

USAT Board of Directors

Teleconference Meeting

Monday, January 4, 2010

In attendance:

Brian Harrington

Celeste Callahan

Bob Wendling

Eric Averill

Candy Cheatham

Jim Donaldson

Victor Plata

Dave Kuendig

Steve Sexton

Vince O'Brien

Rob Kasper

Skip Gilbert, Executive Director

Brian Harrington called the meeting to order at 6:04 p.m. Mountain Standard Time.

Agenda:

- Discussion/Briefing Items - Skip
 - Drug Testing Plan – to be called Anti-doping Program – is planning to launch. Bob Wendling asked for background material on when, who, and where our elite athletes had been tested in the last twelve months. Skip agreed to compile and forward.
 - HAS Update and Back-up plan – the IT Committee will discuss issue of USAT's taking over from Hang a Star.

- Male Torso discussion – an article with survey will come out in the next issue of Tri Times.
- Youth Olympic Games – an athlete will be required to remain for the entirety of the games as per IOC.
- Tri USA Event Director's Association discussion – the name confuses with USAT and will be asked to be change.
- E-mail marketing plans – constituent groups could request, with an opt in/out out, USAT mailing lists. Skip will get back to the board on details.
- Youth initiative update – we will share results with Track and Field to better our program

Resolution requiring Certified RDs for USAT championships will be delayed until the February meeting in Colorado Springs.

Scott Schnitzspahn, USAT Sport Performance Director, presented the National Team Qualification Criteria 2010-2012; 2010 FISU World University Triathlon Championships Team Selection Criteria and the Project 2012 Qualification Criteria 2010 for Board Approval.



USA Triathlon National Team Qualification Criteria 2010-2012

Introduction

The primary objective of USA Triathlon's National Teams Program (NTP) is to provide an administrative, performance, and financial support structure to assist athletes in achieving optimal results for themselves and Team USA at the Olympic Games, Pan Am Games, and ITU World Championship Series. In order for athletes to excel at these major events, it is essential that they have extensive international competitive experience and exposure to top level ITU World Cup racing with medal winning results. The USA Triathlon National Team is composed of those athletes with proven performance capability at World Cups, World Championship Series, and Olympic Games.

Team Size

The USA Triathlon Elite National Team will be limited to six male and six female athletes. If there are open slots available of one gender, and more than six qualified athletes of the other gender, USAT reserves the right to fill the open slot(s) with a qualified athlete of the opposite gender. However, those athletes of lowest priority who were added under the opposite gender quota will be removed from the National Team upon later qualification of an athlete of the gender that has initially less than six athletes.

Application Process

Athletes that meet the National Team eligibility criteria must request, complete and submit a National Team application to the USA Triathlon Sport Performance unit. Submitted applications will be processed in the order in which they are received and athletes accepted to the USAT National Teams Program will be issued a contract to sign within 30 days of application.

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 with the Elite National Team sport performance staff to foster greater cooperation, communication, performance monitoring, feedback, accountability, and financial support.

Evaluation Dates

National Team athletes will be evaluated twice per year for eligibility. Changes and/or additions to the teams will only be made on these dates. However, in the event that vacant slots are available on the team, an athlete who meets the criteria between the evaluation dates may be placed on a respective team and evaluated again at the nearest Evaluation Date. National Team members must be meeting the race requirement as outlined in their contract and be achieving training benchmarks which predict performance for future National Team qualification. National Team contracts will expire at the second evaluation date following qualification.

Evaluation dates for the USA Triathlon National Team are:

1. June 30
2. Following the last competition date of the year for ITU World Cup or World Championship events.

Eligibility Criteria

An athlete must meet at least one of the following criteria in order to qualify for the Elite National Team. If more athletes qualify for the Elite National Team than the maximum designated number, eligibility priority lies in the following order:

1. Priority number one for the Elite National Team for each year of the quadrennial will be:
 - 2009- Athletes selected for the 2008 OLYMPIC TEAM, including first replacements.
 - 2010- Same as #2 below.
 - 2011- Gold Medalists from 2011 Pan American Games.
 - 2012- Gold Medalists from 2011 Pan American Games and Athletes selected for the 2012 OLYMPIC TEAM including first replacements.
2. Top 8 finish at the most recent ITU World Championships (finale or Series). Order of finish decides priority with finishers in the Finale taking priority over finishers in the World Championship Series.
3. Top 3 finish in an ITU World Championship Series event or the HyVee Elite Triathlon.
4. Invitation of the Sport Performance Director. Contract benefits provided to these athletes may differ from benefits provided to athletes who qualify through criteria one through three. Also included within this category are athletes who have been granted Elite National Team status through the Injury, Illness or Pregnancy provision.

