

USAT Board of Directors
Teleconference Call
March 7, 2011

In attendance:

Bob Wendling
Eric Averill
Candy Cheatham
Brian Harrington
Celeste Callahan
Kevin Smeltzer
John Lines
Steven Sexton
Dave Kuendig
Victor Plata
Vince O'Brien
Melissa Merson -ex-officio

Staff:

Rob Urbach
Tim Yount

Guest:

Jon Beeson

Bob Wendling called the meeting to order at 6.00 pm MST.

Office Update

Rob Urbach updated the Board on his first week at USA Triathlon.

International Relations Committee

Melissa Merson reported on the President of the International Triathlon Union, Marisol Casado, and her visit to the United States.

Board Goals

Eric reviewed Board goals. John Lines volunteered to be the Board owner of developing and implementing the national youth program.

Unfinished Business

Bob Wendling appointed Kevin Smeltzer to serve as the Board liaison to the Age Group Committee, and Vince O'Brien was appointed to serve as Board liaison to PROTA.

Paratriathlon

SELECTION CRITERIA AND PROCEDURES FOR THE 2011 ITU LONG DISTANCE PARATRIATHLON WORLD CHAMPIONSHIPS

I. Criteria. Any current member in good standing of USA Triathlon (U.S. citizens or U.S. Nationals) classified in an approved USA Paratriathlon category may qualify for Team USA and the 2011 ITU Long Distance Paratriathlon World Championship.

II. Paratriathlon Category Classification. Athletes registered to compete at the 2011 Long Distance Paratriathlon World Championship must be officially classified and placed in an ITU Paratriathlon Category as outlined in USA Triathlon's Competitive Rules. ITU Paratriathlon categories have been instituted and shall be maintained as follows:

- ☐ *TRI 1 - Handcycle: Including Paraplegic, Quadriplegic, Polio, Double Leg Amputee. Athlete must use long-seat hand-cycle on the bike portion and racing wheelchair on run.*
- ☐ *TRI 2 - Severe Leg impairment: Including Above-knee Amputees. Athlete must ride bicycle and run with above knee (or similar) prosthesis or crutches.*
- ☐ *TRI 3 - Les Autre: Including athletes with Multiple Sclerosis, Muscular Dystrophy, Cerebral Palsy, Double Leg Amputee (runners) or Paralysis in multiple limbs. Athlete must ride a bicycle and run. (May use braces or prosthesis)*
- ☐ *TRI 4 - Arm impairment: Including Above and Below Elbow Amputees or impairment in one or both upper limbs. Athletes may use prosthesis, brace or sling on the bike and/or run.*
- ☐ *TRI 5 - Moderate leg impairment: Including Below-knee amputees. Athlete must ride bicycle and run with prosthesis or crutches.*
- ☐ *TRI 6 - Visual Impairment: Legally Blind. (20/200 vision with best corrective vision.) A handler of the same sex is mandatory throughout the race. Athlete uses a tandem bicycle. Athletes may be tethered.*

III. Selection System. The athlete must be able to be medically classified and placed in a ITU Paratriathlon Category and complete a USAT sanctioned long course triathlon conducted under USAT Competitive Rules in a time of seven (7) hours or under OR complete a USAT sanctioned ultra distance triathlon between August 1, 2010 and July 1, 2011.

IV. Selection Procedure. Once an athlete meets the above criteria and completes a USAT sanctioned Long distance or Ultra distance triathlon between the given dates and within the time standard outlined above, the athlete must email the Team USA Department at teamusa@usatriathlon.org and show proof of the race and finish time. The Team USA department will then contact the athlete via email with instructions on how to secure their World Championship slot.

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2011 USA Paratriathlon National Team Qualification Criteria

Introduction The primary objective of the USA Paratriathlon National Team program is to provide an administrative and financial support structure to assist athletes in achieving optimal results for themselves and Team USA at the USA Paratriathlon National Championship and the ITU Paratriathlon World

Championship. The USA Triathlon National Team is composed of those athletes with proven performance capability at domestic and international triathlons.

