



**MINUTES**  
**USATT Board of Directors Meeting**  
**Las Vegas, Nevada**

Wednesday, June 20, 2018

Chair Anne Cribbs called the meeting to order at 11:36 a.m., EDT.

**1. Roll Call and Administrative Matters**

The following board members attended:

Anne Cribbs (Chair), Larry Hodges, Ed Hogshead (1:04), Tara Profitt (12:51, phone),  
Carolyn Savini (12:57, phone), Gary Schlager (12:10), Rajul Sheth, Deepak Somarapu.

Also attending:

Gordon Kaye (CEO, 1:32 p.m.), Dennis Taylor (General Counsel and Secretary), Mark  
Thompson (COO, 1:32 p.m.), Carl Danner (Representative of USTTA Foundation), Jörg  
Bitzigeio (High Performance Director), Dragomir Cioroslan (USOC Director of International  
Strategies and Development), Barney D. Reed (member), Barney J. Reed (member), David  
Lally (Chair, Tournaments Committee), Lee Kondo (member- phone), Dell Sweeris  
(President of USTTA Foundation, 2:04)

A quorum was not established at this time. No conflicts were reported.

**2. Dragomir Cioroslan**

- He attends many NGB Board meetings, and he particularly enjoys those of USATT.
- He is hopeful for a future World Championships to be hosted in the US.

(Mr. Reed and Mr. Reed departed at 11:53 a.m.)

- Mr. Sheth spoke of the visa problems encountered by athletes from India attempting to attend training camp at ICC.
- Mr. Cioroslan spoke of his efforts assisting those athletes banned at the border by ICE.
- Mr. Cioroslan will provide USATT with literature to assist those attempting to enter the country.

- Ms. Cribbs is quite excited about the 275 tables for the World Veterans Championships (WVC) and meeting with athletes from around the world. She emphasized that staff should be commended for a job very well done.

### **3. Celebrate Success - Report and Future**

- Mr. Bitzigeio first noted that we do not have any national team medals. He questioned whether celebration is the right word for this agenda item.
- He has received positive comments regarding US athletes training at events, even when coaches not present, and athletes rooting for each other. The attitude is shifting.
- He noted that the US has special athlete support systems, namely clubs and parents. These need to be nurtured along with the athletes.
- The US had the youngest team at the recent World Championships. This highlights that the US will need time, and has special support requirements, for further development.
- Three US athletes are now playing full-time in Europe, Kanak Jha, Nicolas Tio, and Wu Yue.
- Mr. Bitzigeio argues that we should not have the exclusive goal of providing world-class training in the US; rather, we should concentrate on establishing high-level leagues and a national training center.

Mr. Schlager arrived at 12:10. A quorum is established.

- When players go abroad, they need to be supported by particularly good environments. One idea is that if we had 5-6 athletes living abroad, USATT could provide a coach for them.
- It must be remembered that our athletes' current coaches work for local clubs, not USATT
- He has not developed a price-point for a national training center. Possible training center traits include: 16 tables, 24/7, boarding school, resident chaperone, four full-time coaches, and a way for young players to see their parents. In addition, a national training center needs to work alongside local clubs to best develop athletes.
- Mr. Sheth spoke of ICC's efforts to provide housing for minors and guest coaches.
- Mr. Hodges spoke of how the previous Colorado Springs Olympic Training Center met all of Mr. Bitzigeio's requirements. He also spoke of why it eventually failed: altitude, lack of good outside competition, and resident manager issues.
- Mr. Bitzigeio spoke of an essential need for USATT to have at least two full-time national coaches, plus part-time coaches. As an example, he noted that the coach shortage for the following week's developmental camp; it should have 5-6 coaches, rather than two part-time coaches and himself. Ms. Cribbs requested the projected cost of 1 – 2 national coaches.
- It was noted that the NCTTA already has a league system, a training system, and a national championships in place.

Ms. Profitt telephoned in at 12:51 p.m.

- Mr. Danner noted the High Performance Committee's satisfaction with the direction the High Performance Program is headed.
- Mr. Bitzigeio noted that the Japanese team is improving more quickly than other international teams; the turning point of their program was 20 years ago. USATT would do well to emulate what was done in Japan.

Ms. Savini telephoned in at 12:57 p.m.

#### **4. Necessary Voting**

##### **MOTION 1. MOVED to approve the Minutes from April 9, 2018, as amended.**

Movant: Larry Hodges  
Second: Carolyne Savini

**Motion passed unanimously 7-0-0,**

Mr. Hogshead joined the meeting at 1:04 p.m.

##### **MOTION 2. MOVED to approve the Minutes from May 14, 2018, as amended.**

Movant: Larry Hodges  
Second: Ed Hogshead

**Motion passed unanimously by voice vote, 7-0-0.**

There was discussion of the proposed Para Data Protection Guidelines

- Ms. Profitt spoke of the value to the athletes to provide these protections.
- Ms. Cribbs suggested that if the Board approves these, that they be sent to Athlete Protection Officer Thompson for him to investigate what USOC will do for us and what help is provided by the USOC to other NGBs.
- Ms. Profitt will compile list of questions for APO Thompson.
- USOC has offered to store the data for USATT.

