

USAT Board of Directors

Teleconference Call

December 7, 2009

In attendance:

Rob Kasper, president

Brian Harrington, vice president

Celeste Callahan, secretary

Bob Wendling, treasurer

Eric Averill

Jim Donaldson

Mike Greer

Vince O'Brien

Victor Plata

Kelly Cook

Dave Kuendig

Skip Gilbert, Executive Director

Scott Schnitzspahn, Sports Performance Director

President Rob Kasper called the meeting to order at 6:02 p.m. MST. The Board laid plans for the addition of an Independent Director who would begin to serve at our first in-person Board meeting of the year. Email discussion will lead to our first teleconference call in January.

Scott Schnitzspahn presented the numerous policies proposed by and for the professional triathletes.



## ITU World Championship Series Event Selection Policy 2010

### 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

#### 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. **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:

- a. **Gold Group:** Selection Criteria for this group as defined by ITU.
- b. Five athletes (seven if US is host country) who have a **Top-50 World Championship Series Ranking (WCSR)** 35 days prior to a WCS Event will be nominated for acceptance into the event. Athletes will be nominated in order of WCSR. All WCS Events prior to the 2010 WCSR will be determined by the year- end 2009 WCSR.
- c. 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. 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.

- d. 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 75 or better or any athlete who has scored a top 10 finish at an ITU World Cup event in the last 120 days regardless of ITU Points list ranking. Athletes will be nominated in order of ITU Points List rank.
- e. If any WCS event entry spots are still available, any athlete outside the top-75 ITU Points List will be **considered** for nomination according to the criteria listed below (in order of priority). Considerations do not guarantee a start.

- 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 WCSR.
- 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). All members of the EASC are required to sign the USAT Conflict of Interest statement that is required of all USAT committee members.

## **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 2010.

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- An athlete must email/fax the National Team Program Manager on or before the advertised WCS Events Deadline Dates (see 2010 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 Event 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 Event 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**

## **2010 ITU WCS Event Cancellation Policy**

The cancellation policy adopted in 1999 by the USAT Board of Directors will be strongly enforced in 2010. 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](http://www.triathlon.org). Athletes with injury or sickness must produce an authorized doctor note.

| WCS Event                          | Event Date      | ITU Deadline | USAT Deadline |
|------------------------------------|-----------------|--------------|---------------|
| Sydney, Australia                  | April 11        | March 11     | March 5       |
| Seoul, South Korea                 | May 8-9         | April 9      | April 2       |
| Madrid, Spain                      | June 5-6        | May 6        | April 30      |
| Hamburg, Germany                   | July 17-18      | June 18      | June 11       |
| London, United Kingdom             | July 24-25      | June 25      | June 18       |
| Kitzbuehel, Austria                | August 14-15    | July 15      | July 9        |
| Budapest, Hungary<br>(Grand Final) | September 11-12 | August 12    | August 6      |

\*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

**1<sup>st</sup> offense:** \$1000 fine

**2<sup>nd</sup> 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.**

The proposal was amended to push the eligibility to place 125 from ranking place 75. Victor moved and Brian seconded.

**The amended criteria passed.**

The general proposition, with the amended qualification was carried with one nay from Eric Averill.



## ITU World Cup Event Selection Policy 2010

### 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 Qualification Criteria:

The ITU Qualification criterion is subject to change. The most current ITU qualification criteria can be found on the ITU website ([www.triathlon.org](http://www.triathlon.org)).

#### 2. USAT Eligibility and Qualification Criteria:

USA Triathlon will enter athletes from submissions received by the USAT World Cup Entry Deadline below according to the ITU Points List as of the Monday after the USAT deadline.

#### 3. Replacement Athlete Nomination:

In the event an athlete must withdraw from a World Cup event after being submitted and accepted by ITU, their start position will be filled from the athletes who submitted their name by the USAT deadline according to the ITU Points List as of the Monday after the USAT deadline.

