

**Proposed Amendments to the
Bylaws and Operating Regulations of USA Track & Field
2011**

Below please find the proposed 2011 amendments to the Bylaws and Regulations of USA Track & Field. Based on the discussion at the L&L Fall Conference Call, they are divided into the following sections based on the recommendation of the Law and Legislation Committee:

1. Items for **discussion** in St. Louis - 11
2. Items proposed as **rejected** - 2
3. Items proposed as **Accepted** – 14

The accepted proposals were approved with no objections. The two rejected proposals got the votes of their proposers and no other. On many of the discussion items, there was agreement in principal about the way we were going, but final language was not agreed on. It is also understood that any item may be raised and discussed in St. Louis as long as it is not withdrawn by the author.

These proposals are presented first in abbreviated form for easier scanning, and then en toto containing the action requested, the proposed amendment with deleted language within ((double parentheses)) and added language underlined, the rationale, the constituencies affected, and the estimated budget impact. If you would like to make comment on any of the items to the Committee, please forward it to the Secretary, Tim Baker at tbaker03@verizon.com for distribution. If you would like to speak before the Committee, we would appreciate it if you would write out your remarks and send them to Tim before the beginning of the Annual Meetings. He will distribute these to the Committee. You may then contact Tim (302-602-1656) when you get to St. Louis to schedule a time.

DISCUSS

08A14 and Reg 21 Erwin (Associations) **L&L Recommendation – Discuss**

a. **Action Requested:** Amend Article 15 and Reg 21 to Establish a Grievance Administrator to help make the grievance process under our rules operate more smoothly and efficiently.

11A.21.D and E.6 Greifinger **L&L Recommendation – Tabled**

Placeholders for eliminating or amending Articles 21 (Amendments by the Board:)-D and 21-E-6, pending discussions with the Board.

12A21.E.1 Baker (L&L Secretary) **L&L Recommendation – Discuss**

a. **Action requested:** Amend Article 21-E-1 by changing the date amendments are due from 90 to 120 prior to the meeting to give L&L more time to review the proposals and discuss them with the Board.

14-1-R7.E.1.a Koch (Organizational Services Chair -on behalf of the AEC and General Counsel) **L&L Recommendation – Discuss**

a. **Action requested:** Amend Regulation 7-E-1-a by adding two new additional Association standards to improve Association functioning

19R9.E Koch **L&L Recommendation – Discuss**

A. **Action requested.** Amend Regulation 9 concerning Committee elections.

20R9.E Baker **L&L Recommendation – Discuss**

A. **Action requested.** Amend the above proposal from Ed Koch re Committee Elections allowing Committees to run their own with member approval.

25Reg 18. J. Bahakel (Officials Committee) **L&L Recommendation – Discuss**

a. **Action Requested:** Amend Regulation 18 – J regarding Officials selection

28R25 (PLACEHOLDER) GREIFINGER (on behalf of National Office, General Counsel, and Agent Registry Task Force) **L&L Recommendation – Discuss when we have language**

a. **Action Requested:** Amend Regulation 25 in its entirety to reflect modifications made by the Agent Registry Task Force. These modifications have been drafted but are awaiting additional information from the IAAF (modifications will be consistent with the new agent regulations created by the IAAF this year).

16R7.G.3 Koch **L&L Recommendation – Discuss**

A. Action requested. Amend Regulation 7-G-3 concerning notification of Association elections.

REJECT

21R13 and 19 **Kuscsik (Women's LDR for MUTT)** L&L Recommendation – Reject

a. **Action requested:** Change Reg 13.D to Allow the Mountain/Ultra/Trail Running Council to approve road records within its discipline

23R17 Stolley (Coaches Advisory Committee) L&L Recommendation – Reject

a. **Action requested:** Modify Regulation 17 re selection of coaches for the “Big 3” international meets.

APPROVE

01 Omnibus McCloud (AAC) **L&L Recommendation – Approve**

a. Action requested: Increase the minimum percentage of athletes required from 20% to 25% wherever noted in the Bylaws and Regulations.

03 Omnibus Baker (L&L Secretary) **L&L Recommendation – Approve**

a. Action requested: Replace “Coaching Advisory Committee” with “Coaches Advisory Committee.”

04 Omnibus Baker (L&L Secretary) **L&L Recommendation – Tabled**

a. Action requested: Procedural proposal to allow consideration by L&L of any matter where confusion over the timeliness of submissions is in question because of problems in communication. The L&L Committee may determine by simple majority vote that a proposal is deemed to fall under this submission. This will be withdrawn at the time of the Annual Meetings.

07A14.A MURPHY (on behalf of National Office, General Counsel) **L&L Recommendation – Approve**

a. Action Requested: Amend Article 14-A to include the Code of Ethics.

13R5.G MURPHY (on behalf of National Office, General Counsel) **L&L Recommendation – Approve**

a. Action Requested: Amend Regulation 5-G to require that officers of member sports organizations be USATF members in good standing.

15-1-R7.E.2.j Koch **L&L Recommendation – Approve**

a. Action requested. Amend Regulation 7-E-2-j concerning Association accreditation.

17 R9.C.2 Koch **L&L Recommendation – Approve**

A. Action requested. Amend Regulation 9-C-2 re Changing ((Nominations)) to Petitions Committee

18 R9.C.4 Koch **L&L Recommendation – Approve**

A. Action requested. Amend Regulation 9-C-4 concerning elections.

24Reg 17F. Kolling (MT&F), Humphrey (WT&F), & McCloud (AAC) L&L Recommendation – Approve

a Action Requested: Amend the current language on the selection of the “Big 3” international meets to eliminate the recent addition of the 10 member selection committee and restore the selection power to the sports committees.

27R7.E.1.d MURPHY (on behalf of National Office, General Counsel) **L&L Recommendation – Approved**

a. **Action Requested:** Amend Regulation 7-E-1 to require that all association submissions be accurate and timely.

A.15.D & 09R23.D Lein & Rosado (Masters LDR)**L&L Recommendation – Approve**

a. **Action requested:** Amend Article 15.D & Regulation 23 by adding language to direct Associations to render a decision on a sanction application in a timely manner, otherwise it can be approved by National Office.

10 R21.B.1 MURPHY (on behalf of National Office) **L&L Recommendation – Approve**

a. **Action Requested:** Amend Regulation 21-B-1 to move from Regional to Nationwide NARB panels

22R16.G CARL SNIFFEN (Ethics) **L&L Recommendation – Approve**

a. **Action Requested:** Amend Regulation 16-G to make this provision consistent with the modifications made to the Code of Ethics by the Ethics Committee during 2011.

