

DATE: April 19, 2013

TO: LSC General Chairs  
LSC (Senior) Coach Reps  
USA Swimming Board of Directors  
USA Swimming Athletes Executive Committee  
USA Rules & Regulations Committee  
USA Swimming Committee Chairs  
Interested Others  
Anyone Interested in the Organization of USA Swimming

FROM: Peter Carney, Chair, USA Swimming Governance Committee

RE: Potential Changes in the Governance Structure of USA Swimming

This is the second communication from the Governance Committee to the swimming community regarding our current proposals for change in our governance structure, in which we describe them, explain our rationale, and, mostly importantly, solicit feedback from you. Drafts of the actual proposed legislation are included.

1. **Prior Committee Communications:** <http://www.peterecarney.com/swimgov>
2. **Recommendation Overview:** To recap, we have recommendations in three areas:
  - A. Shift from an annual to biennial convention (with education, training, certification programs in alternate years)
  - B. Change from Wednesday-Saturday format to Sunday-Wednesday format
  - C. Change the manner in which some delegates are selected (including, a reduction from 6 to 4 LSC delegates, with ability to receive additional delegates based on athlete registration and other criteria and the addition of direct club selection of delegates)
3. **Comments on Biennial Meeting of House of Delegates:**
  - A. The workload of the convention has been reduced over the years. That is the first driver for this proposal. The observations in this paragraph will be personal, made by someone who has been a delegate at every single US Aquatic Sports Convention (and USA Swimming House of Delegates) meeting since the first one in 1980. We have matured as an organization. House meetings are over in time to watch the early Saturday football games. In Phoenix, we ran so long that the hotel staff kicked us out of the meeting room to set up for the banquet. The budgeting, legislative and elections processes have become efficient and predictable.
  - B. The even bigger potential benefit is expanding the educational, training and certification opportunities in the odd numbered years. This event can be enlarged and improved over what is offered today. It can be made a destination event that attracts most current delegates, but, more importantly, attracts new audiences and participants. Vendors will like it better because they can reach more people with an actual interest in what they are selling. Multiple tracks can be built to tailor effective education for different groups. Let's turn the relevant staff and committees loose.
  - C. The new people attracted to the educational events can be invited to get more involved in either USA Swimming or their home LSCs, always a challenge these days.

- D. A biennial meeting of the House of Delegates will reduce the same old, same old and appear more relevant. Both types of events (House meetings and education meetings) should improve and invigorate dialog amongst the Swimming family. We meet every year on different tracks.
  - E. We will need to rethink our convention preparation for new delegates, at all levels, including LSCs and athletes. Sending someone in his/her first year more as an observer, then in the second year as a trained delegate won't work. Again, we will have innovate methods to address this concern. Maybe we include sessions in convention preparation in the odd year events. Or maybe, we expand the First Timer's Workshop at the beginning of the business meetings.
4. **Comments on Change in Day of Week:**
- A. Expectations for collegiate coaches have changed significantly over the past couple of decades. With the emphasis on fund raising and alumni relations, most universities essentially require all their coaches to be present during football game and related events. Add recruiting to that mix and you can see how difficult it is for collegiate coaches to fully participate in our governance.
  - B. This proposal is not special treatment for our elite coaches. Rather, it allows all of us to benefit from the wisdom, insight and experience of some of our very best minds. Think of the incredible expertise that Teri, Gregg, Steve, Eddie, Dave and Tim (6 of our 9 Olympic coaches in London are college coaches) offer to USA Swimming. Beyond them there are dozens of other experienced experts. Let's make it easier for them to help us.
  - C. There are challenges here as well. For some delegates, depending on where they live and where the convention is in any given year, it may mean in some years, a bit more work or school missed. However, with a biennial convention, that issue is reduced. The convention schedule, with the education sessions largely removed, might be able to be streamlined.
5. **Comments on Delegate Selection Processes**
- A. The Governance Committee strongly supports the idea of a large and diversely selected House of Delegates. We do not seek to reduce the size of or radically change the composition of the House, merely fine tune it some.
  - B. The proposed changes to LSC delegate process are not a major change. Many of our smaller LSCs today choose not to send 6 delegates, so a nominal reduction to 4 should have little effect on them. The ability to name additional delegates based on athletes gives larger LSCs an objective and automatic method to supplement their base of 4 delegates. Chances are they will end up with a good number of Presidential appointments as well.
  - C. Allowing high performing clubs to name their own delegates strengthens the diversity of delegate selection. It will allow someone who hasn't yet risen to a position of LSC leadership (or doesn't have the time) to become a contributing delegate based on club performance in the pool by 18 and under swimmers. Don't think that will happen? One of our London Olympic coaches was not a member of OIOC or hold an LSC office that is a delegate position, but as the coach of a Gold Medal club, we could benefit from his expertise under this proposal.
6. **Responses:** Please address any questions, suggestions or comments to Peter Carney (Chair, Governance Committee) at [peter@peterecarney.com](mailto:peter@peterecarney.com) or Pat Hogan (Staff Liaison to Committee) at [phogan@usaswimming.org](mailto:phogan@usaswimming.org). If you have an opinion or a question, we want to hear from you.

