

**MTF Executive Conference Call
Tuesday, March 17, 2020**

Attendees

Jerry Bookin-Weiner MTF Chair	Robert Thomas MTF Vice Chair
Amanda Scotti MTF Secretary	Mike Travers MTF Treasurer
Bill Murray MTF SE Region Chair	Jim Weed MTF MidAmerica Region Chair
Mark Cleary MTF West	George Mathews NW Region Chair
Roger Vergin Rankings Task Force Chair	Sandy Pashkin Chair Appointee
Jo Burrows RW Subcommittee Chair	Bob Weiner Chair Appointee
Elizabeth Teague Active Athlete Rep.	Sandy Triolo Communications Subcommittee Chair
Jeff Davison Historical Task Force Chair	Geo Melichar Ethics/Diversity Subcommittees Chair
Steve Cohen Anti-Doping Subcommittee Chair	Jim Flanik Games Committee Chair
Jim Pearce Club Ethics Task Force Chair	Sue Hallen Throws Committee Chair
George Mathews MTF NW Region Chair	Cheryl Bellaire USATF Sports Medicine Representative

Call to Order at 9:07pm

Moment of Silence for Rex Harvey

Baton Rouge Cancellation and Future Meets

Sports Baton Rouge, NO office made the decision to cancel the meet which was the right choice. The BTR head of sports PR was not consulted. Sandy Pashkin summed it up saying, "Right decision, wrong process."

Refunds were handled extremely well, and quickly by the NO (thanks to Elizabeth, Karl, Zack). Jerry sent thanks to the three and cc'd Renee

Re Future meets, NO said to proceed with planning until we are told if a meet is cancelled. Registration for Greensboro will not open until after April 1, which coincides with rollover of the new registration system. Jerry is in contact with NO and Elizabeth on all this. It was brought up that there was an international athlete enroute to meet when it was cancelled.

Mark Cleary asked that if the LOC was hurt, would we be willing to offer them another bid. Re a future Indoor meet, BTR would not be offered this due to the Throws area problems, but we could offer them an Outdoor options. If this is the case, should there be another site visit.

Jeff Davison brought up the topic of security searches at colleges (ala LSU). These are facility-specific rules and this question and should be added to the site team's checklist.

Robert has conversed with NY (Armory) and Houston about bidding for Indoors at this year's annual meeting. Utah may be interested in an outdoor meet. Bid makers have to schedule a site visit well before placing a bid (Houston, and Utah). Bid Packets are due by Sept. 1, the site visit can be any time prior. Throws committee would like to send a person to visit sites. Mark asked if Utah had a facility in mind, Robert guessed BYU.

Strategic Planning Report/Update

Jerry explained the Strategic Planning process to those who do not yet know about it. Robert attended the ABQ meeting and reported:

There 10-15 people present representing the Associations, MLDR, Officials, Elite Athletes, Youth, the USATF board members and others. Meeting lasted 3 ½-4 hours. It was pretty clear that the NO was underfunded and underemployed. They cannot handle all that needs to be done. Robert also reported that MTF was better taken care of more than anyone else. We have our own liaison, others don't. He cited examples of other groups complaining that they don't get paid, or receive email responses. MTF has not experienced most of these problems. By the time Robert was asked to present the MTF Strategic Plan, near the end of the meeting time, many of the people had left the room and he had to speak over a band playing next door so he didn't feel the attention given to his report was all that great.

Robert explained that this first meeting was intended as a Step 1 Brainstorming meeting

Step 2 will be to take the presented issues and finalize those down to three issues that affect several divisions, then devise a measurable plan to fix problems. The next meeting will likely be this summer or fall.

Jerry suggested that for MTF, the document that we produced can be used as a road map for our future and that we should appoint a task force to begin the process of implementation. This is because per the meeting, it seems that at the NO level, what we would like to do won't really be addressed. This would be a plan for MTF to work alongside the plan that the NO eventually decides, an MTF-specific plan. It will require periodic updating.

Social Media

Social Media is used too often to criticize. He would like to see no Exec. Committee members engage in this behavior. Jerry asked that members think that someone on a subcommittee is not doing what you would like to see, that you talk to them, one of the officers, or Jerry, outside of public view. As an Exec. Committee we need to present a unified front.