LANGUAGE OF THE AMENDMENTS

08A14 and Reg 21 Erwin (Associations)

L&L Recommendation – Discuss

a. Action Requested:

Establish a Grievance Administrator to help make the grievance process under our rules operate more smoothly and efficiently.

b. Proposed Amendment:

Amend Regulation 21 by adding this new paragraph “B”, and relettering all subsequent paragraphs: (consider all new language)

B. The Chair of the Law and Legislation Committee, after consulting with the Chair of the Associations Committee and with the USATF General Counsel, shall appoint a Grievance Administrator to monitor all Association grievances in order to assist and insure that the grievance process functions efficiently and pursuant to USATF bylaws and regulations. The Grievance Administrator will have the final authority to prescribe the procedure for any grievance, including but not limited to:

- 1) assigning the grievance to mediation with the Grievance Administrator or arranging for another mediator;
- 2) establishing time lines for further process, after considering the history of the grievance;
- 3) ruling on questions of procedure or process;
- 4) issuing sanctions for failure to follow the rules; and
- 5) determining that the grievance is of such nature that no significant issue is presented under USATF bylaws and regulations and no significant dispute of facts exists which prevents a determination of the grievance without further proceeding.

Notice of all grievances shall be delivered by any party or any officer of an Association to the Grievance Administrator within 5 days of the filing of the grievance. At any time in the grievance process when a party or an Association which is affected by the grievance believes that the ongoing grievance is not being conducted according to USATF rules or procedures, or a party is not participating in good faith, notice may be given to the Grievance Administrator to initiate review by the Grievance Administrator. The Grievance Administrator may, at any time, initiate review of the process of any grievance and make determinations regarding the process or substance of the grievance.

- c. Rationale: There have been many grievances, both NABR hearings and appeals and Association grievances which have taken a very long time to get to hearing and to get resolved. Something needs to be done to move this process along and to avoid these long pending cases. I started this thinking this should apply only to Association grievances but believe now that this provision ought to apply to all grievances, including NABR panels. In my experience, even some of the NABR hearings have not run as smoothly as possible and this provision would help.
- d. Constituencies affected: Anyone filing or thinking of filing a grievance or anyone on the receiving end of a grievance and all grievance panels.
- e. Estimated budget impact: Probably bills for phone calls, though with greater usage by the population of nation wide long distance cell usage, probably much less than in the past for grievance calls. Possibly a small amount of time by the office of the general counsel and staff.

11A.21.D and E.6 Greifinger

L&L Recommendation – Tabled

Placeholders for eliminating or amending Articles 21 (Amendments by the Board:)-D and 21-E-6, pending discussions with the Board.

12A21.E.1 Baker (L&L Secretary)

L&L Recommendation – Discuss

a. **Action requested:** Amend Article 21-E-1 by changing the date amendments are due from 90 to 120 prior to the meeting to give L&L more time to review the proposals and discuss them with the Board.

b. **Proposed amendment:**

b. **Proposed Amendment:**

ARTICLE 21 (AMENDMENTS).E.(Submissions): 1. **(Deadline to submit):** Amendments shall be submitted at least one hundred and twenty (120)~~((ninety (90)))~~ days prior to the meeting at which they are to be considered, to allow proper review and submission to the Board and USATF members. This one hundred and twenty (120)~~((ninety (90)))~~ day requirement may be

waived at the Law & Legislation Chair's discretion if proper notice of the item may still be submitted to USATF's members as required by subparagraph A-5 above, or in emergency circumstances, upon a ninety percent (90%) vote at any meeting of USATF;

c. **Rationale:** The 90 days was established before the creation of the new Board. It was found that this did not give L&L sufficient time to process the amendments giving full consideration to all parties who should have input to the process, particularly the new Board.

d. **Constituencies affected:** All members

e. **Estimated budget impact:** None.

14-1-R7.E.1.a Koch (Organizational Services Chair -on behalf of the AEC and General Counsel)

L&L Recommendation – Withdraw reporting grievance in favor of Scott’s proposal. Split into two separate items. table other

a. **Action requested:**

Amend Regulation 7-E-1-a by adding two new additional Association standards to improve Association functioning

b. **Proposed amendment:**

Amend Regulation 7-E-1-a by adding an additional Association standard:

xii. Material Statements. Associations shall only provide materially true information to USATF in all administrative matters.

c. **Rationale:**

These would help ensure that the Associations are on notice that they should only provide materially true information to USATF in all administrative matters

d. **Constituencies affected:**

This will impact on all Associations.

e. **Estimated budget impact:**

None.

c. **Rationale:** To ensure accurate financial and standing representation by the Associations to the National Office and Organizational Services Committee.

d. **Constituencies Affected:** Associations.

e. **Estimated Budget Impact:** None.

19R9.E Koch

L&L Recommendation – Discuss

A. **Action requested.** Amend Regulation 9-E.

B. **Proposed amendment.** Amend Regulation 9-E concerning committee elections by replacing the existing paragraph in its entirety with the following:

E. Committee elections: The following are general rules for committee elections:

1. In an election year, except as noted in subparagraph 4 below, a committee shall conduct nominations and speeches (if in accordance with the committee's operating procedures) during a committee meeting on the day after the opening session of the USATF annual meeting. Uncontested elections may be voted by acclamation at that time;
2. No later than 6 PM on the day after the opening session of the annual meeting, each committee secretary shall submit a sample ballot of any contested committee elections to the registration desk as well as any modifications in the voting membership of the committee from the membership list on file with the registration desk.
3. On the day before the final general session of the Annual Meeting, the Organizational Services Committee will oversee balloting for all committee elections to be conducted at one central location consistent with the general procedures set forth in this regulation for a general election. The first round of balloting will take place in the morning, and a second round for run-offs in the afternoon.
4. In the case of a committee whose membership is comprised primarily of Active Athletes or Coaches, or another committee with extenuating circumstances (as approved by the USATF President or Secretary), if the committee cannot follow the above procedure, it may have separately conducted elections on the day after the opening session at a time approved by the USATF President or Secretary. The Organizational Services Committee shall provide personnel or designees to assist in the conduct of such elections if it has personnel or designees available.

- C. **Rationale.** The abbreviated annual meeting schedule makes it impractical for the Organizational Services Committee to conduct balloting of each committee election at a separate committee meeting.
- D. **Constituencies Affected.** All committees with elections and the Organizational Services Committee.
- E. **Estimated Budgetary impact:** To the extent, this amendment supports an abbreviated schedule for the annual meeting, it supports cost savings by USATF.

