

USAT Board of Directors

Teleconference Call

April 7, 2009

In Attendance

Rob Kasper

Brian Harrington

Jeff Matlow

Celeste Callahan

Eric Averill

Mike Greer

Bob Wendling

Jim Donaldson

Dave Kuendig

Victor Plata

Skip Gilbert

Not in Attendance

Kelly Cook

Rob Kasper called the meeting to order at 6:06 p.m. MDT.

Jeff Matlow , Treasurer, introduced Ken Waugh who discussed the 990 Form. Mr. Waugh will distribute more information about that form and details of the 2009 Tax return at the May 30-31 board meeting in Colorado Springs.

Skip Gilbert presented an overview of current Federation issues.



ITU World Cup Selection Policy

2009

A. Introduction

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. 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).

B. Selection Criteria

1. ITU Eligibility and Qualification Criteria:

- a. **Eligibility:** Athletes must be members in good standing with their National Federation (NF) and not be under suspension for any violation as determined by ITU Rules and Regulations;
- b. **World Cup spots 1 to 25:** the first 25 competitors will be accepted from World Championship Rankings (WCR) 30 days prior to the event; for the first 3 2009 ITU Triathlon World Cup events, the final 2008 ITU World Cup Rankings will be used.
- c. **World Cup spots 26 to 70:** the next 45 athletes will be selected from ITU Points List 30 days prior to the event; this number can be increased to put 70 athletes on the start list.
- d. **Country Quota:** The maximum number of entries per country is six (6) and is based on ITU WCR and ITU points.
- e. **Host Country Quota:** The maximum per "host" country based on the ITU World Cup Ranking and ITU Points will be eight (8).

- f. **Maximum per National Federation and Host National Federation:** This number may be increased if the number of athletes on the start list is lower than 70.
- g. **Substitutions:** Each NF will be allowed to substitute two athletes per gender per event. If the substitute athlete(s) is ranked higher than the worse ranked athlete qualified for the start list, this substitution doesn't affect the quota of substitution.
- h. **ITU Invitation:** 25 days before the first competition day ITU will award invitation based on the requests received and they will be put on the start list. National Federation quota may be increased by awarding invitations.

2. USAT Eligibility and Qualification Criteria:

- a. Four athletes (six if US is host country) who have a Top-75 **World Championship Ranking (WCR)** 35 days prior to a World Cup event will be nominated for automatic acceptance into the event. In the event that more than four athletes are ranked in the Top-75 of the WCR athletes will be nominated in order of WCR.
- b. USAT reserves the right to submit up to two discretionary entries per gender. These athletes must have demonstrated significant ability at high level competitive events to grant this discretion. Discretionary entries will be nominated by the USAT High Performance Staff and voted on by the USAT Elite Athlete Selection Committee.

In the case that discretionary spots are utilized documentation must be provided by the USAT High Performance staff members to the EASC (Monday after the USAT deadline) with the justification for subjective selection(s). There must also be a reasonable assumption that the subjective athletes will be able to receive entry spots from the ITU. If a majority of the EASC is in agreement with submission of the discretionary slot(s), then the discretionary slot(s) is submitted and the EASC contacts the "bumped" athlete with justification.

All discretionary slots along with an evaluation of the race outcome with respect to the decision will be documented by the NTPM. This documentation will set precedent for further discretionary slot decisions.

- c. Remaining World Cup entry spot nominations will be made according to the **ITU Points List** 35 days prior to the event, and priority for nomination will be granted to those athletes with an ITU Points List rank of 150 or better.
- d. If any World Cup entry spots are still available, any athlete outside the top-150 ITU Points List will be **considered** for nomination according to the criteria listed below (in order of priority). Considerations do not guarantee a start if any of the results from events outlined below had a start list of 20 or less athletes.