2010 Contract Summary

Athletes must be eligible to race for the United States according to International Triathlon Union rules to be a member of the US National Team.

1. Elite National Team Athletes ("Team Athletes") may earn either a Living Stipend or a Performance Payment, depending on how they qualify for the National Team. Team Athletes who qualify by Criteria #1, #2 or #3 shall earn a living stipend. Team Athletes who are invited by the Sport Performance Director, or approved through the illness, injury or pregnancy provision will be eligible to earn either Performance Payments or the Living Stipend. The Sport Performance Director will determine which funding program invited or approved Team Athletes will receive.
 - (a) Living Stipend: Team Athletes not living at an Olympic Training Center will receive a \$1,500 monthly living stipend. Team Athletes living at an Olympic Training center under the Long Term On-Campus Resident Program will receive a \$1,000 monthly living stipend. Living stipends will be paid quarterly in advance.
 - (b) Performance Payment: Team Athletes shall earn \$3,600 for each top-8 finish at a WCS event. A maximum of 5 Performance Payments may be earned in a calendar year. The Performance Payments will be earned in addition to all other USAT Performance Bonuses earned by the athlete.
2. Financial support for performance needs such as massage, nutrition counseling, specialist coaching, and other needs as approved by the Sport Performance unit up to a cap of \$2000 before June 30 and an additional \$2000 from July 1 to December 31.
3. Elite Athlete Health Insurance (EAHI) provided through the United States Olympic Committee dependant on USAT EAHI criteria as outlined below:
 - Top 8 finish at the 2009 ITU World Championships (finale). Order of finish decides priority.
 - Top 3 finish in an ITU "World Championship Series Race" in 2009. Final ITU World Championship Series (WCS) ranking decides priority.

- Winner of the 2009 USA Triathlon Elite National Championships.
- If slots remain, slots will be filled by contracted National Team athletes according to their best finish place at an ITU World Championship Series event in 2009. Any ties will be broken by the end of the year ITU WCS ranking.

*Should there be any available EAH slots left after all eligible athletes have either accepted or declined, those slots will remain unused.

4. Adventure Advocates Accident Insurance
5. The designated coach of each Elite National Team athlete will receive financial support plus performance bonuses provided the coach meets all requirements. Please see the Coaching Stipend document.
6. 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.
7. USAT will cover up to \$1000 for upgrades on continuous flights over 4 hours. Only upgradable tickets will be purchased for National Team athletes for WCS events. This only applies for events USAT reimburses.
8. \$2000 Bonus available June 30th if athlete has achieved a top 10 at a WCS event. (Multiple amount by multiple top 10 WCS event finishes. ie: 3 top 10s = \$6000)
9. \$2000 Bonus available October 1st if athlete finishes top 20 at WCS Finale as well as finishing Nationals. (For Finale, an additional \$2000 for a 3rd, \$4000 for a 2nd and \$6000 for a 1st.)
10. Up to \$2000 per evaluation period available for Training Camp purposes. Training Camp defined as a 10 day or longer purposeful training opportunity more than 100 miles away from your place of residence. Athletes are only eligible for accommodation, airfare and rental car reimbursement. All athletes must submit a detailed proposal to the SP Staff for approval 6 weeks before start date (this is not negotiable). This stipend is not available for camps occurring at the same time a USAT camp is being offered.
11. Athlete must race the September 25th, 2010 Elite National Championship. If an athlete does not race they forfeit remaining payments for the rest of 2010.
12. Athlete must race at least 2 WCS Event (one may be HyVee) and the WCS Finale if they are eligible for the Team.

Injury, Illness, or Pregnancy Provision

In the event a National Team 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 National Team Manager to maintain full National Team 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.
2. The athlete has fulfilled all reasonable training and rehabilitation requirements and, despite making every reasonable effort to achieve the National Team 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.

3. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the National Team 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, 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 National Team Program 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 National Team Manager.
4. The athlete, athlete's coach, and medical service providers (if available) will meet directly with the National Team 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 National Team Program 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 National Team support under the injury, illness, or pregnancy clause shall retain the National Team level of support that they were receiving prior to the rehabilitation period. Athletes will not be named to the National Team for more than 24 consecutive months under the Injury, Illness, and Pregnancy Provision.
6. In the event the National Team 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.

Supporting Document to USA Triathlon National Team Qualification Criteria 2010-2012:

National Team Program Qualification History (2009 to 2010 Revisions)

Committee Members:

Scott Schnitzspahn, Katie Baker, Tim O'Donnell

Document Revision Highlights:

- Eligibility Criteria #3- Defined what "Olympic Format Race" means as ITU World Championship Series and HyVee Elite Triathlon.
- Changes were made to the Injury, Illness, or Pregnancy Clause based on legal review and to align with the same clause from the elite license criteria.
- Additional top 8 WCS final ranking added to the qualification criteria.
- Contract Summary added to explain the contract structures and define for athletes who qualify by race results vs. by invitation.

Committee Vote: All in favor.

AAC Vote: In favor



2010 FISU WORLD UNIVERSITY TRIATHLON CHAMPIONSHIPS TEAM SELECTION CRITERIA

1. Introduction

This 2010 FISU World University Triathlon Championships Team Selection Criteria (this "Selection Criteria") will be used to determine which athletes will represent the United States at the 2010 FISU World University Triathlon Championships in Valencia, Spain, taking place on May 29-30, 2010 (the "FISU WUC"). The FISU WUC is a biannual international sporting competition for collegiate athletes modeled after other prominent international games.

The FISU WUC triathlon consists of a 1.5k swim, 40k **draft-legal** bike, and a 10k run. Both individual and team classifications are scored. In addition to the selection criteria set forth herein, athletes must meet the FISU eligibility requirements outlined below and described more fully in the FISU regulations (<http://www.fisu.net/en/Regulations-577.html>). USA Triathlon ("USAT"), as the national governing body for triathlon in the United States, has elected to send a team of up to five (5) men and five (5) women to represent the United States at the 2010 FISU WUC.

2. Automatic Nominations

2.1. Subject to the eligibility requirements set forth herein: **(a)** two (2) male and two (2) female automatic nominations to the 2010 FISU World University Championship Team (the "FISU WUC Team") will be awarded to the first two male and first two female U.S. FISU WUC-eligible finishers at the **2009 USA Triathlon U23/Elite National Championships** (Tuscaloosa, Alabama), provided the athletes finish within 8% of the overall winner's finishing time; and, **(b)** one (1) male and one (1) female automatic nomination to the FISU WUC Team will be awarded to the first male and first female U.S. FISU WUC-eligible finishers at the **2010 USAT Collegiate National Championships** (Lubbock, Texas). In the event that there are no FISU WUC-eligible finishers at one or both Selection Events, or if either event is not contested as a swim, bike, run triathlon, USAT may award any unfilled slots pursuant to section 3 below.

3. Discretionary Nominations

USAT may award up to two (2) male and two (2) female nominations to the FISU WUC Team at the discretion of the FISU WUC Team Coaching Staff, the Athlete Development Manager, and the Sport Performance Director, acting as the FISU WUC Athlete Selection Committee. An athlete may be selected if the selection committee feels he/she can help the team by enhancing the overall medal potential of the team. The athlete(s) will be chosen based primarily on demonstrated ability in the draft-legal format, including past performance in the Junior Elite, U23, or Elite divisions. These discretionary nominations are subjective in nature and are utilized to enhance the team's ability to secure medals at the FISU WUC, as well as to further USAT athlete development program objectives. Nominated athletes and their personal coaches will be apprised of their individual tactical roles within the team before being selected to the FISU WUC Team. Athletes wishing to be considered for a discretionary nomination should submit a current resume and statement of interest to Justin Trolle, Athlete Development Manager (justin@usatriathlon.org), no later than March 1, 2010.

4. Selection Eligibility

4.1 To be eligible for the FISU WUC Team, each athlete must be eligible under all applicable rules of FISU, the U.S. Anti-Doping Agency (USADA), and USAT. In addition, each athlete must be a member of USAT in good standing.