20R9.E Baker

L&L Recommendation – Discuss

A. Action requested. Amend the above proposal from Ed Koch re Committee Elections.

B. Proposed amendment

E. Committee elections: The following are general rules for committee elections:

1. In an election year, a committee shall conduct nominations and speeches (if in accordance with the committee’s operating procedures) during a committee meeting on the Friday of the USATF annual meeting. Uncontested elections may be voted by acclamation at that time(;;). The members of the Committee may agree by majority vote to hold their elections at that time by secret ballot, with the members electing who should conduct the balloting and with a representative of each candidate taking part.

C. **Rationale:** If a Committee feels that it is competent to conduct its own election, and feels that it is an unnecessary burden on their members to take the time to stand in lines at a polling place, they should be allowed to do so.

D. **Constituencies Affected.** All committees with elections and the Organizational Services Committee.

E. **Estimated Budgetary impact:** None

25Reg 18. J. Bahakel (Officials Committee)

L&L Recommendation – Discuss

A) Action Requested: Amend Regulation 18 – J

B) Proposed Amendment:

J. Selection of officials: Competition officials shall be selected for the events below as follows:

1. USA Indoor and Outdoor Track and Field Championships, Junior Track & Field Championships, and Olympic Track & Field Trials:

a. **Applications:** No later than September 15 of each year, provided location and dates of championships have been determined, application forms shall be mailed (electronically or otherwise and posted on the USATF website) to all competition officials certified at the national or masters level. If the location and/or dates of championships have not been determined by September 15, the application forms shall be mailed (electronically or otherwise and posted on the USATF website) immediately following the determination. The application form shall apply to the USA Open Indoor and Outdoor Track & Field Championships, the USA Junior Outdoor Track & Field Championships, and the Olympic Track and Field Trials. Every official to be invited to these championships must be certified as an official at a masters or national level, and be a USATF member. Applications must be postmarked by an October 15 deadline and mailed (electronically or otherwise) to the address specified in the application.

b. **Selection:** Competition officials for these championships shall be selected at the USATF annual meeting. A list of recommendations for referees and members of the juries of appeals may be submitted from the chair of the Officials Committee to the Men's and Women's Track & Field or Race Walk committees through National Office Management by November 15. Referees and, NTOs must be USATF members, in good standing, preferably certified as a competition official at the national or masters level, ((and)) who shall be selected by the chairs of the two Track & Field Committees, or their designees. Members of jury of appeals must be USATF members in good standing, preferably USATF members certified as a competition official at the national or masters level, ((and)) who shall be selected by the chairs of the two Track & Field Committees, or their designees. Other competition officials (excluding race walk judges and race walk referees) shall be recommended by a joint subcommittee after a review of the applications and approved by the chairs of each of the two Track & Field Committees, or their designees. The Sports Committee chairs shall present to the CEO a list of individuals selected as competition officials. The CEO shall have fifteen (15) days to accept the individuals, or to reject any of them for good cause. The Selection Committee or their designees shall select replacements for any rejected individuals and forward the names to the CEO. The officials selected shall be notified as soon as possible.

c. **Makeup:** The recommending subcommittee shall consist of the following:

i. From the Officials Committee:

- a. The Officials Committee chair or designee; and
- b. One (1) additional member selected by the executive committee.

ii. From the championship sites:

- a. The certification chair of the Association where the championships take place, or the certification chair's designee; and
- b. The event's meet director, or the meet director's designee.

NOTE: For subsections ii (a) and (b), all persons shall have voice, but only the appropriate persons from that site under consideration jointly shall have one vote, and if unable to decide, the person designated in (b) shall cast that vote.

iii. From the two Sport Committees:

- a. The chair of each committee or their designees; and
- b. One (1) additional member from each committee selected by the chair of the applicable Sport Committee.

iv. From Athletes Advisory: three (3) Active Athletes appointed by the AAC chair. Regulation
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d. **Chair:** The chair of the Selection Committee shall be the National Officials Committee chair, or his or her designee, who shall serve for a term that coincides with the National Officials Committee chair's term of office.

2. **LDR and race walking championships:** The selection of competition officials and referees for national championships in long distance running and race walking shall be made by the applicable Sport Committee(s) in consultation with the local event director and comply with the certification requirements of Regulation 18-J-1b.

3. **Special selections:** Selection of officials for an Olympic Games, the IAAF Outdoor or Indoor World Championship in Athletics or the IAAF World Cup in Athletics, if hosted in the USA shall occur as follows:

a. **Process:** The application and selection process shall follow Regulation 18-J-1, with the following additions:

i. There shall be a co-chair of the Committee certified at the Master or National level selected by the President after consulting with the USA member to the IAAF Council, if any; and

ii. The President may also select two additional at-large members to the Committee certified at the Masters or National level, after consulting with the USA IAAF Council member. (~~and~~)

4. **Diversity:** In nominating officials for selection for national championships or Olympic Trials, the selection body shall give appropriate consideration to recommending a diverse pool of qualified officials, taking into account the age, gender, Association and ethnic background of each nominee recommended for selection.

c. **Rationale:** To clarify the Officials selection process

d. **Constituencies Affected:** Sport Committees and Officials

e. **Estimated Budget Impact:** None.

28R25 (PLACEHOLDER) GREIFINGER (on behalf of National Office, General Counsel, and Agent Registry Task Force)

L&L Recommendation – Discuss

a. **Action Requested:** Amend Regulation 25 in its entirety to reflect modifications made by the Agent Registry Task Force. These modifications have been drafted but are awaiting additional information from the IAAF (modifications will be consistent with the new agent regulations created by the IAAF this year).

b. **Proposed Amendment:** {PLACEHOLDER} {To be provided as soon as possible}

c. **Rationale:** Modifications to this regulation are needed to remain consistent with the changes in our athlete representative program pursuant to the new IAAF regulations rolled out this year.

d. **Constituencies Affected:** Athlete Representatives

e. **Estimated Budget Impact:** None.

16R7.G.3 Koch **L&L Recommendation – Discuss**

A. Action requested. Amend Regulation 7-G-3.

B. Proposed Amendment. Amend Regulation 7-G-3 concerning notification of Association elections by replacing existing subparagraphs a & b in their entirety with the following (to become optional in lieu of the existing requirements in 2012 and mandatory in 2015):

- a. In addition to meeting any state law requirements for not-for-profit corporations, the Associations shall send email notifications of the election to its current membership list as provided by the National Office; and
- b. The Association shall also mail by U.S. Postal Service written notices of elections to any member making a written request for such notices until such time as the member has not voted for a period of four or more years in a general election in the Association.

