

USA Triathlon Board of Directors' Meeting

September 13-15, 2004

USOC Ray B. Essick Conference Room

Board Members Present: Ray Plotecia, Jack Weiss, Steven Locke, Tim Becker, Fred Sommer, Kevin Carter, Eric Bean, Dan Empfield, Rob Kasper, Susie Gallucci, Brad Davison

Staff Members Present: Ric Rosenkranz, B.J. Evans, Lora Lantz, Jennifer O'Day, Gina DeMarco, Bill Wengert, Katie Baker, Kelley Paulus, John Crawley, Troy Stiles, Angela Flannery, Kathy Matejka, Libby Burrell, Alison DeWall, Yvonne Ailport, Mike Highfield, Charlie Crawford, Kathy Matejka, Shannon Votruba, Eden Shullenberger, Katie Baker, Alan Ley, Mike Greer

Others Present: Larry Seidman, Rocky Mountain Regional President (in observance).

Presiding: Ray Plotecia

Call to Order -Ray Plotecia- Monday, September 13, 2004 5:51 p.m.

Self-Introductions of all Board Members and Staff

Guests:

John Crawley

Dennis Priest

Chris Vidala

Ann (works with Chris Vidala)

NATIONAL OFFICE STAFF REPORTS

Interim ED - Mike Greer: Thanked everyone for cooperation he has received thus far and for empowering and trusting him. Addressed problems at hand and problems still outstanding. Discussed Joe Jabaila issue. Discussed South Lake Hospital issue, and Marathon Management. Duathlon coordinator no longer employed. Discussed Timberline Timing Services.

Recommendations:

- Hire a firm to educate the staff and board members in what their respective duties are.
- Create a three-member panel for a creation of a USA Triathlon Hall of Fame.
- Learn to say "NO" to race directors who are abusing USA Triathlon.

Break from staff reports for USOC's Executive Director Jim Scherr: Thanked USA Triathlon for opportunity to address. Congratulated USA Triathlon in performance at Athens Games. There exists a contract between USOC and USA Triathlon and feels USOC is average in support, but feels it is getting better in recent years. USA Triathlon should perform and represent sport well, grow and develop the sport, develop revenues, and steward and build its brand.

CFO Bill Wengert: Discussed financial situation, earnings for 2004 YTD, bank balances, reports we're over-budget on revenues, and "We will be profitable at year-end." Discussed: revenues by type; investment returns are higher; cash flows higher early in year; AR in good shape; some delinquent accounts; and the national office building for sale.

Marketing Manager Gina DeMarco: Discussion of brand protection, apparel sponsorships, other sponsorships.

Team-USA/Duathlon Coordinator Troy Stiles: Discussed Team USA Guidebook, team travel provider, long course qualifiers, All Americans. Empfield asked about forward-going philosophy regarding charges and fees for Team USA members, Tim Becker and Ray Plotecia recommended discussing at later meeting.

Event Sanctioning staff Kathy Matejka and Shannon Votruba: Sanctioning overview. Numbers produced not quite precise, we're at just under 1200 events sanctioned YTD.

Membership Manager Lora Lantz: Membership overview. Good response to Silver and Gold memberships.

Risk Manager Angela Flannery: Overview of risk management, extended discussion about the possibility of training traffic controllers and the wisdom of such an effort.

Recess 8:40 p.m.

Reconvene: 8:45 p.m.

Break from staff reports for USOC's Chris Vadala, in charge of partnership plan with USAT: Libby Burrell's High Performance Plan was the first presented by, and the model for, all such plans to be presented by the 45 member NFs; further that it is highly likely to be approved as submitted.

High Performance Coordinator Libby Burrell: Power Point presentation of Athens lead-up, Athens trip, and markers met. Discussion of "Draft Legal" and "Olympic" nomenclature.

