

USAT Board of Directors

Teleconference Call

December 6, 2010

In attendance:

Brian Harrington
Eric Averill
Bob Wendling
Candy Cheatham
Rob Kasper
Dave Kuendig
Victor Plata
Steven Sexton
Jim Donaldson
Vince O'Brien
Celeste Callahan

Melissa Merson, Ex Officio
Tim Yount, Interim Executive Director
Andy Schmitz, Sport Performance Manager
Katie Baker, Interim Sport Performance Director

Absent:

Jim Ryun

Brian Harrington called the meeting to order at 6:00 MST.

Pro Triathlon Association Resolution

Resolution for Board Action

November 14, 2010

Subject: Elite Athlete Association Rebate

Background: In 2009 the USAT Athlete Advisory Council (AAC), in accordance with a vote of the elite members, recommended maintaining the 2010 USAT elite membership fee at \$100, and providing a grant sourced from elite athlete dues to fund a professional triathlon association (Association). In addition, the AAC voted to require membership in the Association to be eligible for a USAT elite license. Finally, the AAC

recommended reducing elite athlete membership dues to \$39 beginning in 2011. The USAT Board of Directors approved the three AAC recommendations.

The elite athlete membership criteria included the following language: “To be eligible for an elite member license applicants must be a member of the elite athlete association designated by the AAC. Association membership is optional for Elite Collegiate, and Elite Foreign license applicants.”

One potential drawback of the prerequisite to join the Association for a USAT elite license is the issue of whether the right to compete includes the right to win prize money. This remains an unanswered question, which this resolution will resolve.

This Elite Athlete Rebate Resolution will accomplish the original intent of the vote of the elite athlete members, without the Association prerequisite, by creating a license fee rebate option. This resolution will:

- 1) Eliminate the prerequisite of Association membership to be eligible for USAT elite license;
- 2) restore the USAT elite license fee to \$100 (Elite Collegiate, and Elite Foreign licenses remain at the age-group level); and
- 3) provide a rebate of \$61 to Association members for a USAT elite license.

Financial Impact: Nominal.

Relevant & Affected By-Laws and Procedures: 1) Article VI Sec.2: “USA Triathlon shall create a class of membership known as an elite athlete membership with criteria established by the AAC and approved by the board of directors.”

2) Elite membership dues.

Whereas, the elite athlete members of USA Triathlon voted to maintain the USAT elite license fee at \$100 and use 61% of the fee to fund the Association, and

Whereas, the Athlete Advisory Council recommends an elite license fee rebate for Association members to make the license fee equal to the amount paid by age-group members, and

Whereas, the Athlete Advisory Council recommends removing the Association membership prerequisite to be eligible for a USAT elite license.

Now, therefore, let it be resolved that the following language be removed from the elite athlete membership criteria: “To be eligible for an elite member license applicants must be a member of the elite athlete association.”

Now, therefore, let it be further resolved that for 2011 the yearly USAT Elite license fee be restored from the amount paid by age-group members to one hundred dollars (\$100). Elite Collegiate, and Elite Foreign license applicants shall remain equal to the amount paid by age-group members.

Now, therefore, let it be further resolved that for 2011 the yearly USAT elite license fee include a rebate for Association members to make the license fee equal to the amount paid by age-group members.

This resolution is to take effect immediately.

Submitted by:

Victor Plata moved that the Elite Athlete Association Rebate resolution be passed. Dave Kuendig seconded the motion. Rob Kasper made a friendly amendment, Eric Averill seconded. The motion for the friendly amendment passed with 5 yes, 4 no, and 2 abstentions. The resolution as amended passed with 4 yes, 3 no, and 3 abstentions.

Rob Kasper's friendly amendment was to strike all language except:

Let it be resolved that the following language be removed from the elite athlete membership criteria: "To be eligible for an elite member license applicants must be a member of the elite athlete association."

Motion passed

Criteria for Selection

Katie Baker and Andy Schmitz presented the USA Triathlon National Team Qualification Criteria 2011-2012; USA Triathlon Project 2012 Qualification Criteria 2011-2012; and USA Triathlon Project 2016 Qualification.