C. Rationale. To modernize notice requirements in a manner that will also reduce Association costs.

D. Constituencies Affected. All Associations.

E. Estimated Budgetary impact. Some undetermined amount of savings to USATF if the proposal reduces Association election protests. Also cost savings to Associations.

21R13 and 19 **Kuscsik (Women's LDR for MUTT)**

L&L Recommendation – Reject

a. **Action requested:** Change Reg 13.D to Allow the Mountain/Ultra/Trail Running Council to approve road records within its discipline

b. **Proposed amendment:**

Amend REGULATION 13 LONG DISTANCE RUNNING DIVISION D. Councils: 2. Mountain/Ultra/Trail Running Council as follows:

a. Duties and responsibilities:

ii. Records: Approve records for road and track events within its discipline

Regulation 19 RECORDS A. Submission:

3. Processing: Upon receiving a record application form and any accompanying documentation, National Office Management shall forward it to the individual designated by the appropriate Sport Committee or council. That individual shall review the form, gather any needed additional information, and make a recommendation regarding the application to the Records Committee, which shall, in turn, make its recommendation to the appropriate Sport Committee or Council.

c. Rationale: Going straight to the council will hasten the time for any records that will be approved.

d. Constituencies affected: LDR

e. Estimated budget impact: None

23R17 Stolley (Coaches Advisory Committee)

L&L Recommendation – Reject

a. Action requested:

b. Proposed amendment: **This is being submitted to replace the previously submitted CAC amendment to Reg. 17 to increase the fairness, inclusiveness and transparency of the selection of National Team Coaching Staffs.** The CAC is not asking to sub plant the role of the Men’s and Women’s Track & Field Committees in this process, but to become an equal partner with them in seeing that it is coaches who are selecting coaches for our national teams. The CAC is also eager to have the Athletes Advisory Committee help develop the criteria that should be used for selecting the coaching staffs for all national teams—not just the Olympic Games, World Championships, and Pan American Games.

(PLEASE NOTE: Changes to what was previously submitted are noted in RED)

Regulation 17

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REGULATION 17

NATIONAL TEAM STAFFS

A. Conduct: The CEO must approve any plan by any committee or council to fill any international team staff position, after considering input from the High Performance Division, before the position is advertised. The plan must require that all applicants be USATF members and that all applicants for coaching positions be members of the USATF Coaches Registry. The approved plan shall be mailed to each Association's Sport Committee chair for the appropriate sport discipline, and be listed in a special section of the USATF web site.

B. Diversity: International team staff shall reflect the diversity of the sport, with special emphasis given to including women, and ethnic and racial minorities.

C. Staff performance: National Office Management shall forward ~~maintain~~ records of athlete surveys and other information received about the performances of international team staff members and medical services personnel to the Coaches Advisory Committee whose executive committee designee will provide Staff members shall be provided with anonymous summaries of comments and ratings for past service and give them be given an opportunity to respond. The Coaches Advisory Committee National Office Management shall include the staff members' responses to their files. The Coaches Advisory Executive Committee appropriate committees shall review and consider these records, or a summary of their contents prepared by National Office Management, prior to recommending or selecting an individual as a team staff member.

D. General selection procedures: Coaching staff for international competitions other than the Olympic Games, IAAF World Outdoor Championships in Athletics, and Pan American Games shall be nominated by the executive committee of the Coaches Advisory Committee and be voted upon by the members of the committee for submission to the CEO for screening and to the Board for final approval. Nominations for all staffs shall be by application. If a national coaching staff person resigns or is unable to serve prior to the next scheduled meeting of the Coaches Advisory Committee, the chair of that body shall recommend a replacement to the Board after consulting with his or her executive committee, and giving due regard to the staff performance records on file and the resulting diversity of the staff.

E. Conflicts of interest: Any individual selected as a national team staff person must commit his or her full time and attention to the position for the full duration of his or her travel with a USATF national team. Family, personal, or professional conflicts that arise after an individual's selection as a national team staff member shall be disclosed to the President, CEO, and chairperson of the applicable sports or administrative committee, as soon as they arise, but in no event later than forty-eight (48) hours after. Such a conflict may be the basis for removal or replacement of an individual as a national team staff member by the President, CEO, or by the Board. USATF shall not be obligated to exceed the funding budgeted for a national team staff person in order to accommodate the individual's family, personal, or professional issues.

F. Olympic Games, IAAF World Outdoor Championships in Athletics and Pan American Games: The Men's International Staff Nomination Subcommittee and Women's International Staff Nomination subcommittees of the High Performance Division shall be constituted at the USATF annual meeting held in the year of each summer Olympic Games. These subcommittees shall maintain pools of qualified candidates for coaching staff for the Olympic Games, IAAF World Outdoor Championships in Athletics, and Pan American Games. The Staff Committees,

in consultation with National Office Management, shall establish procedures and criteria for individuals to apply and qualify for national team service. The criteria shall be based on expertise, and designed to include a broad and diverse pool of qualified candidates. The pools shall include at least five times as many candidates as available positions, if practicable. Any USATF member in good standing may apply to be included in the pools. The Board, National Office Management, and the Athletes Advisory and Coaches Advisory Committees may also recommend individuals to be included in the pools.

Note: The CAC is recommending that was previously referred to as the men's and women's "International Staff Subcommittee be renamed the "International Staff **Nomination** Subcommittees" and that their purview be limited to submitting nominations to the "International Staff Selection Committee."