Ray Plotecia adjourned meeting 10:00 p.m

Reconvene TUESDAY, Sept 14, 2004

Executive session call to order at 8:25 by Ray Plotecia

1. Officer Elections
2. Selection of Committee/Commission Board Liaisons

Board Election Results:

Brad Davison President
Susie Gallucci- Vice President
Secretary General – Dan Empfield
Treasurer – Jack Weiss

Commission Chairs and Liaisons established, updated:

Age Group Commission Chair: Chuck Graziano, BOD liaison: Ray Plotecia
Audit Committee Chair: Jack Weiss, Board Liaison Jack Weiss, Others:
Rob Kasper, Steve Locke, Mike Highfield
Bylaw Committee: Chair: Mike Highfield, Board Liaison: Tim Becker,
Others: Dan Empfield, Brad Davison
Medical Committee: Chair: Vacant, Board Liaison: Tim Becker
Duathlon Commission: Chair: Mike Plumb, Board Liaison: Jack Weiss
Legal Committee: Chair: Mike Highfield, Markham Leventhal, Board Liaison:
Steve Locke
National Coaching Committee: Gail Bernhardt, Board Liaison: Tim Becker
Nominating Committee: Chair: Jack Weiss, Board Liaison: Fred Sommer;
Others: Ray Plotecia, Jack Weiss
Officials Commission: Chair: Charlie Crawford; Board Liaison: Steve Locke
PC Committee: Chair: Jon Beeson, Brian Leskey; Board Liaison: Dan Empfield
Race Directors Commission: Chair: Fred Phillips; Board Liaison: Fred Sommer
Regional President Committee: Chair: Larry Siedman;
Board Liaison: Rob Kasper
Safety & Rules Committee: Chair Bob Langan; Board Liaison: Dan Empfield
Womens Commission: Chair: Sherri Wattenbarger/Susanna Gaunt;
Board Liaison: Steve Locke
Collegiate Commission: Chair: Vacant; Board Liaison: Susie Gallucci
Elite Athletic Selection Committee: Chair: Vacant:
Board Liaison: Eric Bean

Discussion on motion to pay Tom Ziebart \$15,000 failed and is tabled until tomorrow.

Closed session ends at 10:35 am.

Brad Davison reconvenes open session at 10:53 am

ACTION ITEM 1: Board Minute Approval: Jack Weiss motions to have the following minutes approved. Ray Plotecia seconds; vote unanimous:

- November 14-15, 2003 in-face
- December 2, 2003 teleconference
- December 17, 2003 teleconference
- January 8, 2004 teleconference
- January 30, 2004 in-face
- July 20, 2004 teleconference
- July 28, 2004 teleconference
- August 8, 2004 teleconference
- August 17, 2004 teleconference

ACTION ITEM 2: Board Minute Publication Protocol: Secretary will distribute tentative minutes to all board members for perusal; board President will alert Secretary that minutes are ready for publication after receiving an affirmation from three executive committee members.

Elite Coordinator Alison DeWall: Discussion of AAC's rights and wisdom concerning the nomination, candidacy and election of its Board members. Discussion of the value and premium of elites at events, how best to maximize.

Head of officials program Charlie Crawford: Discussion of cell phone legality during races. Consensus: cell phones will be allowed to possess, but not to use unless competitor is stationary and off the race course.

Meeting recessed at 12:18 pm

Brad Davison reconvenes meeting at 1:20 pm

Executive Director Search Committee report: Given by Susie Gallucci: There are seven finalists for the position and all seven, whom are sports-connected, will make good executive directors. Since all seven finalists are at the upper end of our salary range, they will have to have some type of incentive. All are willing to negotiate and work with us.

One Day Youth Fees: Motion in favor of raising youth fees fails.

ACTION ITEM 3: Resolution put forward by Tim Becker to amend the Race Distances Definition is approved for next year, full resolution is attached as an addendum. Ray Plotecia calls the question. Jack Weiss seconds. Vote unanimous.

Meeting recessed at 3:00 pm

Brad Davison reconvenes meeting at 3:16 pm

ACTION ITEM 4: AAC puts forward a resolution to impose a requalification system for elites. Resolution altered slightly by board, and is as follows:

“In order to maintain elite professional status, an athlete must finish within 8% of the overall winning time in the elite professional category of the athlete's respective gender, in at least one USA Triathlon sanctioned event that qualifies as a professional event according to USA Triathlon professional racing rules or in at least one ITU sanctioned event. (At the time of this resolution, a minimum of \$5000 prize purse qualifies as a USA Triathlon professional race.)