Travel and Other Reimbursements

Mike asked to have this item on the agenda, but since there is no Indoor championships, there will be no travel expenses to reimburse. Anyone who might have something to reimburse should get it to Mike ASAP.

Reports

Transgender Issues Task Force

Colleen Barney, Task Force Chair was unable to be on the call, but sent in her report detailing Stage 1 of the Task Force. Note: Discussion ensued on the call concerning how to advise MTF athletes of the rules. Currently it is the athletes' responsibility to provide proof, and the criteria must be met a year in advance. This will be a topic for the Task Force.

Task Force Report on Transgender Issues:

"Our task force currently consists of four masters athletes (one female jumper, one female sprinter, one female thrower, and one male multi-event athlete (and medical doctor)). We have taken our charge seriously and have taken as many steps as possible to ensure that we are informed and prepared to make recommendations to this committee. To that end, we have read and analyzed all of the World Association rules regarding transgender athletes, we have researched the USATF rules, guidelines, and policies on the issue, we have reached out and spoken to both proponents and opponents to transgender athletes competing in masters track and field, and we have discussed the matter and have come to the following agreement with respect to our first charge (to assess the mechanisms for enforcing the new World Athletics rules and regulations within WMA and make recommendations to Masters Track and Field about appropriate steps for Team USATF Masters team management to take to ensure that those rules are enforced):

We are part of a member federation of World Athletics and as such we must abide by the rules and regulations set forth by World Athletics. The rules are clear that transgender athletes are permitted to participate in masters athletics in international competition subject to the review and analysis of medical information provided by such athletes to the Medical Manager and the Expert Panel (as defined in the World Athletics regulations). Transgender athletes when registering for international competition must agree to abide by the rules and regulations (including serum testing for circulating testosterone levels). Only the Medical Manager may investigate an athlete who the Medical Manager believes is in non-compliance with the regulations. The regulations are clear that 'No stigmatization or improper discrimination on grounds of gender identity will be tolerated. In particular...persecution or campaigns against athletes simply on the basis that their appearance does not conform to gender stereotypes are unacceptable. Any such conduct will be considered a serious breach of the Regulations.' The only possible circumstance we can envision in which the USATF Masters Team Management would have any ability to protest the results (we can see no reasonable protest of the registration) of a transgender athlete would be if there was credible information that such athlete was not complying with the rules regarding the level of circulating testosterone in the athlete's system. The World Association rules and regulations and the USATF's own policy statement make clear that in cases where an athlete's gender is at issue, extreme care should be taken to respect the privacy of the parties affected. In sum, we do not believe that there is a process that permits the protest of the registration of a transgender athlete and that any protest after competition should only be made in the event there is credible evidence that the athlete is out of compliance with respect to the circulating testosterone levels."
USTAF Masters Transgender Task Force

Anti-Doping Subcommittee

Steve Cohen described a new "precheck system that allows athletes to take certain life-sustaining prescriptions.

Anti-Doping and Substance Abuse Subcommittee Report

On March 17, 2020, I advised the Executive Committee that Drug Testing had taken place at the Indoor Multi-event Championships held at Carthage College. With the assistance of Jeff Watry and the Carthage College head Track Coach, the testing went smoothly and without any interference of the athlete's ability to compete. As Bill Murray later reported, the athletes were openly supportive of the testing.

I also advised the Executive Committee that our expenses for testing continue to grow. For instance, based upon my cost analysis, the expense of drug testing has doubled over the past 5 years, meaning that we are limited in both the number of tests and competitions where testing may be administered. Therefore, we need to double the amount of funding for drug testing and I have raised this problem with the USATF representative involved in assisting us in planning testing for competitions. The lack of having sufficient funds inhibits our ability to do out of competition testing on individuals who break world or national records at sanctioned meets where no testing is performed. Regardless, it is important for Meet Directors to inform the Subcommittee with the name, address, phone number, USATF ID number of each record breaker immediately after completion of the competition so the athlete may be tested within 48 hours of the completion of the competition.