1. Men's International Staff Nomination Subcommittee: shall consist of the following persons: (12 total)

- a. The Men's Track & Field Committee chair, or his or her designee, who shall serve as chair of the subcommittee.
- b. Six (6) active coaches selected by the Coaches Advisory Committee (CAC).
- c. One (1) representative appointed by the chair of the Men's Long Distance Running Division.
- d. One (1) representative appointed by the chair of the Men's Race Walking Committee.
- e. Three (3) active athletes appointed by the chair of the Athletes Advisory Committee, at least one (1) of whom shall be an international athlete, and at least one (1) of who shall be either a long distance runner or race walker

2. Women's International Staff Nomination Subcommittee: shall consist of the following persons: (12 total)

- a. The Women's Track & Field Committee chair, or her or his designee, who shall serve as chair of the subcommittee.
- b. Six (6) active coaches selected by the Coaches Advisory Committee (CAC).
- c. One (1) representative appointed by the chair of the Men's Long Distance Running Division.
- d. One (1) representative appointed by the chair of the Men's Race Walking Committee.
- e. Three (3) active athletes appointed by the chair of the Athletes Advisory Committee, at least one (1) of whom shall be an international athlete, and at least one (1) of who shall be either a long distance runner or race walker

Note: The CAC is recommending changes in the ~~chairing~~ **make-up** of both the Men's and Women's International Staff Nomination Subcommittees, ~~the make-up of these committees,~~ and that they ~~make-up~~ of both subcommittees be identical. The Chair of the CAC replaces the Men's and Women's Track & Field chair as chair of the respective Staff Nomination Subcommittees, and a representative selected by the chair of the Race Walking Committee is eliminated. (Neither the sprints, hurdles, jumps, or throws event groups have such representation.) **Coaches serving on the Nomination Subcommittee will all be active coaches selected by the CAC.**

3. International Staff Selection Committee: The following individuals, or their designees, shall serve as the International Staff Selection Committee: (20 total)

~~a. The Chief of Sports Performance~~

~~b. The Director of Coaching~~

a. The Chair of the Men's Track & Field Committee

b. The Chair of the Women's Track & Field Committee

c. The Coaches Advisory Committee Chair and the highest ranking officer of the CAC of the opposite gender.

~~d. The Athletes Advisory Committee Chair and three (3) active athletes appointed by the AA chair, atleast one (1) of whom shall be an international athlete, and at least one (1) of who shall be either a long distance runner or race walker.~~

~~d. the highest ranking office of the AAC of the opposite gender.~~

e. The Long Distance Running Division Chair

~~f. The Race Walking Committee Chair~~

g. The Men's Development Committee Chair

h. The Women's Development Committee Chair

i. The Head Coaches of the USA Men's and Women's Teams for the previous four (4) Olympic Games.

4. The International Staff Selection Committee shall select the coaches, managers and alternates for these competitions from the recommendation pools. Candidates for Head Coaching positions for Olympic, World Championship, and Pan American Games competitions will interview with the International Staff Selection Committee prior to their selection. The International Staff Selection Committee will forward its selection recommendations to the **National Office** for background checks, and to the Board of Directors for approval.

Note: Paragraphs #3 and 4 are the most significant changes the CAC is advocating. The Men's and Women's Development Chairs are added to the International Staff Selection Committee because they are the essence of the role of coaches in USATF and part of its High Performance Division. ~~The chair of Race Walking is eliminated for reasons previously noted, and Athlete representation is reduced~~ increased to the 20% of the 20-person Selection Committee as mandated by the Amateur Sports Act.

In paragraph #4, the requirement for interviewing for Head Coaching Positions is inserted

5. Subcommittee Member Substitution: In the event that any individual is unable to attend a staff subcommittee meeting, the individual or committee that appointed the individual may appoint a substitute.

6. Replacements: In the event that a coach resigns or is unable to serve, the CEO or his or her designee shall submit a replacement from the pools to the Board for approval after consulting with the chairs of the Long Distance Running Division, and the Men's Track & Field, Women's Track & Field, Race Walking, and Athletes Advisory committees, and after giving due regard to previous staff evaluations and the diversity of the newly composed staff.

7. Conflicts of interest: Neither the Men's nor the Women's International Staff Selection Subcommittee may recommend any of its members for a coaching or managerial position; and

8. Diversity: International team staff shall reflect USATF's diversity. During each Olympiad, at least one (1) individual with a background and expertise in Men's Track & Field, Women's Track & Field, Men's Long Distance Running, Women's Long Distance Running, and Race Walking shall be recommended to the Board for a coaching or managerial position for at least one (1) of the three (3) meets (Olympic Games, IAAF World Outdoor Championships in Athletics, and Pan American Games).

G. Medical support staff: USATF shall post on its web site, in an identifiable location, the list of qualifications and the application and selection processes, including application forms and deadlines, for all medical staff positions for all international competitions. Medical staff shall be selected by the Sports Medicine & Science Committee, which shall provide a list of appointments to the chair of the appropriate Sport Committees or councils, the Athletes Advisory Committee, and National Office Management for approval. If none of the affected chairs objects to any of the appointees within ten (10) business days, the appointments will be considered confirmed, subject to approval by the CEO. If any chair objects to one or more of the proposed appointments, the Sports Medicine & Science Committee may propose an acceptable substitute to the chairs, or the dispute shall be referred to a three-person panel, consisting of the President, the High Performance Division chair, and the chair of the Athletes Advisory Committee, or their designees, for final resolution.

H. Non-coaching and non-medical support staff: National Office Management shall select all non-coaching and non-medical support staff.

c. **Rationale:** CAC principals have spoken with the chairs of the M/W sport and Athletes Advisory committees and are implementing compromises to what has been previously submitted.

d. **Constituencies affected:** All

e. **Estimated budget impact:** None

01Omnibus McCloud (AAC)

L&L Recommendation – Approve

01Omnibus - McCloud - **Athlete minimum to 25%**

This will be implemented as follows:

Amend Article 11:

B. Composition: The Board shall be composed as follows: ... 11. ~~Three~~ Four International Athletes, including at least ~~one male and one female~~ two males and two females, elected by the International Athlete delegates at the annual meeting.

C. Terms. ... 1. The following members shall serve four (4) year terms commencing at the Annual Meeting following the Summer Olympic Games: ... d. ~~Two (2) of the three~~ four International Athlete members, including one male and one female. 2. The following members shall serve four (4) year terms commencing at the Annual Meeting two years following the Summer Olympic Games: ... c. ~~One of the three~~ Two (2) of the four International Athlete members, including one male and one female.

Amend Regulation 11-A-4-h:

Active Athlete members: That number of Active Athlete Members at least twenty-~~five~~ percent (~~20%~~) (25%) of the total authorized membership of the committee...

Amend Regulation 11-A-7:

Athlete representation: All national or Association committees, subcommittees, or other appointed or elected bodies of USATF or any Association shall consists of at least twenty-~~five~~ percent (~~20%~~) (25%) Active Athletes...

All other numbers and percentages of athletes specified in the manual will be adjusted accordingly.

