USAT BOD Teleconference Call December 14, 2006
Minutes

At 8:23 Central Time, Brad Davison called the meeting to order.

In attendance:

Brad Davison
Skip Gilbert
Celeste Callahan
Fred Phillips
Mike Plumb
Jim Donaldson
Rob Kasper

Agenda Items
HRO policy changes
- BOD – Ethics and Conduct
- Employee – EEO and Conduct

Emerging Sports Committee
Updates
Housekeeping

Adoption of Policies
The Board reviewed the policy documents and after discussion and clarification from Skip all agreed that adopting the policies would be important to help ensure a workplace free of inappropriate behavior by any employee or Board Member of USAT.

Rob suggested several corrections:
In all places on the BOD and Employee policy change Board of Director Chair to Board of Director Chair/President. Also, on page 3, under EEO Harassment change 'Human Resource Department' to 'Human Resource Designee'.

Fred accepted friendly amendment to modify the policies per Rob's suggestion.

The motion was passed unanimously.

Emerging Sports Committee

Fred submitted the following names to populate the Committee:

Andrew March - Xterra (off-road activities)
Candy Angle – Past World Champion in Xterra and participated in several Winter Triathlons.
Neal Henderson – Winter Triathlon

Three people are interested in representing Auqathlon, but the Chair person has not yet been named.

The only sport not represented is Auqabike; however, Fred will be working to find volunteers.

Jim Donaldson was named as the Board Liaison.

Jim Donaldson seconded to accept the individuals named to sit on the Committee.

A record of the votes:
Brad Davison - yes
Celeste Callahan - yes
Fred Phillips - yes
Mike Plumb - no
Jim Donaldson - yes
Rob Kasper – yes

Motion was passed.

Updates

New Race Series:
Brad updated the Board on the Executive Director of a new race series called Tri 101, which is a ¾ Ironman distance race series. Brad stated the events and the strategic dates of their occurrence and the term 'World' used to designate the series championship.

Skip explained that he called the Executive Director and asked that the term "World" be pulled. He complied, and it is currently now termed Series Championship.
The long term plan for this series is:
4 races in 2007
20 races in 2008
300,000 prize purse coming from a nutrition company.

Skip confirmed that all races are or will be sanctioned by USAT with the exception of the Canada race.

Drug Testing:
The Board discussed the article written by Dan Empfield after Kona regarding WADA and ITU and results of drug testing.

Because WADA only reports to Federations some companies are blocked from knowing the results. Therefore, Skip will be meeting with HRO (Rich Young) next week to discuss the situation.

Housekeeping
Staff Questions:

Regional Championship Format
Does the intent for 2007 to be confined to the Olympic distance Tri because the Regions are coming back wanting to include every distance and discipline.

The Board discussed the intent of the task force regarding intermediate distance as well as funding and the dilution of using 10-12 races per region being a Championship. For the most part the Board agreed that the regions should decide how to allocate the funding on their races. Brad suggested that the Board continue this discussion over email.

2007 Election Process
Skip stated that several staff members are concerned about allowing candidate's access to our email list and that may show endorsement on the part of USAT.

After discussion the Board agreed further discussion is needed on this subject.

At 9:47 Celeste moved that the meeting be adjourned.

Motion Passed unanimously.