Upon the official date of becoming a USAT elite professional or date of one requalifying finish, the athlete's USAT elite professional eligibility will be extended to December 31, two years following the year of qualification. It is the athlete's responsibility to submit official race results to USA Triathlon's National Teams Program Coordinator for elite professional eligibility expiration date.

[Therefore, if an athlete requalifies as an elite professional in a race on June 1, 2006, his/her elite professional eligibility extends to December 31, 2008 (at which time he/she would be required to submit proof of qualifying finish to maintain elite status beyond this date). If an amateur athlete officially becomes a licensed elite professional on March 3, 2007, his/her elite professional eligibility expires on December 31, 2009 (at which time he/she must submit proof of qualifying finish to maintain elite status beyond this date). To initiate this resolution, all current licensed USAT elite professionals begin with a qualification date of January 1, 2005.]”

This resolution is effective as of January 1, 2005; therefore, proof of eligibility is required by December 31, 2007 for current licensed elite professional cardholders to maintain elite professional eligibility beyond December 31, 2007.

ACTION ITEM 5: Steve Locke introduces resolution to publicly support Sarah Springman for ITU presidency in the upcoming Vancouver Congress. Brad Davison calls the question, Jack Weiss seconds, passes unanimously.

ACTION ITEM 6: Dan Empfield introduces resolution to nominate Mark Sisson for another term as Secretary General of the ITU. Jack Weiss calls the question, Ray Plotecia seconds, passes unanimously.

Meeting recessed at 4:52 pm

Brad Davison reconvenes meeting at 5:05 pm

Election Task Force Recommendations: Discussion commences on the merging of “old” and “revised” bylaws into one document.

ACTION ITEM 7: Tim Becker agrees to do this. Discussion commences on each of the 18 Task Force recommendations, and most are agreed upon by all board members.

Meeting recessed at 7:06 pm

Reconvene TUESDAY, Sept 14, 2004

Meeting called to order at 8:44 am by Brad Davison

Shannon Votruba: Discussion of Regional Federation reorganization.

ACTION ITEM 8: Tim Becker introduces resolution to set up ad hoc investment committee. Rob Kasper is chair, joined by Eric Bean, Jack Weiss, and Dave Surofchek. Tim motions, Ray Plotecia seconds, motion passes unanimously.

ACTION ITEM 9: Motion passes to change the term “Draft-Legal Racing” to henceforth be called “ITU-Style racing.”

CONTINUATION OF NATIONAL OFFICE STAFF REPORTS

Public Relations report by PR director B.J. Hoeptner: Overview of Athens PR efforts. Discussion of how to make athletes more marketable.

ACTION ITEM 10: The old criteria for selecting National Championships for International Distance Championships is scrapped; as is the work so-far completed for the 2005 Nationals by the Championship Committee; a new ad hoc committee, the “National Tri Championship Selection Committee,” is hereby formed to “identify a process, and consists of Dan Empfield as Chair, along with Libby Burrell, Jeff Dyrek, Kevin Carter and Rob Kasper. This committee will conduct a fresh look at Triathlon Nationals, with an eye toward recombining elites and age-group athletes on the same venue and program.

Election Task Force Recommendations: Discussion continues on outstanding points, which are resolved.

ACTION ITEM 11: By unanimous Board consent all 18 Task Force recommendations are carried, with the following changes:

Term Limits: Board members may serve up to six years consecutively before leaving Board service, and may not return to Board service until having spent an amount of time off the Board equal to the time span most recently spent on the Board.

Board seats: There will be eight general directors, each of whom will be elected from a district comprised of those boundaries used in constituting regional federations, except the three smallest regional federations—Pacific

Northwest, Rocky Mountain, and Midwest—shall form one voting district; this voting district will be subject to a future split resulting in an additional board member(s) should an as-yet-undetermined census target be realized.

