



IASI Board of Officers Meeting

Sunday, March 5, 2023

7:00 PM

via Zoom

Connection information is available on the Iowa Swimming website under Governance tab/BOD Meeting Calendar and Minutes

Board Members

Bobby Kelley (GC)	Art Dinkin (ADVC)	Jackson Leonard (SRVC)	Melissa Woltz (AGVC)
Susan Repko (Secretary)	Doug Kolsrud (Treasurer)	Jackson Leonard (Sr Coach)	Phil Barnes (FINVC)
Jordon Kloth (Athlete)	Olivia Frantum (Athlete)	Joshua Chen (Athlete at large)	Don Spellman (DEI)

Non-voting Board Members

Jr Coach Position Emma Sougstad	Jennifer Matthews (Safe Sport)*
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**May vote if Senior Coach Rep is not present

***Employee who does not hold a voting position on the board

Meeting Agenda:

- Roll call
 - Waiver to excuse meeting absentee(s)

IASI Bylaws 6.8 Resignations – Absence from more than one of the Regular Board of Director meetings as published in the Board's annual planning cycle will constitute that member's resignation from the Board of Directors. Waivers may be granted by vote of the Board or at the discretion of the General Chair. In the latter case, the General Chair shall inform the Board of such waiver.

The following board members have been granted a waiver for this meeting:
Doug Kolsrud, Phil Barnes, Jordan Kloth, Mikayla Kloth
- Approval of minutes from:
 - January 8, 2023 Board Meeting
- Membership Comments and Concerns

Iowa Swimming Members who wish to speak will be recognized by the meeting's chairperson and be allowed to speak per the following conditions:

 - Remarks can only be presented during regular meetings, not during special meetings.
 - Remarks are limited to (3) minutes per speaker.



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- Board members will receive audience remarks but will not engage in dialogue during this time of the meeting.
- Remarks should be respectful and not include names or other identifying information about swimmers, officials, volunteers, board members, LSC staff, or other personnel due to the confidential nature of certain situations.

- Reports

- General Chair
- Administrative Vice Chair
- Finance Vice Chair
- Senior Vice Chair
- Age Group Vice Chair
- Athlete Chair
- Coach's Committee Chair
- Safe Sport Chair
- Officials Chair
- Governance Committee
- Technical Planning Chair
- Diversity & Inclusion Chair
- Registration
- IASI Office

- Old Business

- New Business

- **Proposed 2023 Budget** - see attachment on website
- **Proposed IASI Employee Evaluation Process:**
 1. Admin Vice Chair ("ADVC") & General Chair ("GC") provide an evaluation form to each staff member for personal reflection and self-evaluation.
 2. ADVC & GC will collect information from other IASI volunteers who have had the opportunity to work directly with the staff member(s) and then independently complete an evaluation form for each staff member.
 3. ADVC & GC compare and collaborate to develop a draft evaluation for each staff member.
 4. The draft evaluations are reviewed by the Personnel Committee, which may request changes, before approving the final version for presentation to the staff members.

IASI Vision Statement: Striving for Excellence in Swimming



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5. Either the ADVOC or GC, along with another member of the Personnel Committee who will serve as witness, will schedule a meeting with each staff member and present the final evaluation.
6. The signed evaluation will be archived both in IASI Personnel Files and attached to the Employee Record in Gusto.

- **Proposed change to Section I – VII. Specific Meet Operating Rules**

F. Verification of Members. The meet host must verify that all athletes, coaches, and officials participating in the meet are members of USA Swimming. ~~All member identification numbers must include 14 characters. The first six numbers of the member's USA identification number are the member's date of birth, the first three letters of the athlete's name are next, the athlete's middle initial, and the first four digits of the athlete's last name. For example 022953johssamp.~~

Rationale – USA Swimming ID's are no longer derived of the member's name and date of birth. This explanation of the outdated member ID formula may be removed from P&P without changing the host club's responsibility of verifying membership.