03Omnibus Baker (L&L Secretary)

L&L Recommendation – Approve

a. Action requested: Replace “Coaching Advisory Committee” with “Coaches Advisory Committee.”

b. Proposed amendment: As noted above

c. Rationale: Consistency.

d. Constituencies affected: Coaches Advisory Committee

e. Estimated budget impact - None

04Omnibus Baker (L&L Secretary)

L&L Recommendation – Tabled

a. Action requested: Allow consideration by L&L of any matter where confusion over the timeliness of submissions is in question because of problems in communication. The L&L Committee may determine by simple majority vote that a proposal is deemed to fall under this submission. This will be withdrawn at the time of the Annual Meetings.

b. Proposed amendment: As noted above

c. Rationale: To handle an unfortunate mix-up.

d. Constituencies affected: all.

e. Estimated budget impact - None

07A14.A MURPHY (on behalf of National Office, General Counsel)

L&L Recommendation – Approve

a. Action Requested: Amend Article 14-A to include the Code of Ethics.

b. Proposed Amendment: Amend Article 14-A by including a reference to the Code of Ethics as follows (new language is underlined):

A. **Disciplinary authority:** USATF shall have the authority to discipline any member, delegate, athlete, coach, manager, official, trainer, member of any committee, and any other person or entity participating in Athletics who, by neglect or by conduct, (i) acts in a manner detrimental to the purposes of USATF or Athletics, (ii) has violated any of the Bylaws, Operating Regulations, or Rules of Competition of USATF, IAAF rules, or the Sports Act, (iii) has violated any provision of the USATF Code of Ethics and their related Codes of Conduct, (iv) has violated a commitment as a national team member, or (iv) has violated the rules of eligibility.

c. **Rationale:** Currently the Code of Ethics is a free standing document with no ties to the Bylaws or Operating Regulations. By including the Code of Ethics in this provision, USATF will have a method of disciplining or imposing penalties for failure to follow ethical standards.

d. **Constituencies Affected:** All USATF constituents.

e. **Estimated Budget Impact:** None.

13R5.G MURPHY (on behalf of National Office, General Counsel)

L&L Recommendation – Approve

a. **Action Requested:** Amend Regulation 5-G to require that officers of member sports organizations be USATF members in good standing.

b. **Proposed Amendment:** Amend Regulation 5-G by adding this requirement as follows (new language is underlined):

G. **Suspension and expulsion:** USATF may suspend or expel any Association or member sports organization that violates any Bylaw or Operating Regulation, or any Board-approved USATF operating policy, or whose officers are not current members, in good standing, of USATF, or which by definition or practice no longer fulfills the criteria of its membership category, after notice and an opportunity to be heard by a three (3) person panel of the Board, appointed by the Board Chair, including a least one (1) Active Athlete. The Board shall vote on the panel's recommendation at its next meeting. An Association or sports organization may be expelled only upon a two-thirds vote of the Board. If an Association is expelled, its geographic area shall be reorganized or assigned to one or more USATF Association, consistent with the Bylaws and Operating Regulations. This paragraph shall operate in addition to and independently of the accreditation process in Regulation 7.

c. **Rationale:** Our Bylaws and Operating Regulations don't currently prevent a member sports organization (club) from having an officer that is not a member, in good standing, of USATF.

d. **Constituencies Affected:** Officers of Associations and member sports organizations (clubs).

e. **Estimated Budget Impact:** None.

15-1-R7.E.2.j Koch

L&L Recommendation – Approve

R7.E.2.j

Koch

- a. **Action requested.** Amend Regulation 7-E-2.
- b. **Proposed amendment.** Amend Regulation 7-E-2 concerning Association accreditation timeline as follows:

2. Timeline: The accreditation process shall commence in each odd-numbered year, and shall follow the two year cycle to the extent practical as set forth below:

a. **Collection of statistics and other information:** During January through April ((March)) of the accreditation process's first (odd) year ...

b. **Analysis:** During May and June ((April and May)), ...

c. **Notification:** During June ((May)), ...

d. [no change]

e. [no change]

f. Updating of Statistics: During January through April ((and February)) of the second (even) year ...

g. Updated Analysis: During May and June ((April and May)) ...

h. [no change]

i. [no change]

j. [no change until the last two sentences] ...Each Association shall be notified in writing of the decision ((by the end of the second year)) as soon as practical. The decision shall take effect ((on January 1st)) as soon as notice has been given and the appeal period has expired or unless stayed during an appeal.

c. **Rationale.** To reflect current practice in the Association accreditation process.

d. **Constituencies Affected.** All Associations and the Organizational Services Committee.

e. **Estimated Budgetary impact.** None.

17 R9.C.2 Koch

L&L Recommendation – Approve

R9.C.2

Koch

- A. **Action requested.** Amend Regulation 9-C-2.
- B. **Proposed Amendment.** Amend Regulation 9-C-2 concerning elections by changing the name of the ((Nominations)) subcommittee of the Organizational Services Committee to the Petitions subcommittee.
- C. **Rationale.** To avoid confusion with the Nominations & Governance subcommittee of the Board of Directors that was created in 2008.
- D. **Constituencies Affected.** Organizational Services Committee.
- E. **Estimated Budgetary impact.** None.

18 R9.C.4 Koch

L&L Recommendation – Approve

A. **Action requested.** Amend Regulation 9-C-4.

B. Proposed Amendment. Amend Regulation 9-c-4 as follows:

a. First Round. The Organizational Services Committee ... shall open first-round balloting at 7:00 a.m. on the day prior to the second general session ... and allow ballots to be cast until 11 a.m. ((Noon)) that day.

b. [No change.]

c. Second round and results. Run-off election balloting, if necessary, shall be open in a secure voting location by 2 p.m. ((3 p.m.)) and casting of ballots shall be allowed until 5 p.m. ((6 p.m.)) that day.

d. [No change.]

e. [No change.]

C. Rationale. To fit the election balloting schedule into the altered convention schedule.

D. Constituencies Affected. All voting delegates and the Organizational Services Committee.

E. Estimated Budgetary Impact: None.

24Reg 17F. Kolling (MT&F), Humphrey (WT&F), & McCloud (AAC)

L&L Recommendation – Approve

a Action Requested: Amend the current language to eliminate the recent addition of the 10 member selection committee and restore the selection power to the sports committees.

b Proposed amendment

17.F. Olympic Games, IAAF World Outdoor Championships in Athletics and Pan American Games:

The Men’s International Staff Subcommittee and Women’s International Staff Subcommittees of the High Performance Division shall be constituted at the USATF annual meeting held in the year of each summer Olympic Games.

These ~~((subcommittees))~~ Staff Subcommittees shall ~~((maintain))~~ identify pools of qualified candidates for coaching, managerial, and other non-medical and non-media staff for the Olympic Games, IAAF World Outdoor Championships in Athletics and Pan American Games.