- i. A top twenty (20) finish in an ITU WCS event in the last 120 days (in the event of a tie, the best result in terms of points earned will receive priority; in the event of a further tie, the USA Triathlon Elite Athlete Selection Committee will make the final nomination).
- ii. A top twenty (20) finish in an ITU WC event in the last 120 days (in the event of a tie, the best result in terms of points earned will receive priority; in the event of a further tie, the USA Triathlon Elite Athlete Selection Committee will make the final nomination).
- iii. A top-three finish in the last one hundred and twenty days (120) in the following events in order of priority:
 - a) ITU Pan American Regional Championship
 - b) ITU Continental Cup Race
- iv. Athletes who have earned ITU Points in the last 120 days.
- v. Athletes who are currently ranked in the ITU WCR.
- vi. Athletes who are currently ranked in the ITU Points List.
- vii. Athletes who do not meet any of the above criteria because they are returning from an injury or illness yet they have a proven history of success with ITU racing.

3. Replacement Athlete Nomination:

In the event an athlete must withdraw from a World Cup after being submitted and accepted by ITU, the start position becomes a discretionary slot to be nominated by USAT High Performance staff members and voted on by the USA Triathlon Elite Athlete Selection Committee according to the procedure stated in section 2b.

4. Elite Athlete Selection Committee

The Committee will be comprised of the following people: Sport Performance Director (ex officio/ non- voting), AAC Chairperson, member of the National Coaching Committee and one Athletes Advisory Council member (male athlete for all female decisions; female athlete for all male decisions).

C. 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 in 2009

- An athlete must email/fax the National Team Manager on or before the advertised World Cup Deadline Dates (see 2009 World Cup Deadlines below). No verbal communication of interest will be considered.

- It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. _____
- An athlete understands that World Cup start positions are limited and Olympic points earned in World Cups are crucial to the USA earning the full three start positions at the Olympic Games. 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.

- If an athlete elects to withdraw from a World Cup after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future World Cup events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team 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. _____
- I have initialed and understood all of the above. _____

Print Name

Date

Signature

2009 ITU World Cup Entry Cancellation Policy

The cancellation policy adopted in 1999 by the USAT Board of Directors will be strongly enforced in 2009. If an athlete wishes to avoid the below penalties, athletes must communicate via telephone with the NTPM their wishes to be removed from the World Cup consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at www.triathlon.org. Athletes with injury or sickness must produce an authorized doctor note.

Event	Event Date	ITU Deadline	USAT Deadline
Mooloolaba	3/29/09	2/26/09	2/20/09
Ishigaki	4/26/09	3/27/09	3/20/09
Des Moines	6/28/09	5/29/09	5/22/09
Tiszaujvaros	8/9/09	7/10/09	7/3/09
Huatulco	11/8/09	10/9/09	10/2/09

*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 NTPM.

1st offense: \$500 fine

2nd offense: Ineligible for any ITU event starts for 6 months from race date

***Above payments must be received within 14 days from the event date. If athlete neglects to make payment their elite license will be suspended for six**

months from deadline date of missed payment. Payments will be enforced by NTPM with actions being reported to the AAC.



ITU World Championship Series Event Selection Policy

2009

A. Introduction

This policy details the process and priorities by which USA Triathlon will select athletes for nomination to the ITU to compete in ITU World Championship Series events (WCS). The ITU determines the eligibility criteria and competition rules for ITU WCS events, and under the current criteria and rules, entry to ITU WCS events is accepted by ITU only through **nomination from the National Federation** (USA Triathlon). 65 athletes will be allowed on the start line of WCS events.

ITU World Championship Series events are reserved for the highest caliber athlete currently competing at the most competitive level in ITU format racing. Athletes not at this level must begin by racing at ITU continental cups and eventually ITU World Cups to gain the valuable experience as well as ranking points in order to be ready for World Championship Series event competition.

B. Selection Criteria

2. ITU Eligibility and Qualification Criteria:

- a. **Eligibility:** Athletes must be members in good standing with their National Federation (NF) and not be under suspension for any violation as determined by ITU Rules and Regulations;
- b. **Gold Group:** Selection Criteria for this group as defined by ITU. Gold Group Entries will not affect the NF entry quota. This group is a max of 10 athletes per gender.