### 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 Events in 2010.

- 
- An athlete must email/fax the National Team Program Manager on or before the advertised World Cup Events Deadline Dates (see 2010 World Cup 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 World Cup Event start positions are limited and ranking points earned in World Cup 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 World Cup Event 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 Event 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 Event. \_\_\_\_\_
- An athlete must understand that he/she is not guaranteed a World Cup 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

## **2010 ITU World Cup Event Cancellation Policy**

The cancellation policy adopted in 1999 by the USAT Board of Directors will be strongly enforced in 2010. 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](http://www.triathlon.org). Athletes with injury or sickness must produce an authorized doctor note.

| WCS Event              | Event Date   | ITU Deadline | USAT Deadline |
|------------------------|--------------|--------------|---------------|
| Mooloolaba, Australia  | March 28     | February 28  | February 19   |
| Monterrey, Mexico      | April 18     | March 18     | March 12      |
| Ishigaki, Japan        | April 25     | March 25     | March 19      |
| Des Moines, Iowa       | June 13      | May 13       | May 7         |
| Holten, Netherlands    | July 10      | June 10      | June 4        |
| Tiszaújváros, Hungary  | August 14-15 | July 15      | July 9        |
| Lausanne, Switzerland  | August 21    | July 21      | July 16       |
| Tongyeong, South Korea | October 17   | September 17 | September 10  |
| Huatulco, Mexico       | November 7   | October 7    | October 1     |

\*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

**1<sup>st</sup> offense:** \$1000 fine

**2<sup>nd</sup> 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 moved and Kelly seconded to adopt this policy.

**Motion passed**

- National Team Qualifying Criteria  
Will be tabled and discussed in January.
- FISU Selection Criteria  
This qualification was sent back to AAC for revision.
- Project 2012 Qualifying Criteria  
The compensation aspect of the program will be re-discussed and presented in January.

Victor Plata presented the proposal for the Elite Athlete Re-Qualification Criteria:

Resolution for Board Action

November 13, 2009

**Subject:** Elite Athlete Eligibility Re-Qualification Criteria

**Background:** Elite membership eligibility lasts for two years. An elite member must re-qualify within the two-year eligibility period. The re-qualification criteria require current elites to produce one race result within 8% of the race winner of their gender, at a designated Elite Event (currently an event with a prize purse of \$5,000 or greater). Meeting the requirement extends the athlete's eligibility for an additional two years.

When an athlete who could otherwise meet the re-qualification standard is injured, ill, or pregnant for a significant portion of the two-year eligibility period it may be impossible to meet the re-qualification criteria.

USAT acknowledges the potential negative impact of injury, illness, and pregnancy on an athlete's ability to perform. An "injury, illness, and pregnancy provision" exists in every National Teams contract extending Team eligibility for the rehabilitation period where an athlete *"suffers a long term injury, illness, or becomes pregnant during the eligibility period."* USAT also makes eligible for selection to World Cups and World Championship Series races *"athletes who do not meet any of the...criteria because they are returning from an injury or illness yet they have a proven history of success with ITU racing."*

Because injury, illness, and pregnancy may prevent an otherwise capable elite athlete from meeting the re-qualification criteria, and because USAT generally provides for those occurrences in considering eligibility, a similar provision should be included in the elite license re-qualification criteria.

**Financial Impact:** None.

**Relevant & Affected By-Laws and Procedures:** Elite Athlete Re-Qualification Criteria.

**Whereas,** When an otherwise capable athlete is injured, ill, or pregnant for a significant portion of the two-year eligibility period it may be impossible to meet the re-qualification criteria, and

**Whereas,** USAT acknowledges the potential negative impact of injury, illness, and pregnancy on an athlete's ability to perform, and

**Whereas,** an "injury, illness, and pregnancy provision" already exists in various USAT qualification criteria,

**Now therefore let it be resolved** that the Elite Athlete Re-Qualification Criteria include an injury, illness, and pregnancy provision. The provision is as follows:

## **Injury, Illness, and Pregnancy Provision**

In the event an elite athlete suffers a long term injury, illness, or becomes pregnant during the elite license eligibility period and, for strictly health-related reasons, has not met the eligibility criteria, he or she may make written appeal to the Athlete Advisory Council to extend the elite eligibility period for one (1) additional year. The athlete will be considered for this provision subject to the following conditions:

1. A long term injury or illness is considered to be a condition which prevents the athlete from being able to train and/or compete for 8 or more weeks depending on when the condition occurs during the athlete's competition calendar. Factors that will be considered in evaluating the degree to which failure to qualify was related to injury include, but are not limited to:
  - a. The timing of the injury: greater weight will be given where the injury occurs earlier in the qualifying period.
  - b. The severity of the injury: greater weight will be given to more severe injuries.
  - c. Post-pregnancy time off.
2. The athlete has fulfilled all reasonable training and rehabilitation requirements and, despite making every reasonable effort to achieve the applicable elite re-qualification criteria during the year in which the injury, illness or pregnancy occurs, fails to achieve the re-qualification criteria for reasons strictly related to the injury, illness, or pregnancy.
3. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the AAC. The medical report must be signed by the attending physician(s) and must include the nature of the medical condition, time of injury/illness (if applicable), anticipated rehabilitation time, and estimated return to full and uninterrupted training. The athlete's submission will also include a record of achievement that details current and previous season's competition results, national and international rankings, USA Triathlon Elite National Team status, as well as his/her rationale for applying for an injury, illness, or pregnancy provision. The athlete must sign a waiver releasing all records submitted in the course of the appeal, waiving his or her right to privacy in those records, for the limited purpose of evaluating the merits of the appeal. A record of the appeal will be maintained as precedent for future appeals.
  - a. Additional Information: the AAC may request additional information relevant to evaluating the appeal such as medical records, training logs, coaches' reports, reports from other athletes and other records. Failure to provide the requested information promptly may result in the denial of the appeal.
  - b. Interviews: all individuals involved in the appeal such as coaches, training partners, doctors, etc, must be available to be interviewed by the AAC.

4. Athletes who are granted an extension under the injury, illness, or pregnancy provision shall have elite eligibility extended for one (1) year from the anticipated lapse of the elite eligibility period.
5. In the event the Athlete Advisory Council denies the athlete's request for such an extension the athlete has the right to file an appeal under USA Triathlon's appeal procedures.

Submitted by:

Victor Plata

Moved by Victor and seconded by Vince to adopt the re-qualification proposal.

**Motion passed unanimously.**

Dave Kuendig presented the Elite Fee Resolution

## **Resolution for Board Action**

**November**

**Subject:** USA Triathlon Annual Membership Fees for Elite Athletes

**Background:** The current USA Triathlon annual elite membership fee is one hundred dollars. The current USAT annual age group membership fee is thirty-nine dollars. The disparity in the fees exists for two reasons: 1) to discourage unqualified athletes from purchasing an elite license; and 2) to pay the salary for the Elite Athlete Advocate.<sup>1</sup>

### 1) To Discourage Unqualified Athletes

In the early years of the sport of triathlon anyone could race for prize money. The first U.S. triathlon NGB created the professional membership to differentiate a group of athletes that dedicated their professional careers to the sport of triathlon. Standards were established to qualify for the professional license in order to increase the quality of the professional field, and add value to the professional brand. At the request of professional athletes, an increased licensing fee was added to ensure athletes racing pro were making a legitimate effort to be professional.

### 2) To Pay for the Elite Athlete Advocate

A Professional Athlete Coordinator existed in the early years of the U.S. triathlon federation. The Coordinator represented the Professional Triathletes and Duathletes Committee (PTDC) at the federation level. The dues of professional license holders paid the Coordinator's salary. When the PTDC evolved into the Athlete's Advisory Council the Coordinator was re-named the Elite Athlete Advocate. The Advocate was also paid through professional (re-named 'elite') membership dues. The Advocate's position was terminated in January of 2008.

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<sup>1</sup> According to Tim Yount, USAT Senior Vice President

A disparate license fee is no longer necessary to ensure a legitimate effort to be an elite, and is also not required to pay the Advocate salary. First, there are rigorous qualification standards to become eligible for an elite license<sup>2</sup> that did not exist when the elite athletes first requested the fee. The standards are sufficiently difficult to ensure that the athletes earning an elite license are both serious about racing elite and qualified to do so. Second, the Athlete Advocate position was eliminated. Because the rationale for the disparate fee no longer applies, the elite member license fee should be reduced to equal the age-group fee.