USA Triathlon National Team Qualification Criteria 2011-2012 (2011 Version)

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 (USAT) 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 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 High Performance Staff (attention: katie.baker@usatriathlon.org). Submitted applications will be processed in the order in which they are received and athletes accepted to the USAT National Team 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 High 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 evaluation dates may be placed on a respective team and evaluated again at the nearest Evaluation Date. National Team members must continue to perform at the level required to re-qualify, must be meeting the race requirement as outlined in their contract and be achieving training benchmarks which predict performance for future National Team 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 National Team. If more athletes qualify for the National Team than the maximum designated number, eligibility priority lies in the following order:

1. First priority for the 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 (Final Race or Final WCS Series Ranking). Order of finish decides priority. In the event of a tie between Finale finish place and Series ranking, the priority goes to the Finale finish place.
3. Top 3 finish in an ITU World Championship Series event.
4. Invitation of the High Performance Director (HPD). 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 National Team status through the Injury, Illness or Pregnancy provision.

2011 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. National Team Athletes ("Team Athletes") may earn a Monthly Stipend based on support decisions made by the U.S. Olympic Committee (USOC). Team Athletes identified by the USOC and will be paid a set monthly stipend of \$1,500 per month. All others will be eligible to earn Performance Bonuses and may be awarded financial support from USAT (#2 below).
2. Financial support may be provided to National Team members in the form of supplemental salary. The level of funding will be based on historical performance and expectations of future performance. This funding will not be equally distributed among all National Team athletes.
3. Financial support for performance needs such as massage, nutrition counseling, specialist coaching, and other needs as approved by the High Performance unit up to a cap of \$2000 before June 30 and an additional \$2000 from July 1 to December 31.
4. 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 2010 ITU World Championships (finale). Order of finish decides priority.
 - Top 3 finish in an ITU "World Championship Series Race" in 2010. Final ITU World Championship Series (WCS) ranking decides priority.
 - Winner of the 2010 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 2010. 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.

5. Adventure Advocates Accident Insurance
6. The designated coach of each National Team athlete will receive financial support plus performance bonuses provided the coach meets all requirements. Please see the Coaching Stipend document.
7. 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.
8. USAT will cover up to \$1000 for upgrades on continuous flights over 6 hours to WCS races.
9. 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 National Team Program Manager 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.
10. Athlete must race the September 23rd, 2011 Elite National Championship. If an athlete does not race they forfeit remaining payments for the rest of 2011.
11. Athlete agrees to four gratis personal appearances (two if only a National Team member for one evaluation period) at the request of USA Triathlon. Actual appearance time (not inclusive of travel) is not to exceed four hours, unless agreed to by athlete. No more than two appearances are to require travel of more than one hour, unless agreed to by athlete. All necessary and approved expenses related to athlete appearances will be the responsibility of USA Triathlon.
12. Athlete must race at least 2 WCS Events and the WCS Finale if they accept funding to be 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.



**USA Triathlon Project 2012 Qualification Criteria
2011-2012 (2011 Version)**

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 toward 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 during the 2012 Olympic Quadrennial (2009-2012) is achieving international success in events such as ITU World Cups, ITU World Championship Series, Pan Am Games and Olympic Games. While the duration and level of support each athlete receives will be determinant on individual variables, athletes should expect support through this program not to exceed ten (10) funded races or three (3) calendar years. Athletes are expected to continue to perform at the level required to re-qualify to the program and should be making realistic progress toward the achievement of National Team status.

Application Process

Athletes meeting the Project 2012 Development Program eligibility criteria must request, complete, and submit an application to the USA Triathlon High Performance Department (Attention: Katie Baker, katie.baker@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 outlining 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 serves as a tool between the USA Triathlon High Performance Staff, the Project 2012 athlete and their coach to foster greater cooperation, communication, performance monitoring, feedback, accountability, and financial support.

Evaluation Dates

Project 2012 athletes will be evaluated twice per year for eligibility and continuance in the program. Athletes must continue to perform at the level required to re-qualify, must be meeting the race requirements as outlined in Contract Summary #5 below and must be achieving training benchmarks included in the athlete's development plan which predicts performance for future Project 2012 and National Team qualification. Evaluation dates for the Project 2012 Development Program are June 30th and November 30th.