##### **MOTION 3. MOVED to approve the proposed Para Data Protection Standards, to be implemented no later than December 31, 2018.**

Movant: Tara Profitt  
Second: Gary Schlager

**Motion passed unanimously by voice vote, 7-0-0.**

Mr. Kaye and Mr. Thompson joined the meeting at 1:32 p.m.

## **5. CEO Update**

- a. Staffing report
  - Andy Horn has resigned and accepted a position with USA Triathlon. The Board wishes him all the best and requests that he communicate with USATT whenever the opportunity presents itself.
- b. Update on USATT and New Co.
  - no update
- c. Coming events – WVC, Open, Nationals
  - Mr. Schlager applauded the universal coverage of rubber flooring at the WVC, and he recommends exploration of similar coverage at USATT's other events.
  - There were 5790 attendees at WVC, including trainers, coaches, etc.
  - The US Open will be held December 17-22 in Orlando.
  - There was discussion about whether the US Open should be a participation-based event or an elite-only event. If the answer is an elite event, it needs to pair with a Canadian event to be feasible.
  - Orlando will be an interesting test case for the effects of regional variation in host locations for USATT events.
- d. Foundation and USATT Relationship
  - to be addressed later in the meeting

The Board went into Executive Session at 2:07 [Note: Minutes are not kept in Executive Session.]

The Board returned to general session at 3:15 p.m. and immediately recessed for participants to scrounge for lunches.

The meeting resumed at 4:05 p.m. Ms. Cribbs, Mr. Hodges, Mr. Schlager, Mr. Somarapu, Mr. Bitzigeio, Mr. Danner, and Mr. Taylor were present.

## **6. Foundation and USATT Relationship**

- USATT is the sole shareholder of the USTTA Foundation

Mr. Kondo returned to the meeting, via telephone, at 4:11 p.m.

- The USATT auditor is requesting certain accounting changes to account for the USATT/Foundation relationship, and the Foundation does not oppose those changes.
- Ms. Cribbs is concerned that the changes would negatively affect potential donors' impressions of USATT.

- No action was taken.

Mr. Sheth returned to the meeting at 4:17 p.m.

## **7. Executive Session**

The Board went into Executive Session at 4:25. [Note: Minutes are not kept in Executive Session.]

The Board returned to general session at 5:24.

The Board expressed its desire that USATT make the creation of a “banned list” a high priority.

## **8. Proposal to Send Letter to ITTF Regarding Service Rules Enforcement**

- Larry Hodges presented a draft letter that he suggests should the Board send to ITTF, requesting that ITTF make it a top priority to resolve the problem of hidden serves. The Board discussed service rules in depth.
- Ms. Cribbs appointed a Task Force, whose action item is to revise Mr. Hodges’s draft and submit a proposed revision to the Board at its next meeting. The Task Force members are: Mr. Danner, Mr. Bitzigeio, and Mr. Somarapu. No athlete was appointed.

## **9. Discussion regarding proposed amendment adding Article X-B to the USATT Bylaws**

**NOTICE 1. The Board will consider a revised version of the proposed bylaw amendment at its next, telephonic, meeting.**

## **10. Discussion Regarding Opportunities for Recognition of Volunteers**

- The Board reviewed the following memo from the Volunteers Task Force:
  1. Recognition to those who give so much to USATT is good and important to the organization.
  2. The program should be designed to be cost effective, not take away from funding athletes, and utilize current events and electronic communication.
  3. The program should be simple and not take additional staff time.

Kinds of recognition:

1. Well Designed certificate that can be distributed electronically, printed out and framed. (like the IOC Olympian recognition certificate) (Gordon may prefer to have printed and framed and mailed.
2. Recognition at one of USATT events - the Open or the Nationals
3. Recognition on the USATT web site.. perhaps a page devoted to recognition and a short article about those recognized and for what.
4. Photo at event where recognition occurs with USATT Olympians and Paralympians who are attending the event.
5. Letter of appreciation from the USATT Board of Directors, posted and included in the minutes of the Board meeting. with a blurb in USATT Insider
6. If possible "a Golden Paddle award" .. if a sponsor/supporter could provide

Process:

- Committee to review this memo and make any additions necessary
- Anne to add to agenda for board meeting for adoption, with decision on announcement and the date of first recognition.

Quick PR Plan

- Engage USATT staff to calendar and include on Board agenda.

## **11. Fundraising Initiative and Discussion**

- The 2800 Club does not appear to have been a high priority so far in 2018, given the unexpected time demanded of the organization by the WVC.

## **12. Old Business**

- n/a

## **13. New Business**

- n/a

#### **14. Housekeeping Details**

- The remaining 2018 Board Calendar consists of:
  - Conference Call Dates
    - July 9
    - August 13
    - October 15
    - November 19
  - In-person board meeting # 2 - September 22 & 23 at the Olympic Training Center
  - In-person board meeting #3 - December TBA at the US Open, most likely prior to the start of the US Open

The meeting adjourned at 6:59 p.m., EDT.

Respectfully submitted by,

Dennis Taylor  
Secretary