I also have been anonymously advised of athletes who are suspected of using performance enhancing substances. It is our intent to have any such person tested, if possible. For each such potential person to be tested, it is important to consider that each out of competition test will cost MTF double or triple an in competition test and limit the number of tests to be undertaken at our National Championship events.

Additionally, I advised the Executive Committee on the availability of the Pre-check process implemented by USADA and how it works. Since it is not completely clear what happens if a Pre-checked athlete tests positive at a competition, I advised those interested to visit the USADA website or call USADA and talk to the person in charge. Notwithstanding this information, this should preclude the necessity of obtaining a TUE if one has never tested positive. One thing is very clear. If you use the Pre-check process, you must have a preexisting prescription for the drug on which the Pre-check is based.

Finally, I suggested to the Chair that pressure should be exerted on the National Senior Games Committee to institute drug testing at its National Championships for which it obtains an USATF sanction. While not mentioned at the time of the meeting, our Subcommittee could do out of competition testing on USATF athletes who compete at the National Senior Games, even if the NSGC refuses to conduct drug testing.

Thank you for your support of our Subcommittee and a special thanks to each of the Subcommittee members who continue to stay involved and participate in the drug testing process. I have also received confidential inquiries from time to time and I appreciate the individual athletes' confidence in contacting me for more information.

Respectively submitted, Stephen B. Cohen, Chair, MTF Anti-doping and Substance Abuse Subcommittee

Communications Subcommittee

Sandy Triolo reports that the MTF Facebook group currently has over 2,000 people on it. MTF's WhatsApp has 221 people. She also reported that there are ongoing issues with the USATF website, those are being constantly updated and addressed.

Masters Exhibition Events Subcommittee

Jerry gave the report, as Linda Carty, the MEE chair was not on the call. The Indoor season's event did not take place. Reasons may have been that athletes may have been saving money for later meets this year. The schedule for the MEE 400m planned for the Olympic Trials is not up to USATF, it is up to the Olympic committee.

Jerry will discuss scheduling with Max and Renee as we need earlier decisions and flexibility regarding these events if they are to be successfully conducted. Currently they only want 200m (IN) and 400m (OUT) events to be held due to TV schedules. Field events could possibly be contested if help while a circle is not in use. Local officials could be used for that sort of thing to avoid conflicts with scheduling officials.

Racewalking Subcommittee

Jo Burrows reported that the 50k Championships were held in January. Olivia McGranahan made the world team. The 20k event has been postponed, but May 24 would be last date to hold it

Masters Racewalk Committee

As of March 17, 2020, the 50K racewalk championship has been completed with no problems. The 20K racewalk has been postponed but is due to be held sometime before May 24, 2020. Information will be going out when available. The rest of the schedule of races are still ongoing at this time.
Jo Burrows, Chair, Masters Racewalk Committee

Awards Subcommittee

Rachel Guest communicated with Jerry that her contingency plan, if the outdoor meet is canceled, would be to send the planned gifts to awardees, do a social media presentation, and then honor them in 2021.

Hall of Fame Subcommittee

Mark Cleary reported that they have added two new people to the committee to satisfy the requirement for Hall of Fame members to be on it: Charles Allie and Neni Lewis. They still need a third. The strategy is to send out emails to solicit a potential third member. He reported one procedural change – nominees will not be kept indefinitely on the list, there will be a time limit.

Hall of Fame

We have added Neni Lewis and Charles Allie to the Hall of Fame Committee. Going forward athletes will be evaluated each year, which is to say there will not be an automatic rollover of athletes. We will vote on 12 athletes per year to elect a class of 6. Awards have been ordered and will be awarded in Greensboro. I would like to thank Jeff Brower, Lester Mount & Jill Vollweiler for their dedication this past year. Mark Cleary

Inclusion Subcommittee

Geo Melichar's report:

The year has started out a bit slower than expected but I am confident in the committee's ability to accomplish our 2020 goals created at the annual meeting. I anticipate with the next month to personally have time to work on:

- New Committee Chair Guide
- finding a solution with the communications committee on a picture share drive.
- revisit the 2020 committee goals-make updates

How you fellow committee members can support are our 2020 goals currently is by:

- social media post ideas
- *if you have original photos or an inspirational post idea please have them ready to upload. I hope to have a photo share option live by Sunday for all to upload information.
- potential blog ideas
- *send an email with the blog idea to mtfinclusion@gmail.com with the concept and blog goal.
- any new committee ideas?