Eligibility Criteria

In addition to being eligible to race for the United States at the time of qualification, an athlete must achieve **two** qualifying performances from the list below within a twelve (12) month period. 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 event with a Quality of Field Factor* less than 20%
3. Top 5 finish at ITU World Cup event with a Quality of Field Factor* less than 20%
4. Top 5 finish at the most recent U23 World Championships
5. Top 3 finish at PATCO Championships

6. 1st place finisher at the 2011 USAT Elite National Championships
7. Invitation of the High Performance Director. Contract benefits provided to these athletes may differ from benefits provided to athletes who qualify through criteria 1-6. Also included within this category are athletes who have been granted Project 2012 Development Program status through the Injury, Illness and Pregnancy provision.

2011 Contract Summary

1. USA Triathlon will provide a reimbursement allotment to selected World Cup and World Championship Series events. Selected events are those events included in the athlete's approved development plan, and include all events the athlete is contractually required to attend as a part of this agreement.
2. Additional financial support may be provided to Project 2012 Development Program members based on their own yearly development plans. (e.g., a Performances Services Budget to assist with massage, chiropractic, mechanic support, nutritional consultation; training camp reimbursement; living stipend) The level of funding support for each event outlined on an athlete's development plan will be decided upon and approved by the High Performance Director. Funding may not be equally distributed among all Project 2012 athletes.
3. 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.
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 2012 Development Program **must** race the Elite USA National Championships (Olympic Distance) 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 High Performance Director 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 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 High Performance Director 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:

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 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.
3. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the High Performance Director. 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 High Performance Director 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 High Performance Director.
4. The athlete, athlete's coach, and medical service providers (if available) will meet directly with the High Performance Director (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 High Performance Director 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 High Performance Director denies the athlete's request for such an exemption the athlete has the right to file an appeal under USA Triathlon's appeal procedures.



USA Triathlon Project 2016 Qualification Criteria 2011-2012 (2011 Version)

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 toward 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) is on achieving national and international success in events such as ITU World Cups, ITU U23 World Championships, FISU World University Championships, and PATCO Championships, in addition to

becoming Olympic eligible for participation in the 2012 Olympic Team Selection Process. While the duration and level of support each athlete receives will be determinant on individual variables, athletes should expect support through this program not to exceed ten (10) funded races or three (3) calendar years. Athletes are expected to continue to perform at the level required to re-qualify to the program and should be making realistic progress toward the achievement of Project 2012 status.

Application Process

Athletes meeting the Project 2016 Development Program eligibility criteria must request, complete, and submit an application to the USA Triathlon High Performance Department (Attention: Katie Baker, katie.baker@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 outlining 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 serves as a tool between the USA Triathlon High Performance Staff, the Project 2016 Athlete and their coach to foster greater cooperation, communication, performance monitoring, feedback, accountability, and financial support.

Evaluation Dates

Project 2016 athletes will be evaluated twice per year for eligibility and continuance in the program. Athletes must continue to perform at the level required to re-qualify, must be meeting the race requirement as outlined in Contract Summary #5 below and must be achieving training benchmarks included in the athlete's development plan which predicts performance for future Project 2016, Project 2012, or National Team qualification. Evaluation dates for the Project 2016 Development program are June 30th and November 30th.

Eligibility Criteria

In addition to being eligible to race for the United States at the time of qualification, an athlete must achieve **two** performances which meet any of the criteria below within a twelve (12) month period (both performances may come from #3):

8. Top 10 finish at the most recent U23 World Championships
9. Top 8 finish at the FISU University Championships within the previous 12 months
10. Top 3 finish within five percent of the winning time and within top 1/3 of the field at an ITU Continental Cup event
11. Top 5 at the PATCO Championships within the previous 12 months

12. Invitation of the High Performance Director. Contract benefits provided to these athletes may differ from benefits provided to athletes who qualify through criteria 1-4. Also included within this category are athletes who have been granted Project 2016 Development Team Program through the Injury, Illness and Pregnancy provision.