**Financial Impact:** There are generally between 300 and 350 USAT annual elite members. There would be a loss to USAT of approximately \$20,000 in elite fees.

**Relevant & Affected By-Laws and Procedures:** Elite membership dues.

**Whereas,** the disparity between the elite and age-group annual membership fees exists for two reasons: 1) to discourage unqualified athletes from purchasing an elite license; and 2) to pay the salary for the Elite Athlete Advocate, and

**Whereas,** a disparate license fee is no longer necessary to ensure a legitimate effort to be an elite, and is also not required to pay the Advocate salary,

**Now therefore let it be resolved** that the yearly USAT Elite license fee be reduced from one hundred dollars to the amount paid by age-group members. This resolution is to take effect in 2011.

Submitted by:  
David Kuendig,  
Athlete Advisory Council

That the elite license would cost as much as that of the age groupers, now \$39, to go into effect January 2011 was moved by Dave and seconded by Bob.

**Motion passed unanimously.**

Skip Gilbert discussed the Club Fees

**Resolution for Board Action**

**2009**

Subject: \$50 annual flat fee for all USAT Clubs

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Background: The current annual club fee for non-collegiate and collegiate clubs is \$50 and clubs with less than five members are assessed a charge of \$10 per person up to the first four members.

Financial Impact: Club membership grew over 7.32% in 2009 to 630 member clubs. This generated \$16,850.00 in revenue, with projected growth in 2010 of 10%; possible gain of approximately \$34,650 in revenue.

Relevant and Affected Bylaws, Rules and Procedures:

**7/25/86**

Club fees reduced from \$50 to \$25, but all club members will pay \$15 membership dues instead of \$10 dues.

**7/26/86**

License fee remains at \$15 for 1987 assuming \$3 is for insurance. Should insurance be higher, fees will go up in increments of \$1.

License fees for members joining through a club are presently \$10. It was agreed that it should be \$15 for 1987. Club fees will be lowered, and additional benefits will be looked into. Insurance is presently the principal benefit.

**10/13/95**

Be it resolved that the 1995 fee structure of \$25 for Annual, \$22 for Club, \$15 for Youth (up to 18 years of age), and Single Event of \$5 be retained for the year 1996.

Eliminate \$3 Individual Discount on Annual Memberships for Registered Club Members

**2/21/97**

Be it resolved that the Board continue the authorized club membership discount program through 1997 at \$22.00 per member in order to foster club activity. In conjunction with this the Club Committee will prepare a letter to all identified clubs to reintroduce USA Triathlon and affiliation including notation that:

- An offer of \$22.00 discounted annual membership exists,
- Changes in club guidelines will be forthcoming, and
- Receipts for club members prior club dues payment is requested at time of individuals' applications to USAT.

Be it resolved That USAT will eliminate the \$3 individual discount on annual memberships to club members.

**11/13/2008**

Be it resolved, that the annual club fee for all non-collegiate USAT clubs be raised to \$50;

That, clubs with less than five members be assessed a charge of \$10 per person up to the first four members.

**Whereas,** the \$50 standard fee would simplify the Operations Department's daily registration and accounting procedures;

**Whereas,** the set cost will provide resources to enhance the National Challenge Competition. The National Challenge Competition is a program to encourage USAT Official Club members to train in the off-season;

**Whereas,** the flat fee will assist the Operations Department with the developments of an online club management system;

**Whereas,** the \$50 fee would provide funds to enhance the club grant;

**Now therefore be it resolved, That** the annual club fee for all USAT clubs be \$50.

### **Budget Impact**

| <b>Expiring USAT Clubs</b> |     | <b>Budget Impact</b>       |
|----------------------------|-----|----------------------------|
| <b>12/31/2009</b>          | 501 | Total: \$25,050            |
| <b>12/31/2010</b>          | 88  | \$4,400<br>Total: \$29,450 |
| <b>12/31/2011</b>          | 6   | \$300<br>Total: \$29,750   |
| <b>12/31/2012</b>          | 38  | \$1,900<br>Total: \$31,650 |
| <b>12/31/2013</b>          | 3   | \$150<br>Total: \$31,800   |
| <b>12/31/2015</b>          | 5   | \$250<br>Total: \$32,050   |

### **Submitted by**

The Club Fees will now be, across the board \$50. Celeste moved to adopt and seconded by Bob to make the fee the same regardless of size of club.