The Staff ~~((Committees))~~ Subcommittees shall establish procedures and criteria for individuals to apply and qualify for national team service. The criteria shall be based on expertise, and designed to include a broad and diverse pool of qualified candidates. The pools shall include at least five times as many candidates as available positions, if practicable. Any USATF member in good standing may apply to be included in the pools. The Board, National Office Management, and the Athletes Advisory and Coach~~((es))~~ing Advisory Committees may also recommend individuals to be included in the pools.

The ~~((following individuals))~~ members of the Staff Subcommittees as outlined below in Reg 17F (1) and (2), or their designees, shall select proposed lists of coaches, managers, and alternates for these competitions from the pools and forward to the CEO for background checks, and to the Board for approval.

~~((The Chief of Sports Performance, the Director of Coaching; the Chairs of the Men’s and Women’s Track and Field, Race Walking, and Coaches Advisory Committees; the Long Distance Running Division Chair; the Athletes Advisory Committee Chair; and two Active Athletes named by the Athletes Advisory Chair and approved by the Athletes Advisory Executive Committee. The three athletes shall include a male International Athlete and a female International Athlete.))~~

1. Men’s International Staff Subcommittee: The Men’s International Staff Subcommittee shall consist of the following persons:

a. The Men’s Track and Field Committee chair, or his or her designee, who shall serve as chair of the

c Rationale: As amended in 2009 under considerable pressure from then-CEO Doug Logan, the current selection process created a four step selection and review process that ended up being both unduly burdensome and unnecessary. It also implemented for the first time significant National Office Management participation in Sports Committee decision making processes in contravention to the basic principles of shared governance for the federation. This proposal returns the authority for national team selection for the Big Three Meets to the selection subcommittees comprised of the affected represented groups.

In addition, ARTICLE 12- NATIONAL OFFICE MANAGEMENT.B. Restricted activities: clearly states: “No USATF employee may participate in any of the following activities: 2. Voting: Serving as voting members of USATF or any of its committees.

d Constituencies Affected: High Performance Division and Central Office Management.

e. Budgetary impact: None.

14-2-R7.E.1.d MURPHY (on behalf of National Office, General Counsel)

L&L Recommendation – Approved

a. **Action Requested:** Amend Regulation 7-E-1 to require that all association submissions be accurate and timely.

b. **Proposed Amendment:** Amend Regulation 7-E-1 to include a new subset as follows:

d. **Accuracy of Submissions:** All submissions made to USATF by Associations shall be accurate and timely. Failure to provide accurate submissions under this regulation may result in a loss of accreditation.

09B15.D &R23.D Lein & Rosado (Masters LDR)

L&L Recommendation – Approve

a. **Action requested:** Amend Article 15 and Regulation 23 by adding language to direct Associations to render a decision on a sanction application in a timely manner.

b. **Proposed amendment:**

A.15.D

a. **Action requested:** Amend Article 15 by adding language to prevent Association delays in the sanctioning process. Require Associations to forward sanction applications to the National Office for processing if the Association has not acted on the request in a timely manner.

b. **Proposed amendment:**

Article 15 Sanctions

D. Sanctioning policy: Unless USATF determines by clear and convincing evidence that holding or sponsoring an Athletics competition (international or domestic) would be detrimental to the best interests of the sport, USATF shall promptly grant a sanction requested by a sports organization or person, provided all the requirements of Regulation 23 have been satisfied. The decision whether a proposed competition would be detrimental to the best interests of the sport shall be made in the first instance by either USATF or the president or executive director/CEO of an Association, as appropriate, taking into consideration the requirements of Regulation 23. Approval of sanctions shall not be unreasonably denied or delayed. The decision to deny a sanction may be appealed:

1. In the case of an Association's denial, to USATF, or
2. In the case of USATF's denial, to the NABR. **Reg. 23**

c. **Rationale:** Local Association sanction chairpersons have been deliberately delaying sanction application decisions and processing leaving event directors with little recourse. The National Office is reluctant to step in and process sanction applications that have not been acted upon by the local Association. This new language would eliminate any delays in the sanctioning process by requiring the local Association to forward sanction applications to the National Office for processing after fifteen days of inaction. We are not talking about sanction applications that have been denied. These are applications that were not acted upon at all by the local Association leaving event directors in limbo. I consulted National Office (Andy Martin) and they are fine with amendment.

d. **Constituencies affected:**

All Association Sanction Chairpersons and Carmen Triplett.

e. **Estimated budget impact:**

None.

R.23.D.2

a. **Action requested:** Amend Regulation 23 by adding language to direct Associations to render a decision on a sanction application in a timely manner.

b. **Proposed amendment:**

D. Sanction approval process:

1. **International:** International sanctions shall be instituted by a formal application signed by USATF. A copy of each International sanction granted by USATF shall be forwarded, in a timely manner, to the appropriate Association.
2. **Domestic:** Applications for domestic sanctions shall be promptly signed and approved (i) by the Association sanctioning agent and retained in the Association office, with the concurrence of the appropriate Association Sport Committee chair, who shall receive a copy upon request, or (ii)

by USATF. A copy of each sanction application approved by an Association shall be forwarded to USATF, which, consistent with the Sports Act, shall grant or deny the sanction. A copy of each sanction granted by USATF shall be forwarded to the appropriate Association. If a single competition takes place in more than one Association (e.g. a road race), the Association sanctioning agent may sign and process the sanction application for the event upon the approval of the Association membership chair(s) of the other affected Association(s). If an Association fails to act on a completed sanction application within 15 days after it is submitted, the event director shall forward the application to USATF for final determination and processing.

c. **Rationale:** Local Association sanction chairpersons have been deliberately delaying sanction application decisions and processing leaving event directors with little recourse. The National Office is reluctant to step in and process sanction applications that have not been acted upon by the local Association. This new language would eliminate any delays in the sanctioning process by requiring the local Association to forward sanction applications to the National Office for processing after fifteen days of inaction. We are not talking about sanction applications that have been denied. These are applications that were not acted upon at all by the local Association leaving event directors in limbo.

d. **Constituencies affected:**

All Association Sanction Chairpersons and Carmen Triplett.

e. **Estimated budget impact:**

None.