2011 Contract Summary

6. USA Triathlon will provide a reimbursement allotment to selected Continental Cup and World Cup events. Selected events are those events included in the athlete's approved development plan, and include all events the athlete is contractually required to attend as a part of this agreement.
7. Additional financial support may be provided to Project 2016 Development Program members based on their own yearly development plans. (e.g., a Performances Services Budget to assist with massage, chiropractic, mechanic support, nutritional consultation.) The level of funding support for each event outlined on an athlete's development plan will be decided upon and approved by the High Performance Director. Funding may not be equally distributed among all Project 2016 athletes.
8. 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.
9. 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.
10. All athletes within the Project 2016 Development Program **must** race the Elite USA National Championships (Olympic Distance) 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 2016 Development Program athletes are required to race the events outlined on their approved development plan. The High Performance Director 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 High Performance Director 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:

7. 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.
8. 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.
9. The athlete (and/or athlete's coach) will provide a complete, documented medical description of the injury, illness, or pregnancy to the High Performance Director. 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 High Performance Director 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 High Performance Director.
10. The athlete, athlete's coach, and medical service providers (if available) will meet directly with the High Performance Director (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 High Performance Director 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.
 11. 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.
 12. In the event the High Performance Director denies the athlete's request for such an exemption the athlete has the right to file an appeal under USA Triathlon's appeal procedures.



USA Triathlon Qualification Criteria Summary of Changes, 2011 vs. 2010

Summary of Changes to the 2011 "Team" Qualification Criteria

- To ensure merit, require two qualifying performances to make the 2012/2016 squads (one weak event won't dilute the quality of the squad) – note that just as we have provided reimbursement opportunity to "non-funded" athletes for their performances at World Cups. We will do the same for podium performances at Continental Cups. Thus, an athlete will be reimbursed for the medal performances that it took to qualify for the P2016 program. So, we may be requiring an additional event, but should not be diminishing support to the athletes truly deserving of it.
- Tightening the criteria to ensure a representative level of performance is required to be granted team access and automatic funding [Recommended changes to performance criteria: (1) top 3 vs. 6 at CCs and/or top 5 vs. 10 at PATCO and/or top 8 vs. 10 at FISU for 2016; (2) reducing to top 5 at a WC with low QOF for 2012 (vs. having the same qualifying metric as a WCS with a <20% QOF)]

- Removing per race stipend of \$1k (w/ \$5k max) and incorporate it into “additional financial support” to ensure it is used for development needs (camps, approved equipment, etc.); otherwise they can just turn and use this to offset the WCS User Fee if they don’t meet the funded criteria
- Removal of the statement “contracts will expire at the second evaluation date following qualification”. The contracts all have end dates, the evaluation statement says they are evaluated twice annually for eligibility and continuance. This is redundant – and would preclude us from setting a 6mo contract for someone who should be on a tighter leash.
- NT – increased continuous flying time to 6 hours. Not sure if a 4hr flight justifies a ‘guaranteed’ \$1k allowance for an upgrade.
- NT – remove contract incentives; all incentives will be incorporated into the HP Incentive Plan
- NT – require 4 appearances at the request of USAT (expenses paid for by USAT)

Eric Averill made a motion, Celeste Callahan seconded to adopt the USA Triathlon National Team Qualification Criteria 2011-2012; USA Triathlon Project 2012 Qualification Criteria 2011-2012; and USA Triathlon Project 2016 Qualification be approved.

Motioned passed unanimously with one abstention.

CU Bolder Program

Andy Schmitz and Katie Baker presented the Boulder Collegiate Elite Program Justification:



BOULDER COLLEGIATE ELITE PROGRAM JUSTIFICATION

1. Introduction

The top Junior athletes in our Olympic pipeline do not currently have age-appropriate and developmentally-appropriate opportunities to further groom their talents into medal winning performers at the elite level. Two primary pathways to consider after high school: (1) accept a scholarship from an NCAA institution and continue to develop their running or swimming talent to an elite level (while hopefully keeping a slight touch with the other two disciplines) or (2) attempt to focus on triathlon in an immature development environment for athletes of this age – either on a recreational university club team or somewhat independently with their High Performance Team (HPT) or personal coach.

The evolving landscape of ITU continues to highlight the success of young athletes, most recently the Brownlee brothers and Paula Findlay. Further, the potential inclusion of the mixed gender super sprint relay and increasing relevance of the sprint distance favor peak power and speed more likely to be optimized by young athletes as compared to their veteran counterparts.

This program will provide a specific pathway for high school graduates with Olympic potential to stay in the sport, compete at a high level and achieve a college degree.