Paratriathlon Category Classification. Each athlete applying for the 2011 USA Paratriathlon National Team must have already been officially classified or be scheduled to be officially classified at the 2011 Accenture USA Paratriathlon National Championship and subsequently placed in an official ITU Paratriathlon Category as outlined in USA Triathlon's Competitive Rules. ITU Paratriathlon categories are maintained as follows:

□ *TRI 1 - Handcycle: Paraplegic, Quadriplegic, Polio, Double Leg Amputee. Athlete must use long-seat hand-cycle on the bike portion and racing wheelchair on run.*

□ *TRI 2 - Severe Leg impairment: Above-knee Amputees. Athlete must ride bicycle and run with above knee (or similar) prosthesis or crutches.*

□ *TRI 3 - Les Autres: Includes athletes with Multiple Sclerosis, Muscular Dystrophy, Cerebral Palsy, Double Leg Amputee (runners) or Paralysis in multiple limbs. Athlete must ride a bicycle and run. (May use braces or prosthesis)*

□ *TRI 4 - Arm impairment: Including Above and Elbow Amputees or "impairment" in one or both upper limbs. Athletes may use prosthesis, brace or sling on the bike and/or run.*

□ *TRI 5 - Moderate leg impairment: Below-knee amputees. Athlete must ride bicycle and run with prosthesis or crutches.*

□ *TRI 6 - Visual Impairment: Legally Blind. (20/200 vision with best corrective vision.) A handler of the same sex is mandatory throughout the race. Athlete uses a tandem bicycle. Athletes may be tethered.*

Team Size

The USA Paratriathlon National Team shall be limited to one (1) male and one (1) female per ITU Paratriathlon Category. If there are open slots available for any specific category and gender, USA Triathlon reserves the right to fill or not fill the open slot(s) with a qualified athlete from another category or gender.

Application Process

Athletes that meet the National Team eligibility criteria must request complete and submit a National Team application to the Team USA Department. Submitted applications must be submitted to the Team USA Department no later than April 15, 2011. The National Team will then be announced via the USAT website news release no later than 30 days from the due date.

The purpose of the application process is for eligible athletes to submit an annual training and competition plan that outlines specific goals and key competitions for the year ahead. The plan then serves as a tool for the Team USA Department to foster greater cooperation, communication, accountability, and financial support.

Eligibility Criteria

All Paratriathletes must be a current member in good standing of USA Triathlon (U.S. citizens or U.S. Nationals). Athletes must meet at least one of the following criteria in order to qualify for the USA Paratriathlon National Team. If more athletes qualify for the National Team than the maximum designated number, eligibility priority lies in the following order:

1. Gold medalists from the 2010 ITU Paratriathlon World Championship.
2. Gold medalists from the 2010 USA Paratriathlon National Championship.

3. Discretionary invitation by the selection panel. These discretionary slots will be based on podium (1st, 2nd, or 3rd) finishes at the events mentioned in 1-2 above.

4. Gold medalists from any other 2010 ITU Paratriathlon WCS events.

In the event of a tie, we will use the criteria (1-3) above but from the previous year (2009). In the event of a further tie, the final selection will be made by the Executive Director of USA Triathlon.

Selection Panel

The selection panel is made up of the USAT High Performance Director, the USA Paratriathlon Committee Co-Chairs, the USAT Paratriathlon Board Liaison, and the Team USA Manager. This group will meet via a conference call to review all submitted applications and discuss discretionary invitations and further nominate the 2011 USA Paratriathlon National Team.

National Team Monetary Stipends and Bonuses

(a) Travel Stipend: National team athletes will no longer be receiving a travel stipend to attend any National events. Each team member who qualifies for the ITU World Championships in Beijing will receive a \$2,000 travel stipend to help offset the costs of travel. This stipend is to be paid after the event in a reimbursement check from USAT.

(b) Performance Bonus: National team athletes who earn a Gold medal at the ITU World Championships in Beijing will earn an extra \$1,500. National Team athletes who earn a silver medal at the ITU World Championships in Beijing will earn an extra \$1,000. National Team athletes who earn a bronze medal at the ITU World Championships in Beijing will earn an extra \$500. This performance bonus is to be paid after the event in a reimbursement check from USAT.