10 R21.B.1 MURPHY (on behalf of National Office)

Omnibus L&L Recommendation – Approve

a. **Action Requested:** Replace all reference to “NABR Regional Panels” and anything describing how the Regional aspect of this will work with “NABR Panels”

b. **Proposed Amendment:**

REGULATION 7 ASSOCIATION MATTERS E. Association accreditation: 3. Appeals

b. **Appeal panels:** Appeals shall be referred to an NABR panel composed of arbitrators who are not from the same USATF ((region as the)) Association appealing its accreditation status, as provided in Regulation 21-B. ((The panels shall be selected as follows:

ASSOCIATION LOCATION PANEL LOCATION

East.....	South
South.....	North
North.....	West
West.....	East))

REGULATION 7 ASSOCIATION MATTERS E. Association accreditation:9. Election protests:

b. **Panel composition:** An NABR panel from a different USATF ((region than the))Association whose election is disputed shall be appointed to conduct the hearing. All hearings shall be by conference call. The procedures in Regulation 21 shall apply. ((The panels shall be selected as follows:

ASSOCIATION LOCATION PANEL LOCATION

East.....South
South.....North
North.....West
West.....East))

REGULATION 21.B. USATF Hearing Panels((1. **Regions:** The NABR shall be divided into four (4) regions described in the exhibits section of this handbook.

((2))1. **Panel Members:** The NABR panel ((in each region))shall consist of three (3) members: a chair, an at-large member, and an Active Athlete member. There shall also be first and second alternates. Additional alternates may be appointed. If a member is disqualified or declines to serve, an alternate for the member shall substitute for the member. If an insufficient number of NABR members and alternates are available for a hearing, the panel shall be filled with emergency special appointments. The special appointments shall end when the hearing concludes. All panels shall include at least one Active Athlete.

REGULATION 21.I. Designation of Hearing Panel: ((1. **Regional Matters:** A region’s NABR panel shall conduct hearings for disputes involving parties from the region.

2. **Multi-Regional Matters:** National Office Management shall, after consulting with the Counsel to the Board, randomly select a regional NABR panel to hear a matter involving individuals from more than one region.))

((3. **Related Matters**))1. **Selection of a Panel:** National Office Management, after consulting with the Counsel to the Board, may randomly select a ((single regional))NABR panel((to hear related matters)).

((4. **Association Matters:** If an Association is a party, or the matter affects the Association’s rights or duties, National Office Management shall select an NABR panel from outside the Association’s region. The panels shall be selected as follows:

ASSOCIATION LOCATION PANEL LOCATION

East.....South
South.....North
North.....West
West.....East))

REGULATION 21. USATF Hearing Panels R. Appeals: 5. Appointment of appeals panel i. Appeal of Association decision: The CEO shall appoint an NABR appeals panel ((from the Association’s region)) within thirty (30) days of receiving of the notice of appeal; or

REGULATION 22REINSTATEMENT D. Procedures: 2. Referral and review of reinstatement request: The CEO, after consulting with the General Counsel, shall refer all reinstatement applications to the NABR panel ((in the applicant’s region (see Regulation 21-B)))for a hearing. The CEO may assign a USATF representative to take part in the hearing under Regulation 21-E-3. The hearing shall be held by telephone conference call. The panel shall make its findings and recommendations within fifteen (15) days after

c. **Rationale:** Since hearings are now done by conference call, regional panels are no longer needed and reference to them should be changed in the Bylaws and Regs.

d. **Constituencies Affected:** NABR panelists and anyone filing a grievance.

e. **Estimated Budget Impact:** None

22R16.G CARL SNIFFEN (Ethics)

L&L Recommendation – Approve

a. **Action Requested:** Amend Regulation 16-G to make this provision consistent with the modifications made to the Code of Ethics by the Ethics Committee during 2011.

b. **Proposed Amendment:** Amend Regulation 16-G as follows (new language is underlined; deletions were omitted in their entirety):

Amend Regulation 16-G as follows (consider all underlined):

G. Ethics Committee:

1. **Duties and Responsibilities:** This committee shall:

a. **Review, Recommend, and Maintain USATF Code of Ethics (“Code”):** Establish and maintain a USATF Code of Ethics; develop and implement policies and procedures to enforce the Code; submit proposed amendments to the Code to the Law and Legislation Committee for comment and to the Board for approval; and review and comment upon codes of conduct developed by other USATF constituencies;

b. **Education and Training:** Recommend and develop ethics and compliance training and education relating to conflicts of interest, disclosure responsibilities, and annual reporting requirements, and provide other training as to promote compliance with the Code;

c. **Investigations:** The committee shall investigate complaints relating to conflicts of interest or other violations of the Code.

d. **Advisory Opinions:** Issue advisory opinions regarding potential conflicts of interest or the Code;

e. **Monitor Compliance with Annual Reporting Requirements:** Collect and review annual disclosure statements submitted by “Responsible Persons” (as defined in the Code); and develop and recommend proposed changes to the annual disclosure statements;

f. **Reporting:** Submit an annual report to the Board; report to the Board on annual disclosure reporting compliance; and otherwise report to the Board upon request; and

f. **Other:** Perform other duties the Board requests.

2. **Investigation procedures:** The committee shall develop procedures and policies related to investigations. The committee shall determine whether to conduct an investigation concerning an alleged conflict of interest or Code violation. After completing its investigation, the

committee shall report its findings and recommendations to the Board. The Board may accept, reject, or modify the committee's recommendations if the committee has not recommended disciplinary action.

- 3. Disciplinary Hearings:** If the committee recommends disciplinary action, it shall refer the matter to the Board, which shall appoint a presenter of the evidence for an NABR hearing under Regulation 21.
 - 4. Makeup:** The committee shall consist of six (6) members, including at least two Active Athletes, and one alternate Active Athlete, appointed by the Board Chair and approved by the Board. No member of the Ethics Committee may simultaneously be an employee of USATF, an officer or member of the Board, or a member of any USATF Committee. The Board may remove a member for good cause.
 - 5. Terms:** Committee members shall serve four (4) year terms. The six terms shall be staggered. Two of the six terms shall start at each annual meeting in an even-numbered year, and one term shall start at each annual meeting in an odd-numbered year. If any member does not serve his or her full term, a replacement member shall serve the unexpired term. No member may serve for more than eight (8) consecutive years.
 - 6. Committee Counsel:** The USATF General Counsel shall serve as the committee's counsel and shall assist in administering ethics complaints, and in establishing investigation procedures.
- c. Rationale:** Modifications to this regulation align with those made to the Code of Ethics by the Ethics Committee.
 - d. Constituencies Affected:** All USATF constituents.
 - e. Estimated Budget Impact:** None.