- c. **WCS event spots 1 to 30:** the first 30 competitors will be accepted from World Championship Rankings (WCR), excluding those already on the start list, 30 days prior to the event;
- d. **WCS event spots 31 to 50 :** the next 20 athletes will be selected from ITU Points List, excluding those already on the start list, 30 days prior to the event;
- e. **Country Quota:** The maximum number of entries per country is six (6) and is based on ITU WCR and ITU points.
- f. **Host Country Quota:** The maximum per “host” country based on the ITU World Cup Ranking and ITU Points will be eight (8).
- g. **ITU Invitations:** ITU reserves the right to award a max of 5 invitations based on requests received and they will be put on the start list.
- h. **Substitutions:** Each NF will be allowed to substitute one athlete per gender per event. Substitutions are only allowed up to 14 days prior to the first competition day. There are no substitutions for athletes in the Gold Group.

2. USAT Eligibility and Qualification Criteria:

- e. Five athletes (seven if US is host country) who have a **Top-50 WCR** 35 days prior to a WCS event will be nominated for acceptance into the event. Athletes will be nominated in order of WCR.
- f. USAT reserves the right to submit up to two discretionary entries per gender (only one slot if five slots are filled according to 2a). These athletes must have demonstrated significant ability at high level competitive events to grant these discretions. These athletes must be ranked in the top 125 of the ITU Points List at the time of the ITU event deadline. Discretionary entries will be nominated by the USAT High Performance staff members and voted on by the USAT Elite Athlete Selection Committee.

In the case that discretionary spots are utilized documentation must be provided by the USAT High Performance staff members to the EASC (Monday after the USAT deadline) with the justification for subjective selection(s). There must also be a reasonable assumption that the subjective athletes will be able to receive entry spots from the ITU. If a majority of the EASC is in agreement with submission of the discretionary slot(s), then the discretionary slot(s) is submitted and the EASC contacts the “bumped” athlete with justification.

All discretionary slots along with an evaluation of the race outcome with respect to the decision will be documented by the NTPM. This documentation will set precedent for further discretionary slot decisions.

- g. Remaining WCS event entry spot nominations will be made according to the **ITU Points List** 35 days prior to the event and priority for nomination will be granted to those athletes with an ITU Points List rank of 125 or better. Athletes will be nominated in order of ITU Points List rank.
- h. If any WCS event entry spots are still available, any athlete outside the top-125 ITU Points List will be **considered** for nomination according to the criteria listed below (in order of priority). Considerations do not guarantee a start if any of the results from events outlined below had a start list of 20 or less athletes.
 - i. A top twenty (20) finish in an ITU WCS event in the last 120 days (in the event of a tie, the best result in terms of points earned will receive priority; in the event of a further tie, the USA Triathlon Elite Athlete Selection Committee will make the final nomination).
 - ii. A top twenty (20) finish in an ITU WC event in the last 120 days (in the event of a tie, the best result in terms of points earned will receive priority; in the event of a further tie, the USA Triathlon Elite Athlete Selection Committee will make the final nomination).
 - iii. A top-three finish in the last one hundred and twenty days (120) in the following events in order of priority:
 - a) ITU Pan American Regional Championship
 - b) ITU Continental Cup Race
 - iv. Athletes who have earned ITU Points in the last 120 days.
 - v. Athletes who are currently ranked in the ITU WCR.
 - vi. Athletes who are currently ranked in the ITU Points List.
 - vii. Athletes who do not meet any of the above criteria because they are returning from an injury or illness yet they have a proven history of success with ITU racing.

3. Replacement Athlete Nomination:

In the event an athlete must withdraw from a WCS event after being submitted and accepted by ITU, the start position becomes a discretionary slot to be nominated by USAT High Performance staff members and voted on by the USA Triathlon Elite Athlete Selection Committee according to the procedure stated in section 2b.

4. Elite Athlete Selection Committee

The Committee will be comprised of the following people: Sport Performance Director (ex officio/ non- voting), AAC Chairperson, member of the National Coaching Committee and one Athletes Advisory Council member (male athlete for all female decisions; female athlete for all male decisions).