***[Please forward to anyone you feel might be interested.]***

**USA Swimming  
Governance Committee  
2013 Proposed Legislation**

*WORKING DRAFT – APRIL 20, 2013*

**A. SHIFT FROM AN ANNUAL TO BIENNIAL MEETING OF THE HOUSE OF DELEGATES**

**503.1 OFFICERS** — All USA Swimming officers, except the Secretary and the Athletes Vice President, shall be elected by the House of Delegates at ~~annual~~ meetings held in even-numbered years.

**503.6 TERM OF OFFICE** — The elected officers shall hold office for two years or until their successors are elected and qualified. Their term of office shall commence at the close of the ~~annual~~ meeting of the House of Delegates at which they are elected.

**504.2 ZONE DIRECTORS** — Each zone shall have one coach and one non-coach director from the zone as its Zone Representatives, elected at the ~~annual meeting in the following years~~ meetings held in even-numbered years.

	<b>Coach</b>	<b>Non-Coach</b>
Eastern Zone	Even Years	Odd Years
Southern Zone	Odd Years	Even Years
Central Zone	Odd Years	Even Years
Western Zone	Even Years	Odd Years

.1 Both coach and non-coach Zone Directors will be elected by the members present (with each LSC entitled to three votes) at their Zone meeting ~~in the appropriate year~~.

**506.1 COMMITTEES AND COORDINATORS**

- .1 Standing committees of USA Swimming shall be as listed in this Article.
- .2 Except for those individuals who qualify for their positions under some other provision of Article 506:
  - A Non-athlete committee members shall serve four year terms.
  - B Non-athlete committee members' terms shall be staggered so that one-fourth of all non-athlete ~~members are appointed each year by the President following the annual meeting of the Corporation in even numbered years and following the same point on the calendar in odd numbered years as the previous meeting of the Corporation.~~
- .3 Unless otherwise specified in these Bylaws, ~~the President shall appoint all committee chairmen for one year terms.~~

**506.3 OLYMPIC INTERNATIONAL OPERATIONS COMMITTEE**

- .1 The Olympic International Operations Committee shall be formed at the ~~annual~~ meeting of the House of Delegates in the year ~~preceding~~ of the Olympic Games and the terms of the newly elected members shall commence on the day following ~~the that meeting. conclusion of the Olympic Games and end the last day of the next Olympic Games.~~
- .3 Organizations entitled to appoint members to the Committee shall submit the names of their appointees in writing to the national office at least thirty (30) days prior to the first official meeting of the quadrennium at the ~~annual~~ meeting of the House of Delegates...

*Governance Committee Note: In addition to the Olympic International Operations Committee, there are several committees described in the By-Laws. Those sections are NOT shown here as there is no change to the manner in which appointments are made. In addition, for all standing committees not listed in these By-Laws, the Policy Manual should be reviewed by the Board of Directors to determine if any changes should be made.*

**507.2 MEETINGS**

.1 The ~~annual~~ biennial meeting of the House of Delegates shall be held in even-numbered years, at any date, time, and place, as may be fixed in the notice of such meeting.

**508.2 GENERAL FINANCIAL PROCEDURES** — The Treasurer shall supervise the preparation of the USA Swimming ~~annual~~ budget by the Executive Director and staff and shall be responsible for presenting such budgets to the Board of Directors for approval and to the House of Delegates for adoption at the USA Swimming ~~annual~~ meeting. The Treasurer shall prepare ~~an annual~~ financial report to be presented to the House of Delegates at the ~~annual~~ meeting.