Motion passed unanimously.

Project 2016 Qualifying Criteria



## USA Triathlon Project 2016 Qualification Criteria 2010

### **Introduction**

The primary objective of USA Triathlon's Project 2016 Development Program is to provide an administrative, performance, and financial support structure to assist athletes towards achieving world class performance levels at international events with the realistic goal of representing the USA at the 2016 Olympic Games. The main focus of the Project 2016 Development Program during the 2012 Olympic Quadrennial (2009-2012) will be towards achieving national and international success in events such as ITU World Cups, ITU U23 World Championships, FISU World University Championships, and Pan Am Championships and becoming Olympic eligible for participation in the 2012 Olympic Team selection process.

### **Application Process**

Athletes that meet the Project 2016 Development Program eligibility criteria must request complete and submit an application to the USA Triathlon Sport Performance Athlete Development Manager (Justin Trolle- [justin@usatriathlon.org](mailto:justin@usatriathlon.org)). Submitted applications will be processed on a rolling basis in the order in which they are received. Athletes accepted to the Project 2016 Development Program will be issued a contract to sign within 30 days of qualifying.

The purpose of the application process is for eligible athletes (in cooperation with their coaches) to submit an annual training and competition plan that outlines specific performance goals, key competitions, performance limiters, training emphasis periods, and performance support needs (e.g., sport science and medical services, facility and equipment needs, etc.). The plan then serves as a tool between USA triathlon's sport performance staff and Project 2016 Development athletes to foster greater cooperation, communication, performance monitoring, feedback, accountability, and financial support.

Please contact Athlete Development Manager Justin Trolle for an application at [justin@usatriathlon.org](mailto:justin@usatriathlon.org).

### **Evaluation Dates**

Project 2016 Development Program athletes will be evaluated twice per year for eligibility and continuance in the program. Project 2016 Development Program athletes must be meeting the race requirement as outlined in Contract Summary #5 below and be achieving training benchmarks included in the athlete's development plan which predict performance

for future Project 2016, Project 2012, or National Team qualification. Project 2016 contracts will expire at the second evaluation date following qualification.

Evaluation dates for the Project 2016 Development program are November 30<sup>th</sup> and June 30<sup>th</sup>.

### **Eligibility Criteria**

In addition to being eligible to race for the United States at the time of qualification, an athlete must meet at least one of the following criteria in order to qualify for the specified funding level:

1. Top 15 finish at the 2010 U23 World Championships
2. Top 10 finish at the 2010 FISU University Championships.
3. Two top-6 finishes within five percent of the winning time at ITU Continental Cup races and within the top 1/3 of the field.
4. Top 10 at the 2010 PANAM Championships provided they finish within five percent of the winning time and within the top 1/3 of the field.
5. Invitation of the Athlete Development Manager. Contract benefits provided to these athletes may differ from benefits provided to athletes who qualify through criteria one and two. Also included within this category are athletes who have been granted Project 2016 Development Team status through the Injury, Illness and Pregnancy provision.

### **2009 Contract Summary**

1. USA Triathlon will cover all travel expenses to selected World Cup and World Championship events. 'Selected events' are those events included in the athlete's approved development plan, and include all events that the athlete is contractually required to attend as part of this agreement.
2. Additional financial support may be provided to Project 2016 Development program members based on their own yearly development plans. The level of funding support for each event outlined on an athlete's development plan will be decided upon and approved by the Athlete Development Manager. Additional financial support shall be granted at the discretion of the Athlete Development Manager. Funding may not be equally distributed among all 2016 athletes.
3. The designated coach of each Project 2016 Development Program athlete will receive financial support plus performance bonuses provided the coach meets all requirements. Please see the Coaching Stipend document.