(c) Additional Monetary Stipend: All Paratriathletes who earn a podium finish (1st, 2nd or 3rd) at the ITU World Championships in Beijing, who are not National Team Members, are eligible for a travel stipend should the USA Paratriathlon Committee have any additional monies leftover after paying out the National Team athletes. Should money be available, it will be equally distributed to all eligible Paratriathletes after the event in a reimbursement check from USAT.

National Team MOU Each National Team member will be required to read and sign a memorandum of understanding. This will include athlete benefits, code of conduct, team rules, and other various components of being on the USA Paratriathlon National Team.

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SELECTION CRITERIA AND PROCEDURES FOR THE 2011 ITU PARATRIATHLON WORLD CHAMPIONSHIPS

I. Criteria. Any current member in good standing of USA Triathlon (U.S. citizens or U.S. Nationals) who is competing in the National Championship wave at the 2011 USA Paratriathlon National Championship may qualify for the 2011 ITU Paratriathlon World Championships.

II. Paratriathlon Category Classification. All athletes registered to compete in the National Championship wave at the 2011 USA Paratriathlon National Championship must be officially classified and placed in an ITU Paratriathlon Category as outlined in USA Triathlon's Competitive Rules. ITU Paratriathlon categories have been instituted and shall be maintained as follows:

☐ *TRI 1 - Handcycle: Including Paraplegic, Quadriplegic, Polio, Double Leg Amputee. Athletes must use long-seat hand-cycle on the bike portion and racing wheelchair on run.*

□ TRI 2 - Severe Leg impairment: Including Above-knee Amputees. Athlete must ride bicycle and run with above knee (or similar) prosthesis or crutches.

□ TRI 3 - Les Autre: Including athletes with Multiple Sclerosis, Muscular Dystrophy, Cerebral Palsy, Double Leg Amputee (runners) or Paralysis in multiple limbs. Must ride a bicycle and run. (May use braces or prosthesis)

□ TRI 4 - Arm impairment: Including Above and Elbow Amputees or "impairment" in one or both upper limbs. Athletes may use prosthesis, brace or sling on the bike and/or run.

□ TRI 5 - Moderate leg impairment: Including Below-knee amputees. Athlete must ride bicycle and run with prosthesis or crutches.

□ TRI 6 - Visual Impairment: Legally Blind. (20/200 vision with best corrective vision.) A handler of the same sex is mandatory throughout the race. Athlete uses a tandem bicycle. Athletes may be tethered. .

III. Selection System. Athletes must be already classified or be evaluated during their scheduled classification appointment prior to the race and complete the 2011 USA Paratriathlon National Championship in a time of four (4) hours or less.

IV. Selection Procedure. Once athletes complete the 2011 USA Paratriathlon National Championship within the time standard, the Team USA Department will contact those who have qualified for the ITU Paratriathlon World Championship via email.

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Jon Beeson, Paratriathlon Committee Chair, provide information on the resolutions.

John Lines motioned, Candy Cheatham seconded to adopt the Selection Criteria and Procedures for the 2011 ITU Long Distance Paratriathlon World Championships; 2011 USA Paratriathlon National Team Qualification Criteria and; Selection Criteria and Procedures for the 2011 ITU Paratriathlon World Championships.

Motion passed unanimously

Race Director Committee

Resolution for Board Action

March 7, 2011

Subject: Race Director Committee Reform

Background: The most recent description of the Race Director Committee of the National Board of Directors recorded in the 2010 USAT Committee Guide is the following:

Race Director Committee (RDC)

The mission of the RDC is to provide race directors, veteran and new alike, the opportunity to learn more about and understand USAT sanctioning agreements. They are also available as a resource to address any issue, questions or problems that may arise regarding the production and management of USAT events and provide information about vendors, sponsors, etc. The RDC strives to bring continuity to USAT events held in all regions, insuring the existence of the basic minimum sanctioning requirements and

educate race directors in the optional programs offered through sanctioning as well. The RDC advocate fairness and equity as it applies to race director issues and is a sounding board between the race director and USAT BOD and the National office.