**509.4 SUSPENSION OF LSC VOTING** — Should an LSC not be current, including extensions, with its financial reporting requirements to USA Swimming as of 45 days prior to the ~~annual~~ meeting of the USA Swimming House of Delegates...

**511.2 AMENDMENTS PROPOSED**

- .3 **Last Date for Proposal** — Every proposed amendment shall be submitted to the chairman of the Rules & Regulations Committee no later than the **May 15** preceding the ~~an annual~~ meeting of the USA Swimming House of Delegates.

#### **604.3 FORMATION OF A NEW LSC**

- .2 The USA Swimming Rules and Regulations Committee shall make a recommendation to the USA Swimming House of Delegates at the next ~~annual~~ meeting for its approval or disapproval.

**605.4 CHANGE IN ZONE ALIGNMENT** — If an LSC by a two-thirds (2/3) vote of the members present at a meeting of the LSC House of Delegates approves a change moving the LSC from one Zone to another, and if both Zones approve of the change by majority vote of the LSCs in each Zone, that change shall become effective at the close of the next USA Swimming ~~annual~~ meeting at which the USA Swimming House of Delegates shall approve the change.

### **B. CHANGE FROM WEDNESDAY – SATURDAY TO SUNDAY – MONDAY MEETING FORMAT**

#### **507.2 MEETINGS**

- .1 The annual meeting of the House of Delegates shall be held at any date, time, and place, as may be fixed in the notice of such meeting.
- .8 Resolutions of a legislative nature presented to the House of Delegates shall be subject to the same process as set forth for Amendments in Article 511.

*Governance Committee Note: No legislation is required as the days of the week for the convention are not specified in the By-Laws. A resolution approving a change in the days of the week will be presented to the House of Delegates for its consideration. It is not clear to the Governance Committee whether or not this resolution would be considered legislative in nature by the Rules & Regulations Committee. The Governance Committee, taking a conservative approach and being fully transparent with its recommendations, offers the following resolution to effect a change in the days of the week.*

Whereas, USA Swimming has always sought a wide range of opinions and backgrounds in its House of Delegates,  
Whereas, many collegiate coaches, who would otherwise be able to participate in the House of Delegates, are unable to do so, as a result of university work requirements during the college football and recruiting seasons,  
Whereas, USA Swimming would benefit from the insight and experience of collegiate coaches in the House of Delegates, and  
Whereas, USA Swimming has and will continue to communicate with its sister aquatic organizations regarding the scheduling of its meetings,  
Therefore, be it resolved, that USA Swimming hold its meetings of the House of Delegates in a Sunday-Wednesday format, effective with its meeting in (year TBD).

### **C. CHANGES TO DELEGATE SELECTION**

#### **507.1 ORGANIZATION**

~~3. The following from each LSC shall be members of the USA Swimming House of Delegates: the chairman of its Administrative, Senior, and Age Group divisions; the athletes' representative to the LSC; the coaches' representative to the LSC; and its General Chair. Each LSC will be permitted to name the following members of the USA Swimming House of Delegates: the General Chair, the athlete representative and two (2) at-Large members selected according to LSC rules. For every additional 3,000 year round athlete members beyond 2,000 year round athlete members, each LSC will be permitted to name one (1) additional at-large member, up to a maximum of 5 additional members. Each LSC with the maximum of 5 additional members must appoint at least one (1) athlete from those additional members. The number of registered athletes will be as of August 31 of the prior calendar year. An alternate for each of the delegates may also be elected. Information that may be of assistance to the House of Delegates at its next meeting shall be provided in a conspicuous place on the website.~~

.7 The President shall be empowered to appoint up to ten percent (10%) of the ~~total membership as~~ members of the House of Delegates. ~~One fourth (1/4) of all those appointed shall be appointed in equal numbers from members, other than athletes, of the five (5) LSCs having the largest number of registered athletes as of August 31 of the prior calendar year.~~

*Governance Committee Note: The changes proposed in .3 above provide for larger LSCs receiving more votes, rendering unnecessary the prior requirement that one fourth of the Presidential appointments come from the 5 largest LSCs. It should also be noted that .2 (not shown here) which provides for athlete representation includes a provision to ensure for 20% athlete representation.*

.9 In each LSC, the single highest ranking club as determined by the Club Excellence Awards shall be permitted to name a member of the House of Delegates, provided the club has been named a Gold or Silver Medal club. If no club in an LSC has achieved Gold or Silver status, this provision shall not apply.