C. 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 WCS events in 2009.

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- An athlete must email/fax the National Team Program Manager on or before the advertised WCS events Deadline Dates (see 2009 WCS event Deadlines below). No verbal communication of interest will be considered. _____
 - It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. _____
 - An athlete understands that WCS event start positions are limited and ranking points earned in WCS events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, they will withdraw from the WCS as early as possible to allow a better prepared athlete to race for the good of USA Triathlon. _____
 - If an athlete elects to withdraw from a WCS after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WCS events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WCS event. _____
 - An athlete must understand that he/she is not guaranteed a WCS event 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. _____
 - I have initialed and understood all of the above. _____

Print Name

Date

Signature

2009 ITU WCS Event Cancellation Policy

The cancellation policy adopted in 1999 by the USAT Board of Directors will be strongly enforced in 2009. If an athlete wishes to avoid the below penalties, athletes must communicate via telephone with the NTPM their wishes to be removed from the WCS event consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at www.triathlon.org. Athletes with injury or sickness must produce an authorized doctor note.

WCS Event	Event Date	ITU Deadline	USAT Deadline
Tongyeong	May 2 nd	April 2 nd	March 27 th
Madrid	May 30 th -31 st	April 30 th	April 24 th
Washington, D.C.	June 20 th -21 st	May 21 st	May 15 th
Kitzbuhel	July 11 th -12 th	June 11 th	June 5 th
Hamburg	July 25 th - 26 th	June 25 th	June 19 th
London	August 15 th - 16 th	July 16 th	July 10 th
Yokohama	August 22 nd - 23 rd	July 23 rd	July 17 th

*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 NTPM

1st offense: \$1000 fine

2nd offense: Ineligible for any ITU event starts for 6 months from race date

***Above payments must be received within 14 days from the event date. If athlete neglects to make payment their elite license will be suspended for six months from deadline date of missed payment. Payments will be enforced by NTPM with actions being reported to the AAC.**

Victor Plata reported on the ITU World Cup Selection Policy and the World Cup Selection Criteria . He motioned, and Jim Donaldson seconded, that both the Policy and the Criteria be accepted as written. **The Board unanimously approved the motion.**

Resolution for Board Action

April 7, 2012

Subject: Regional Operations Manual – Election Procedures for Vacant and Appointed Council Seats

Background: Current Regional Operations Manual procedures are not clear in specifying how election and seating of candidates take place for currently vacant seats and those currently filled by non-elected (appointed) council members. Intent of these procedures is to clarify that any seat that is not currently filled by an elected member comes up for election at the next opportunity, and that the seating of successful candidates take place in order of the number of votes won, with those winning the most votes taking those seats with the longest terms.

Financial Impact: None

Relevant and Affected Bylaws, Rules, and Procedures

Procedures

Regional Operations Manual, Article IV

Whereas the Regional Operations Manual needs to better clarify election procedures for council seats not currently filled by elected council members;

Now therefore be it resolved that the following paragraphs be inserted after Article IV, Section 5. 2) of USA Triathlon's Regional Operations Manual, with the following paragraph renumbered:

- 1) Additionally, any seat not filled by an elected council member at the time of the election will also be up for election for a member to serve the remaining term of the seat, even if currently filled by an appointee.
- 2) Ballots shall specify the number of years of term remaining for each seat up for election.
- 3) Winning candidates shall be seated in order of number of votes received, with those gaining the highest number of votes filling seats with the longest terms.

And be it further resolved that the second paragraph of Article IV, Section 6 of USA Triathlon's Regional Operations Manual be deleted in its entirety and replaced with the following:

The appointee shall serve in the vacated seat with all the rights and privileges of an elected council member until the next scheduled election.

Submitted by: Eric Averill

Eric Averill presented a revision to the election procedures that are posted in the Regional Operations Manual. Eric moved, and Bob Wendling seconded, that the new version be adopted. **The motion was passed unanimously.**

Finally Rob Kasper asked Brian Harrington to craft, for the May 11 teleconference call, language regarding changes to USAT bylaws based on our Strategic Plan, specifically:

- Increase stability of governance.
- Provide for greater continuity of governance.
- Bring outside expertise to Governance.

The suggested changes discussed that would require membership vote are:

- USAT Board members elected to the ITU Board would serve as honorary, non-voting, and ex-officio members of the USAT Board;
- The outgoing president of the Board would serve in the above capacity as well, at the will of the Board, for a period not to exceed 2 years;
- One or two independent directors would be selected for the Board;
- Terms and term limits of Board members would be increased.

Mike Greer motioned and Eric Averill seconded, that the meeting be adjourned at 7:09 p.m. MDT.