Jack Weiss calls the question, unanimously passed.

Meeting recessed 10:50 am
Executive Board Continues Meeting

ACTION ITEM 12: Resolution passes to pay \$14,187 and some cents as final payment for bills outstanding for Holland & Hart; \$35,000 to HRO; and that any final settlement on the Bicks bill must be approved by the entire board (Jack Weiss and Ray Plotecia abstained from the vote).

Discussion on motion to pay Tom Ziebart \$15,000 tabled until teleconference call, on or about two weeks. Items for teleconference call: Bick legal bill, Ziebart's \$15,000, Tri Nationals update, Executive Director update.

Meeting Adjourned 12:05 pm

Brad Davison, Elected President

Dan Empfield, Elected Secretary General

ATTACHMENT: RESOLUTION FOR RACE DISTANCES DEFINED:

This is background info for what is changing in the sanction guidelines and the official's manual for procedures. Also, the time standards for rankings are changing to better reflect the times of actual events so we don't have ½ Ironman events classified as "Ultra" events and Sprints classified as "International" events. Also, Ric Rosencranz has modified the age structure for youth and junior recommendations. Thanks also go to Charlie Crawford & Alan Watts (Officials Program), Angela Flannery (Event Services), Tim Yount (Ranking System) for having the patience to work through all this "back and forth" negotiation and change.

This **RACE DISTANCES DEFINED** chart is being submitted as a resolution to the BOD for adoption to the USA Triathlon Sanction Guidelines and the USA Triathlon Officials Manual for 2005. This will provide consistency in race definitions and enforcement of USAT time penalties as well as to make the National Ranking System more accurate when athletes receive ranking points based on the distance factor of the event. If time penalties are based on “intermediate distance” and the race is categorized as a “Sprint” for rankings then a 2 min penalty issued by an official is twice the penalty for a similar event that may have a finish time that is longer and only uses a 1 min penalty. The resulting time based ranking score will “push” the athlete down further in the rankings for that event since two different factors are being applied to the time data. The same error occurs when the race official applies a “long course” time penalty for an “Short” Distance event with a long bike, for example the race has a 1k Swim, 50k bike and 4mi Run. Using the Officials Manual to determine penalty times will result in a “Long Course” category for this event. Now, compared with an event that is a Half Ironman the finish time for the winner would most likely be over 3 hours longer. A race can be up to a 4km Swim, 100km Bike and 30km Run and still be a long course (not Ultra) under the Officials definition which uses ONLY the **bike course length** to determine the **Race Distance category** and the **penalty time**.

The main problem with the current Officials Manual distances is in the **Sprint and International** values. Under the current definitions a 1k Swim, 15mi Bike and 3.2mi Run would be an Intermediate Distance event and receive 2min penalty the same as another event that has a 2k Swim, 31mi Bike, and 6.2mi Run, **twice** the distance and longer than an Olympic Distance race. The first event is shorter than many “Sprint” events that have even longer swims and runs but using the officials manual it is “International Distance”. For these reason we have re-defined the race distances to more accurately reflect and describe distances that are found in actual events that are called “Sprint”, “International”, “Long”, and “Ultra”. The new definitions more closely fit the National Ranking Systems time definitions of a Sprint race up to 1.5 hours, International greater than 1.5 hr and less than 3 hrs, Long greater than 3 hrs and less than 5 hrs, and Ultra greater than 5 hours and by doing so make the advertised event category “fit” the category used to determine rankings, time penalties and race distances as advertised by race directors.

From the USA Triathlon Sanction Handbook

DISTANCE CATEGORIES FOR SANCTIONED EVENTS

Race distances are used for calculation of time penalties by USA Triathlon Race Officials and for calculation of ranking points for the USA Triathlon National Ranking System. In addition, race distances are used to determine categories of events for Sanctions, Championships, Race of the Year, and appropriate age groups to be offered for events where age restrictions are recommended by USA Triathlon Policy.