4.2 An athlete earning an automatic or discretionary nomination to the FISU WUC Team must be a United States citizen, must have been born between January 1, 1982, and December 31, 1992 (i.e. be at least 17 and less than 28 years of age on

January 1st in the year of the event), and be a student who is currently officially registered as proceeding towards a degree or diploma at a university or similar institute whose status is recognized by the appropriate national academic authority in the United States or a former student of an aforementioned university or similar institute who obtained their academic degree or diploma in 2009.

4.3 At the time of the 2010 FISU WUC, the athlete must demonstrate a level of fitness appropriate to compete at a high level at the 2010 FISU WUC, as determined by the Sport Performance Director and the chair of the USAT Medical Committee.

5. Additional Requirements for Selection

All athletes selected to the FISU WUC Team will be required to comply with all applicable rules and requirements of FISU, WADA, USADA, and USAT; namely, and without limitation, each athlete selected to the FISU WUC Team shall:

5.1. Sign and abide by the USAT Code of Conduct, any USAT or FISU Waiver or Release, and conform to all USAT policies and protocol regarding FISU WUC Team preparation and participation;

5.2. Agree not to race any event longer than standard triathlon distance (1.5km/40km/10km) between the period beginning six (6) weeks prior to the date of the FISU WUC through the date of the FISU WUC;

5.3. Agree to travel with and stay in lodging as a team for the FISU WUC (All travel and accommodation arrangements will be coordinated by USAT Sport Performance staff.);

5.4. Agree to participate in all FISU ceremonies and events associated with the FISU WUC; and,

5.5 Agree to wear USAT-issued competition uniform and warm-up apparel.

6. FISU WUC Team Final Selection

Following the Selection Events, all FISU WUC nominations will be reviewed by USAT's Sport Performance Director and the FISU WUC Athlete Selection Committee to ensure compliance with all requirements set forth herein. USAT may withhold a nomination if the Sport Performance Director or the FISU WUC Athlete Selection Committee finds that an athlete has not satisfied the requirements.

7. Dismissal from FISU WUC Team

Any athlete may be dismissed from the FISU WUC Team at any time following an appropriate hearing in compliance with the Ted Stevens Olympic and Amateur Sports Act, and USAT and USOC Bylaws if: (i) the athlete violates any of the applicable FISU, ITU, USAT, or other rules and regulations applicable to the FISU WUC Team or its members, including without limitation applicable Codes of Conduct; (ii) injury or illness as certified by a USAT Medical Committee member in consultation with USAT (Sport Performance Director, the athlete's coach, and the FISU WUC Team Head Coach), which prevents the athlete from high level participation in and/or preparation for the FISU WUC; or (iii) the Sport Performance Director, in consultation with the athlete's coach and the FISU WUC Team Head Coach, determines that the athlete is unable or unwilling to maintain a training regimen that is necessary for peak performance in the FISU WUC.

8. Replacements to FISU WUC Team

If, for any reason, a position on the FISU WUC Team shall become vacant, such vacancy shall be filled in accordance with the discretionary nomination provisions set forth above, provided that the replacement athlete meets all applicable Selection Criteria requirements set forth herein, agrees to the Additional Requirements for Selection, and such replacement is allowed by FISU. In the event that there is no athlete who meets all of these criteria, or FISU does not allow replacement, the vacancy shall not be filled.

9. International Disclaimer

This Selection Criteria is based on the latest information available to USAT and are based on FISU and USAT rules and

regulations as presently known and understood. Any change in the selection procedures caused by a change in FISU or USAT rules and regulations or other unforeseen circumstances will be distributed to the affected athletes promptly, and USAT reserves the right to revise this Selection Criteria in such event. **Supporting Document to 2010 FISU WORLD UNIVERSITY TRIATHLON CHAMPIONSHIPS TEAM SELECTION CRITERIA :**

FISU 2010 World University Championship Qualification History

Committee Members: Scott Schnitzspahn, Andy Schmitz, Steve Kelley, Ryan Bickerstaff

Document Revision Highlights:

- FISU WUC is a draft-legal, intermediate distance triathlon that takes place in even years
- Quality of field is on par with an ITU Continental Cup or U23 World Championships
- 2010 FISU WUC will take place in Valencia, Spain, on May 29-30
- Criteria establishes three pathways to earn a nomination to the team:
 - First (2) two FISU-eligible finishers at 2009 U23/Elite Nationals (Tuscaloosa), provided they finish within 8% of the overall winner's time
 - First FISU-eligible finisher at the 2010 Collegiate Nationals (Lubbock) – Swim / run time trials and draft legal experience provision removed.
 - By discretionary selection; two spots plus any role downs from above-named events
- AAC recommended a single automatic qualifier at Tuscaloosa and dropping the 8% rule; if no one met the 8% rule, then the first eligible finisher would earn an automatic nomination and the other spot would revert to the USAT discretionary selection pool
- While USAT staff feel additional requirements regarding swim/run time trials should be added for athletes qualifying at a non-drafting race, the quality and experience of the athletes who have recently won collegiates should not be a problem in the draft-legal FISU event and agreed to remove those requirements as the AAC suggested.

Committee Vote: All in favor

AAC Vote: In favor



USA Triathlon Project 2012 Qualification Criteria 2010

Introduction

The primary objective of USA Triathlon's Project 2012 development program is to provide an administrative, performance, and financial support structure to assist athletes in their development towards podium performances on the international stage, qualification for the Elite National Team, and ultimately the 2012 Olympic Team. The main focus of the Project 2012 development program is achieving international success in events such as the ITU World Championships, Pan Am Games, and World Cup events.

Application Process

Athletes that meet the Project 2012 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). Submitted applications will be processed on a rolling basis in the order in which they are received. Athletes accepted to the Project 2012 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., performance services, facility and equipment needs, etc.). The plan then serves as a tool between USA Triathlon's Sport Performance staff and Project 2012 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.

Evaluation Dates

Project 2012 Development Program athletes will be evaluated twice per year for eligibility and continuance in the program. Project 2012 development program members must be meeting the race requirement as outlined in Contract Summary #6 below and be achieving training benchmarks included in the athlete's development plan which predict performance for future Project 2012 or National Team qualification. Project 2012 contracts will expire at the second evaluation date following qualification.

Evaluation dates for the Project 2012 Development program each year are November 30th and June 30th.

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. Eligibility and support priority for the Project 2012 program lies in the following order:

1. Top 15 finish at an ITU Elite World Championship Series or World Cup event with a Quality of Field Factor* of 20%
2. Top 10 finish at ITU Elite World Championship Series or World Cup event with a Quality of Field Factor* less than 20%
3. Top 5 finish at the 2010 U23 World Championships
4. Top 3 finish at the 2010 PATCO Championships
5. 1st place finisher at the 2010 USAT Elite National Championships
6. 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 2012 Development program status through the Injury, Illness or Pregnancy provision.

*** Quality of Field:** For every athlete in the race that is ranked in the top 20 of the current ITU Points List, each of them will increase the value of the event by 2%. This increase is limited up to 20%.

2009 Contract Summary

1. Race Payment: For each ITU World Cup and World Championship Series event that the Project 2012 athlete starts, they will earn a Race Payment of \$1000. Each contracted Project 2012 athlete will be paid in advance for their first two events (\$2000) and may earn up to a total of \$5000 in this fashion in a calendar year. The grand finale is not included. Where an athlete does

not race in five events the athlete may petition for the entire \$5,000 Race Payment under the following condition: a) Where the athlete is one of the top-3 ranked Americans in the end-of-season WCS rankings.

2. 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.
3. Additional financial support may be provided to Project 2012 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 2012 athletes.
4. The designated coach of each Project 2012 Development program athlete will receive financial support plus performance bonuses provided the coach meets all requirements. Please see the Coaching Stipend document.
5. 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.
6. All athletes within the Project 2012 Development program must race the Elite USA National Championships unless they are prevented by illness or injury. In addition to the US Elite Nationals Project 2012 Development program athletes are required to race the events outlined on 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, or Pregnancy Provision

In the event a Project 2012 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 2012 Development program support during the rehabilitation period. The athlete will be considered for this provision subject to the following conditions:

2. 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:
 - c. The timing of the injury: greater weight will be given where the injury occurs earlier in the qualifying period.
 - d. The severity of the injury: greater weight will be given to more severe injuries.
 - e. Post-pregnancy time off.
4. The athlete has fulfilled all reasonable training and rehabilitation requirements and, despite making every reasonable effort to achieve the applicable Project 2012 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.
5. 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 2012 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 2012 Development program support under the injury, illness, or pregnancy clause shall retain the Project 2012 Development program level of support that they were receiving prior to the rehabilitation period. Athletes will not be named to the Project 2012 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.