The RDC consists of 9 individuals of which at least two (2) are women, two (2) are race directors who perform their duties purely as volunteers, and at least one (1) member represents races of less than 300 participants.

Additionally, the West, Central & Pacific zones must have at least two (2) race director representatives. The USAT National Office screens applicants and appointments to the RDC are subject to the approval of the USAT Board of Directors. Appointments are for two (2) years for a maximum of 4 years. Terms are staggered to preclude the entire Committee being appointed at the same time. RDC Chairperson is rotated annually and is elected by the Committee members.

In addition to errors of grammar and spelling, this description leaves both the structure and function of the committee incomplete and unclear. In order to revitalize the structure and the mission of the committee, a better structural description and a set of long range and specific expectations are required.

Financial Impact: None.

Relevant and Affected Bylaws and Procedures:

Bylaws: None.

Rules: None.

Procedures: None

Whereas, the Race Director Committee is currently poorly defined and directed by the Board,
and

Whereas, there is urgent need to increase the voice of Multisport Race Directors in USA
Triathlon affairs, and

Whereas, there is an urgent need to reassess and increase the services that USAT offers
Multisport Race Directors,

Now, therefore, let it be resolved that effective immediately, the Board of Directors approves a
new organizational structure and a new mission statement as described in the accompanying
document.

Submitted by: Eric Averill

THE USA TRIATHLON RACE DIRECTOR COMMITTEE (PROPOSED)

- I. Mission Statement- The Race Director Committee shall advocate for all multisport race directors in the areas of education, business management, intercommunications, and in the participation of the formulation of all USAT actions and regulations that affect them.
- II. Committee Structure
 - a. The Committee shall comprise no less than five or no more than nine members, who reasonably represent diverse regions of USAT, genders, and diverse sizes and types of race organizations.
 - b. Each year the committee will be populated at the first in person meeting of the Board of Directors in consultation with the Staff Liaison.
 - c. The Chair of the Committee shall be elected by a majority vote of the Committee at its first meeting.
 - d. The Board of Directors expects that the minutes of each meeting be made available to the Board liaison to report to the Board of Directors on a timely basis.
 - e. The Committee shall include and consult the Staff Liaison in all communications, meetings, resolutions, and deliberations.
 - f. The Committee shall utilize the Board Liaison in all communications with the Board of Directors.
- III. Committee Function
 - a. The Strategic Goals listed above notwithstanding, the Committee shall set its goals for the year at its first meeting.
 - b. The Committee shall meet on a regular basis, approximately monthly such that its business can be conducted in an efficient manner.
 - c. The Committee shall hold meetings, deliberate, and vote according to Robert's Rules of Order to the degree decided upon by a majority of the Committee.
 - d. The Committee shall respond to Board inquiries in a timely fashion according to the needs of the Board.
- IV. Strategic Goals- 2011
 - a. Investigate and implement new and effective methods of communication with and among race directors.
 - b. Develop a plan to increase the proportion of multisport race directors that embrace the USA Triathlon sanctioning process.

- c. Develop formal methods of:
 - i. Polling race directors on pertinent issues.
 - ii. Analyzing and summarizing the opinions of race directors regarding these issues.
 - iii. Representing these opinions to the Board of Directors
- d. Investigate and evaluate the potential usefulness of forming Race Director sub Committees in the regions.
- e. Form a set of standards, and a system of assessing and responding to ethical and business complaints and concerns regarding Race Directors submitted by other race directors, racers, sponsors, officials and other constituents.
- f. Investigate the practicality of instituting a system of rewards for exceptional race directors.
- g. Investigate the practicality of alternate ways of funding the officials program.
- h. Develop a strategy to better integrate the Committee with Race Directors at the annual Race Director Symposium.

John Lines motioned, Celeste Callahan seconded to adopt the Race Director Committee Reform and Proposed Race Director Function and Structure.

Motion passed unanimously

Independent Director

After Board discussion Bob Wendling recommended the nominating committee reconvene and come up with a process.

Meeting adjourned at 7:23 pm MST.