RACE DISTANCES DEFINED *(changes are indicted below in highlight and italics)*

	SWIM		CYCLE		RUN	
	km	mi	km	mi	km	mi
Ultra	3.2+	2.0+	100+	62+	30+	18.6+

Long 2.1-3.1 1.26-1.9 50.1-99.9 31.1-62 12.9-29.9 8.1-18.5

Intermediate 1.1-2 0.63-1.25 30.1-50 18.7-31 6.4-12.8 4.0-8

International and Olympic (changed to "Intermediate" for consistence)

Short 0.4-1 0.25-.62 8-30 5-18.6 1.6-6.3 1-3.9

Sprint (changed to "Short" for consistence)

Youth 50-200M 4-12 2.5-7.5 0.4-3 0.25-1.9
(7-10 yrs.)

Youth 100-450M 5-15 3.1-9.3 1-4 0.62-2.5
(11-14 yrs.)

(0.5 mile approximates 800 meters, 500meters approximates 0.31mi, 1 mile approximates 1.6km)

Triathlon: Use two of the three segments to determine distance category.

Duathlon: May be distances within any of the above distance categories. For calculation of distance category use the bike distance and the longest run leg.

USA Triathlon **required** age group divisions:

Adult: 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80-84, 85+

USA Triathlon recommended age group divisions. These breakdowns are at the race director's discretion.

Youth: 7-8, 9-10, 11-12, 13-14 in Youth Events; 15-19 in Adult Short and Intermediate Events; 18-24 in Long and Ultra Events

For ITU-style events: 13-15, 16-19(Junior), and 20-23 (Under 23); athletes aged 18-19 are able to race in either Junior 16-19 or U/23 categories. The athlete's competition category is based on the athlete's age on December 31st.

FROM THE USAT RACE OFFICIALS MANUAL (This is the old info that will be replaced)

RACE DISTANCES DEFINED

	SWIM		CYCLE		RUN	
	km	mi	km	mi	km	mi
Ultra	3.2+	2.0+	100+	62+	30+	19+
Long	2-4	1.2-2.5	50-100	31-62	10-30	6.2-19
Internat	1-2	.62-1.2	25-50	15.5-31	5.1-10	3.2-6.2
Olympic	1.5		40		10	
Sprint	.3-1	.24-.62	8-25	5-15.3	1.5-5	1-3.1
Youth (Jr.)	100-200M		5-12	3.1-7.4	1-3	.62-1.9
Youth (Sr.)	200-450M		10-15	6.2-9.3	2-4	1.2-2.4

(0.5 mile approximates 800 meters)

Duathlon: May be distances within any of the above distance categories. (Bi-Sport)

USA Triathlon recommended age group divisions. These breakdowns are at the race director's discretion.

Youth: 7-8, 9-10, 11-12, 13-14, Junior: 13-15, 16-19

Adult: 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65-69, 70-74, 75-79, 80+

VARIABLE TIME PENALTIES FOR AGE GROUP ATHLETES

Category	1 st OFFENSE	2 nd OFFENSE	3 rd OFFENSE
Sprint distance DISQUALIFICATION	1:00 minute	2:00	minutes
Short/Intermediate distance DISQUALIFICATION	2:00 minutes	4:00	minutes
Long distance DISQUALIFICATION	4:00 minutes	8:00	minutes
Ultra distance DISQUALIFICATION	6:00 minutes	12:00	minutes

To determine which category to apply, use the stated **bike** distance. If the bike course is changed from the application, use the new distance announced by the Race Director. The following chart indicates the category of penalty:

Sprint penalty	Less than 25 Kilometers (this distance will be combined with Intermediate distance events)
Short/International penalty	25 – 49 Kilometers (Change to less than-50Km)
Long penalty	50 – 99 Kilometers (Change to 50.1 to 99.9km)
Ultra penalty	100+ Kilometers (no Change)

VARIABLE TIME PENALTIES FOR ELITE ATHLETES (PRIZE MONEY=\$5000+)

Distance Category	Time Penalty in Minutes
Short or Sprint	0:30 (this distance will be combined with Intermediate distance events)
Short or Intermediate Distance	1:00
Long	2:00
Ultra	4:00

These penalties are to be applied to elite athletes only and only in races where there is \$5000.00 or more in elite prize money. In these cases, the penalties are to be applied on site as stop and go, or used with a penalty box in transition. These penalties are not to be used as add-on penalties, unless the violation occurred somewhere other than the cycling course (5.10A rules).