Supporting document for 2012 Program Qualification History (2009 to 2010 Revisions)

Committee Members:

Scott Schnitzspahn, Justin Trolle, Victor Plata

Document Revision Highlights:

- Eligibility Criteria #1 and #2- As we cannot guarantee that an ITU WCS event will always be maximally competitive and there are some World Cup events that are as competitive as any race in the world, a Quality of Field Factor was added along with the placing to ensure a quality performance for selection.
- Eligibility Criteria #3 and #4-The year of the championship event was specified.
- Eligibility Criteria #5- The USAT Elite National Championship was moved from the Elite National Team criteria to the 2012 Program Criteria.
- Contract Summary #1- As we did not get the race subscription levels we wanted in 2009, we want to provide more of an incentive to race. To achieve at least 5 ITU races from our 2012 athletes, the \$400 per month living stipend was changed to a \$1000 per race start stipend. In order to give the athletes some upfront money to pay their living expenses with and not design their race calendar around the money, the first two races would be paid up front upon signing the contract. If an athlete finishes in the top 3 Americans on the final WCS rankings, they can petition to receive the entire \$5000 stipend, regardless of the number of races they have done.
- Changes were made to the Injury, Illness, or Pregnancy Clause based on legal review and to align with the same clause from the elite license criteria.

Committee Vote: All in favor.

AAC Vote: In favor

Dave Kuendig moved and Eric Averill seconded to accept National Team Qualification Criteria 2010-2012; 2010 FISU World University Triathlon Championships Team Selection Criteria and the Project 2012 Qualification Criteria.

Motion passed unanimously



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 125 or better. 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-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.
 - 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.

- 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. 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 (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

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.**

Supporting document: WCS Event Qualification History (2009 to 2010 Revisions)

Committee Members:

Scott Schnitzspahn, Katie Baker, Tim O'Donnell

Document Revision Highlights:

- Eligibility Criteria #2a- Added Gold Group to the criteria which was understood, but not defined in the 2009 criteria.
- Eligibility Criteria #2b- Specifies "All WCS Events prior to the 2010 (World Championship Series Ranking) WCSR will be determined by the year-end 2009 WCSR.
- ~~Eligibility Criteria #2d- Raises the automatic entry from the points list to athletes in the top 75 instead of top 125 to create a more competitive team from automatic entries. To provide automatic eligibility to an athlete outside the top 75, a top 10 World Cup finish will qualify for selection regardless of ranking.~~
- Eligibility Criteria #4- Added "All members of the EASC are required to sign the USAT Conflict of Interest statement that is required of all USAT committee members."

Note: Following the December board call, the minimum criteria was changed back to 125 and the top 10 performance was eliminated as amended by the board.

Committee Vote: All in favor of the criteria as submitted with the third bullet point above. The committee does not approve of the amendment back to 125.

AAC Vote: AAC was unanimously in favor of the criteria submitted to the board. The AAC does not need to vote on the amended criteria as amended and approved by the board with the minimum rank of 125.

Rob Kasper moved and Bob Wendling seconded to adopt the WCS criteria as reconciled to incorporate the December meeting amendment.

Motion passed

- 2009 Meeting Schedule – Rob

January 4, 2010	Teleconference		
February 1, 2010	Teleconference		
February 10, 2010	In Person	C-Springs	2pm Wed - 6pm Thu
March 1, 2010	Teleconference		
April 12, 2010	Teleconference		
May 3, 2010	Teleconference		
June 13, 2010	In Person	HyVee	TBD
July 12, 2010	Teleconference		
August 2, 2010	Teleconference		
September 13, 2010	Teleconference		
October 4, 2010	Teleconference		
November 1, 2010	Teleconference		
November 14, 2010	In Person	Clearwater	8am Sat - 11am Sun
December 6, 2010	Teleconference		

Celeste Callahan moved and Jim Donaldson seconded to adjourn. The meeting was adjourned at 7:45 p.m.