4. Each athlete will receive access to facilities and support services at the United States Olympic Training Center(s) and USAT Performance and Training Centers. Please see the Resident Program Criteria.
5. All athletes within the Project 2016 Development Program must race the Elite USA National Championships or USA Junior National Championships unless they are prevented by illness or injury. In addition to the US Elite Nationals or USA Junior Nationals Project 2012 Development Program athletes are required to race the events outlined in their approved development plan. The USAT Athlete Development Manager should be notified of any changes to the planned racing schedule as soon as possible.

### **Injury, Illness, and Pregnancy Provision**

In the event a Project 2016 Development Program athlete suffers a long term injury, or illness, or becomes pregnant, during the eligibility period and, for strictly health-related reasons, has not met the eligibility criteria as outlined in this document, he or she may make written application to the Athlete Development Manager to maintain full Project 2016 Development program support during the rehabilitation period. The athlete will be considered for this provision subject to the following conditions:

1. A long term injury or illness is considered to be a condition which prevents the athlete from being able to train and/or compete for 8 or more weeks depending on when the condition occurs during the athlete's competition calendar. Factors that will be considered in evaluating the degree to which failure to qualify was related to injury include, but are not limited to:
  - a. The timing of the injury: greater weight will be given where the injury occurs earlier in the qualifying period.
  - b. The severity of the injury: greater weight will be given to more severe injuries.
  - c. Post-pregnancy time off.
6. The athlete has fulfilled all reasonable training and rehabilitation requirements and, despite making every reasonable effort to achieve the applicable Project 2016 Development program selection criteria during the year in which the injury, illness or pregnancy occurs, fails to achieve the selection criteria for reasons strictly related to the injury, illness, or pregnancy.
7. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the Athlete Development Manager. The medical report must be signed by the attending physician(s) and must include the nature of the medical condition, time of injury/illness (if applicable), anticipated rehabilitation time, and estimated return to full and uninterrupted training. The athlete's submission will also include a record of achievement that details current and previous season's competition results, national and international rankings, USA Project 2016 Development program status, as well as his/her rationale for applying for an injury, illness, or pregnancy provision. The athlete must sign a waiver releasing all records submitted in the course of the appeal, waiving his or her right to privacy in those records, for the limited purpose of evaluating the merits of the appeal. A record of the appeal will be maintained as precedent for future appeals.

- a. Additional Information: the Program Development Manager may request additional information relevant to evaluating the appeal such as medical records, training logs, coaches' reports, reports from other athletes and other records. Failure to provide the requested information promptly may result in the denial of the appeal.
  - b. Interviews: any and all individuals involved in the appeal, such as the athlete making the request, coaches, training partners, doctors, etc, must be available to be interviewed by the Program Development Manager.
4. The athlete, athlete's coach, and medical service providers (if available) will meet directly with the Athlete Development Manager (and designated staff) to create and implement a reasonable rehabilitation, training, and return to competition plan. The plan will contain specific rehabilitation and training performance benchmarks and evaluation periods to ensure measured, objective progress. The athlete's coach, based on his or her technical judgment and that of the qualified, attending physician(s), will indicate in writing to the Athlete Development Manager that the athlete has met the rehabilitation plan objectives and that the athlete is deemed "race ready" to achieve at least the minimum standard required during the upcoming year.
5. Athletes who are granted Project 2016 Development program support under the injury, illness, or pregnancy clause shall retain the Project 2016 Development program level of support that they were receiving prior to the rehabilitation period. Athletes will not be named to the Project 2016 Development program for more than 24 consecutive months under the Injury, Illness, and Pregnancy Provision.
6. In the event the Athlete Development Manager denies the athlete's request for such an exemption the athlete has the right to file an appeal under USA Triathlon's appeal procedures.

Victor moved and Dave seconded to adopt.

**Motioned passed unanimously.**

Eric Averill gave a Youth Initiative update.

Celeste Callahan talked about the bare male torso during USAT sanctioned races, suggesting that men cover their torsos for these events. The discussion will be, it appears, on-going.

Mike Greer gave his last motion of his board career – that the meeting be adjourned. It was at 7:45 p.m. MST.