FROM THE NATIONAL RANKINGS SYSTEM

How Scoring is Done

Every event is used in calculating the rankings. Events fall into several classifications, the numbers for which are used in the formula that is used to derive a person's score.

Triathlon Definitions

- **Short:** Amateur winner's finishing time up to ~~one hour~~ (CHANGE TO 1.5 HOURS)
- **Intermediate:** Amateur winner's finishing time greater than 1 hour but less than three hours (CHANGE TO GREATER THAN 1.5 HOURS BUT LESS THAN 3 HOURS)
- **Long:** Amateur winner's finishing time greater than 3 hours but less than 5 hours
- **Ultra:** Amateur winner's finishing time greater than 5 hours

Duathlon Definitions

- **Short:** Amateur winner's finishing time up to ~~one hour~~ (CHANGE TO 1.5 HOURS)
- **Intermediate:** Amateur winner's finishing time greater than 1 hour but less than 2 hours, 15 minutes (CHANGE TO GREATER THAN 1.5 HOURS BUT LESS THAN 3 HOURS)
- **Long:** Amateur winner's finishing time greater than 2 hours, 15 minutes but less than 4 hours (CHANGE TO: greater than 3 hours but less than 5 hours)
- **Ultra:** Amateur winner's finishing time greater than 4 hours (CHANGE TO: greater than 5 hours)

RESOLUTION

Where as it is important to have consistency in the policy and procedures of USA Triathlon:

Where as USAT uses race distances to determine race category, ranking points, and time penalty for infractions of the Competitive Rules:

Therefore be it resolved, that the Board of Directors hereby adopt the following chart of race distances and age recommendations for inclusion into the National and Regional Ranking Systems, Race Directors Handbook, USA Triathlon Sanction Guidelines, and the USAT Officials Rules and Procedures Manual, and the chart for time penalties under rules 3.7 Time Penalties, 3.7b Variable Time Penalties and 3.7A Time Penalties Elites.

RACE DISTANCES DEFINED

	SWIM		CYCLE		RUN	
	km	mi	km	mi	km	mi
Ultra	3.2+	2.0+	100+	62+	30+	18.6+
Long	2.1-3.1	1.26-1.9	50.1-99.9	31.1-62	12.9-29.9	8.1-18.5
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International and Olympic (changed to "Intermediate" for consistence)						
Short	0.4-1	0.25-.62	8-30	5-18.6	1.6-6.3	1-3.9
Sprint (changed to "Short" for consistence)						
Youth (7-10 yrs.)	50-200M		4-12	2.5-7.5	0.4-3	0.25-1.9
Youth (11-14 yrs.)	100-450M		5-15	3.1-9.3	1-4	0.62-2.5

(0.5 mile approximates 800 meters, 500meters approximates 0.31mi, 1 mile approximates 1.6km)

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Category	1 st OFFENSE	2 nd OFFENSE	3 rd OFFENSE
Short/Intermediate distance DISQUALIFICATION	2:00 minutes	4:00	minutes
Long distance DISQUALIFICATION	4:00 minutes	8:00	minutes
Ultra distance DISQUALIFICATION	6:00 minutes	12:00	minutes

Short/International penalty	less than-50km
Long penalty	50.1 to 99.9km
Ultra penalty	100+ Kilometers

VARIABLE TIME PENALTIES FOR ELITE ATHLETES (PRIZE MONEY=\$5000+)

Distance Category	Time Penalty in Minutes
Short or Intermediate Distance	1:00
Long	2:00
Ultra	4:00

Submitted by: Tim Becker, Liaison Officials Program
September 14, 2004