- **Proposed change to Section I – VII. Specific Meet Operating Rules**

J. General Meet Operation Requirements

Addition of the following phrase:

~~6. Meet Director. To ensure the Meet Director is available to athletes, coaches, meet volunteers, and facility staff during open competition, the Meet Director must be dedicated solely to the operation of the meet and may not serve as a Coach or an Official during the meet.~~

- ~~a. This limitation only applies to IASI Open Sanctions and IASI Championship Meets, and does not apply for Closed Sanctions such as an intra-squad, dual, or triangular meet.~~

Rationale – During recent championship meets, Meet Directors were observed coaching on deck. This presents a potential conflict of interest and does not demonstrate performing the Meet Director duties fairly and impartially. This restriction is intended to remove any perception that the Meet Director favors any team or athlete.

- **Proposed change to Section I – VIII. Swimsuit Policy**

Remove the entire section

~~VIII. SWIM SUIT POLICY. Swimmers 10 years and younger shall not compete in "Tech Suits" during IASI sanctioned competitions. (Revised HOD 4/29/2018)~~

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~~A. A list of restrictive suits that swimmers ten years and younger shall not wear while competition in an IASI sanctioned competition shall be posted and maintained on the IASI Website.~~

~~B. The TPC shall revise and update the list of restricted suits, as needed.~~

~~C. Between April 1, 2018 and September 30, 2018, the following statement shall be added to all meet announcements for IASI sanctioned competitions. (Revised HOD 10/1/2017)
"Swimmers ages ten years and younger shall not compete while wearing "Tech" suits, even when competing in Senior or Open events or time trials. A list of suits that are considered "Tech" suits is posted on the IASI Website."~~

Rationale – USA Swimming rule 102.8.1 F prohibits technical suits for 12&Under swimmers except at JNATS or higher meets. Since 102.8.1 is more restrictive than IASI P&P, this policy may be removed without any impact.

o **Proposed change to Section I – VII.6 Scratching from Finals Heat**

- a. Any swimmer qualifying for a final race, regardless if the race is the final heat, consolation heat, or bonus heat, in an individual event who fails to compete in said consolation final or final race shall be barred from further competition **in individual events** for the remainder of the **meet session and through the following day of the meet**, except as noted in paragraph 7 below."

Rationale:

Comparison of IASI scratch rule to USA Swimming championship meet scratch rule

The IASI scratch rule currently imposes no penalty on an athlete for failure to compete in a preliminary heat for which finals are scheduled. By contrast, USA Swimming rule 207.11.6.C imposes a penalty on such swimmers, who are barred from competition for the remainder of the day's events and must positively check-in each day to be eligible to swim for the remainder of the meet.

From the above, it seems reasonable that IASI, while needing to impose a significant penalty on swimmers who fail to compete in finals, could impose a lesser penalty than USA Swimming does.

Comparison of IASI scratch rule to typical IASI championship meet scratch rule

At an IASI championship meet, a penalty has typically been imposed in the meet invite, on an athlete who fails to complete in a preliminary event for which finals are scheduled. The penalty is to be barred from competition in the athlete's next individual event. This is in contrast to the IASI scratch rule, but is still more lenient than the USA Swimming championship meet scratch rule.

The above comparison is also consistent with IASI implying a less severe penalty in finals than USA Swimming does.

Inconsistency of penalty – Barring a swimmer from all further competition at the meet, when the meet has more than 1 day of prelim/finals events, becomes progressively more severe, the earlier



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it happens during the meet. Barring the swimmer only through the following day would make the penalty more consistent from day to day of the meet.

Penalizing team-mates – Barring the swimmer from competition in relays as well as individual events may serve to additionally penalize the swimmer's team-mates, who have not transgressed and who, in senior LSC competition, may be at or approaching their last championship meet before graduating high school and moving on.

- **Develop a procedure for how warm up lanes are assigned and managed at championship meets**

- Adjournment

Remaining 2022-2023 Scheduled BOD Meetings:

7:00 PM on Sunday, April 16, 2023

2:00 PM on Sunday, August 27, 2023