2. Why Now?

- The ITU landscape is changing; we **must** stay ahead of the curve.
- We currently have the best crop of Junior athletes in our history and likely the best depth of young talent any National Federation has ever seen.
- Top HS athletes are attracted to our sport: in an age of specialization, our current crop of Junior athletes posted 2 Top-10s and 5 Top-50s at the Nike Cross Country Championships this past weekend in Oregon.
- The HPT program launched in 2008 is identifying and developing athletes at a rate which will make this program sustainable – and necessary to keep these athletes focused on our sport and the Olympic format.
- NCAA Status: we need a model that will showcase talent, ability and opportunity to the proposed inclusion of triathlon as an NCAA sport.

3. Why Boulder?

- Attract both Athletes and Sponsors: CU-Boulder has a strong academic reputation; Boulder is a “sexy” location with a strong flag already planted as a triathlon mecca. We have to be able to compete with other alternatives.
- Resources: the OTC and NGB are relatively close; opportunity for support partnerships in community
- Strong donor base of wealthy individuals and strong triathlon history

4. How it works...

- USOC support through funding and Stupak Scholarships
- USAT support through coaching/support structure and financial investment;
- Private donor support to offset the difference

5. How we WIN...

- The preparation of 2016 Rio medalists begins in 2011
- Investment in a TEAM philosophy that will be the cornerstone of our 2016 and 2020 Olympic squads
- Opportunity for ongoing structure as a pilot Center of Excellence (think Michael Phelps and his continued involvement with the coach and team who developed him)
- The model leads to NCAA status or the launch of additional locations when the demand necessitates

COLLEGIATE ELITE PROPOSED BUDGET

Income	2011	2012	2013	2014
USOC Funding	\$50,000	\$100,000	\$100,000	\$100,000
USAT Funding	\$50,000	\$100,000	\$100,000	\$100,000

Sponsors	\$20,000	\$25,000	\$35,000	\$40,000
Private Donors	\$50,000	\$70,000	\$100,000	\$125,000

Total Program Revenue \$170,000 \$295,000 \$335,000 \$365,000

Expense	2011	2012	2013	2014	
Coaching Salaries	\$65,000	\$95,000	\$105,000	\$115,000	To start: 1.2FTE, build to 2FTE by year 4
Oversight/Support	\$5,000	\$5,000	\$5,000	\$6,000	USAT Staff, team director travel to Boulder
Off Campus Training and Medical	\$10,000	\$20,000	\$20,000	\$20,000	Auxiliary training needs + sports medicine/massage/etc.
Equipment Purchases	\$20,000	\$35,000	\$30,000	\$30,000	Leverage sponsors best as possible: Bikes, gear, CTs, etc.
Uniforms	\$4,000	\$10,000	\$10,000	\$13,000	
Nutrition	\$5,000	\$12,000	\$13,000	\$16,000	
Administrative	\$1,000	\$2,000	\$2,000	\$3,000	Office supplies, shipping, mobile phone, etc
Travel	\$6,000	\$8,000	\$10,000	\$12,000	\$2k Coach travel + 2RT/athlete per year (race travel from USAT budget)
Scholarships	\$50,000	\$100,000	\$140,000	\$150,000	(1) 4x\$12.5k; (2) 4x\$20k, 2x\$10; (3) 4x\$20k, 4x\$10k; (4) 5x\$20k, 5x\$10k
Contingency	\$4,000	\$8,000	\$0	\$0	

Total Expense \$170,000 \$295,000 \$335,000 \$365,000

Discussion was held and there was concern about the selection process. The BOD voted to delay voting on the CU Bolder program until the January meeting. **The vote to delay until January passed with a vote of 9 yes and 1 abstention.**

ESIX Services Fee

Bob Wendling moved that the new contract with Essix be approved. Jim Donaldson seconded the motion.

Motion passed unanimously with one abstention.

Fulfillment

Tim Yount led the discussion regarding the contract with Ancor and TMR Direct. Eric Averill made a motion that we switch our services from Ancor to TMR Direct. Celeste Callahan seconded the motion.

Motion passed unanimously.

Discussion Items:

Office Update

Tim Yount, Acting ED provided an office update on efforts made to recoup monies owed to USAT as listed in the monthly financial report's "Accounts Receivable-Aging Summer".

International Relations Committee Report

Melissa Merson reported that she was waiting to hear more information from WTC. This report will be continued at the January meeting.

The BOD then went into executive session.

Following the executive session Celeste Callahan moved that the meeting be adjourned.