. Date of Nomination:

The Games Staff Nomination Form with the nominated Coach(es) name(s), including names of any replacements (if applicable), will be submitted to the USOC on or before:

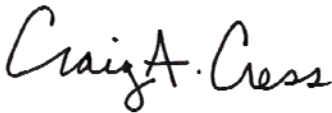

February 1, 2015

9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the NGB/HPMO in the following locations:

- 9.1. Web site: www.usasoftball.com & www.asasoftball.com

These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Craig Cress		06-27-2014
USOC Athletes' Advisory Council Representative*	Valerie Arioto		06-27-2014

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.