

USAT BOD Teleconference Call April 9, 2007
Minutes

At 8:59 Eastern time, Rob Kasper called the meeting to order.

In attendance:

Eric Averill
Rob Kasper
Melissa Merson
Celeste Callahan
Jeff Matlow
Joe Umphenour
Mike Greer
Brian Harrington
Jim Donaldson
Andy Kelsey
Skip Gilbert

ED Update

Skip updated the Board on the following items:

- Winter Triathlon elite uniform issue
- WTC official's support
- Finalizing electronic balloting vendor and process with the IT committee.
- 2006 audit being finalized
- Help from the USOC on IT issues
- Classification of Regions

Unfinished Business

Coaching Ethics Committee

Melissa Merson proposed a resolution creating a Coaching Ethics Committee. Friendly amendment to modify language proposed by Rob Kasper and accepted by Melissa. Final language of resolution:

Resolution for Board Action

April 9, 2007

Subject: USAT Coaching Ethics Committee

Background:

USA Triathlon's Coaching Education has been one of our most successful programs with our ranks of certified coaches expanding rapidly. As this number grows, so do the incidents of coach vs. coach and athlete vs. coach conflict, some times regarding allegations of ethical practice. These currently are dealt with on a case by case, ad-hoc basis by the National Office staff, which has the potential of leading to inconsistent findings.

As part of their certification, USA Triathlon coaches pledge to abide by the USOC's code of ethics. At this point, USA Triathlon needs a committee to apply this code in a uniform and fair basis to help resolve these disputes as they arise, and make recommendations to the National Office on how to proceed should action become necessary. In addition, such a committee should examine the effectiveness of the USOC ethics policy as it applies to USA Triathlon, and make recommendations to the Board of Directors should there be a need to supplement it with additional provisions of our own.

Financial Impact:

Minimal, essentially the cost of teleconferences to conduct committee business.

Relevant and Affected Bylaws, Rules, and Procedures:

Bylaws:

Article XI: Committees - Explains requirements of Board created committees, to include prescribing of duties and objectives, quorum requirements, and membership requirements to include 20% elite representation on any committee meeting certain criteria.

Article XV: Hearings and Appeals - Spells out procedure for complainant to follow should they be dissatisfied with actions of the National Office based on recommendation of the Coaching Ethics Committee

Procedures:

All USAT Certified Coaches are required to adhere to the USOC Ethics policy.

Whereas It is in the interest of USA Triathlon that all coaches certified by and affiliated with the national governing body adhere to the highest standards of ethical behavior and practices; and

Whereas, It is in the interest of USA Triathlon that all members and coaches be afforded an orderly process for handling complaints against USAT coaches and certified coaches,

Now therefore be it resolved that:

USA Triathlon shall establish a Coaching Ethics Committee tasked with facilitating the resolution of conflicts that arise between athletes and coaches, as well as conflicts that arise between coaches and other coaches in the sport of triathlon. Should the parties be unable to resolve such conflicts between themselves, this committee shall provide recommendations for action to be taken by the Sport Performance Director.

This committee shall apply the USOC ethics policy as supplemented by USA Triathlon uniformly and fairly in making its recommendations.

In addition, the Coaching Ethics Committee will analyze the effectiveness of the USOC ethics policy as it applies to USA Triathlon, and make recommendations to the Board of Directors should there be a need to supplement it with additional provisions of our own.

Members of the Coaching Ethics Committee shall be appointed by the Board of Directors, with the exception that no less than 20% shall be members of the Elite Pool (as defined in Article VI, Section 2 of USA Triathlon bylaws) appointed by the Athletes' Advisory Council.

Bylaw mandated quorum requirements apply with the further restriction that there must be at least 20% Elite representation for any case involving either an elite athlete, or coach of an elite athlete.

Submitted by: Melissa Merson, Vice President

Motion passed unanimously

New Business:

Change of Region name from "New England" to "Northeast"

Eric Averill presented a resolution to change the name of the New England Region:

Resolution for Board Action April 9, 2007

Subject: Regional Name Change

Background:

Since its inception in or about 1999, the States of Vermont, New Hampshire, Maine, Rhode Island, Connecticut, and New York, and the Commonwealth of Massachusetts have been grouped designated by the By Laws as the "New England Region".

The State of New York is customarily not included in the geographical region of New England. In the interest of accuracy, and inclusiveness, the region would be better named as the "Northeast Region" of USAT.

Financial Impact: Minimal

Relevant and Affected Bylaws, Rules, and Procedures. Substitution of the words Northeast Region in all case where the By-Laws, Rules and Procedures us the term New England Region

Whereas It is in the interest of USA Triathlon that it's Regions are insomuch as possible accurately, described, and

Whereas, the New England Region which consists of Vermont, New Hampshire, Maine, Rhode Island, Connecticut, and New York, and the Commonwealth of Massachusetts includes s State (New York) not customarily described as a part of New England,

Now therefore be it resolved: That USA Triathlon change the designation of the "New England Region" to the "Northeast Region".

Submitted by: Eric Averill, Board Representative of the New England Region

Motion passed unanimously.

Jeff Matlow motioned for John Hunnicutt to be a member of the AGC and lead the Senior Task Force.

Motion passed unanimously.

Discussion Items:

Melissa Merson discussed formation of an International Relations Committee.

Action Items:

- Melissa to gather nominees for Coaching Ethics Committee and make recommendation to Board at May meeting. Suggested committee makeup to be 1 Elite and 4 others.
- Skip to gather sample makeup of international relations committees from other NGBs and work with Melissa to draft a resolution to create one for USAT. To be discussed at the May meeting

Meeting adjourned at 10:08 pm EDT.