George Melichar, USATF Masters Inclusion Subcommittee Chair

Make Up Hall of Fame Task Force

Marilyn Mithcell was not on the call

Combined Events Subcommittee

Bill Murray reported:

The Indoor Combined Events Championship was held January 25-26 in Kenosha, WI. A record turnout with over a 20% increase in attendance. There was drug testing and the athletes who were chosen by USADA were excited to have been picked. The athletes chosen were all AR & WR athletes.

The Outdoor Championship is now the Rex Harvey Combined Events National Championship with the blessing of his wife and family. It is set for the second weekend in June at Slippery Rock University and currently has one athlete signed up.

Bill Murray
Co-Chair Combined Events

Club Ethics Task Force

Jim Pearce reported that he held a meeting regarding a possible club infraction, but that the Club president of the offended club was not comfortable making a complaint, stating that the consequences were too risky for him personally.

Jim reported that the current resolution does not stipulate what inducements are and are not OK but that he would be happy to write something up if the committee wanted to give him instructions to do so.

It was suggested that the clubs be sent a reminder about what they agreed to do/not do. Bill said that the resolution needs some teeth and that Jim should be given the OK to proceed.

Report to MTF Executive Committee, 3-17-2020

James Pearce, Club Ethics Task Force Manager

Some weeks ago I was informed of a possible violation of the Masters Recruiting Code of Conduct. I contacted the president of the club who was said to have lost athletes.

When I talked to the club president whose athletes switched clubs, he did not feel comfortable about filing a complaint. He believes that the potential negative consequences to himself personally and that the negative consequences to Masters Track outweigh any possible benefits from initiating a complaint. With no complaint, my investigation is concluded.

During the teleconference, the MTF Executive Board asked me to resend the Code of Conduct and the process document which explains the process to be followed in case of a complaint to the ten clubs involved in crafting the Code of Conduct. I will do that immediately. I am including copies of those two documents with this report.

The MTF Executive Board also asked me to write a memo to them outlining my personal beliefs about what incentives to club membership should be viewed as being impermissible. I will prepare a draft and send it to Acting MTF Chair Jerry Bookin-Weiner.

There was some sentiment among Executive Board Members that someone should contact the club that was alleged to have possibly violated the Recruiting Code of Conduct.

Process for Managing Alleged Masters Track and Field Club Recruiting Code of Conduct Violations

Introduction

The process outlined deals only with possible Recruiting Code of Conduct Violations by clubs and does not include any proposed sanctions against athlete(s), except that athletes might not be able to score points for clubs found to have violated the **Recruiting Code of Conduct**. An athlete might violate the **Recruiting Code of Conduct**, for instance by asking one or more clubs what they would offer for him or her to change clubs and compete for them at a championship meet. Code of Conduct violation(s) by individual athletes would only come under this process if a club agreed to offer an athlete something inappropriate, and then the violation would be a violation by the club.

Now that a **Recruiting Code of Conduct** has been adopted for USATF Masters Clubs, there must be:

- a method for a Club to file a **Notice of Violation**,
- a method of collecting a statement of the facts from both clubs involved,
- a **Fact Finder or a Fact Finding Panel** to collect the facts and decide on sanctions,
- a way to decide what the facts are by weighing the statements of fact of both clubs,
- a series or levels of possible findings,
- a progression of sanctions,
- time limits for timely responses, and
- a cost associated with filing a **Notice of Violation** to deter frivolous complaints.

Notice of Recruiting Code of Conduct Violation

Clubs may file a Notice of Violation of the Recruiting Code of Conduct in writing or by email to the MTF Regional Coordinator for the region of the complainant or, if the Regional Coordinator might be seen to have a conflict of interest, to the Vice Chair of the MTF Committee. The Regional Coordinator or the Vice Chair will pass the complaint along to the Masters Track and Field Committee (MTF). The committee will respond to the complainant within 30 days with an acknowledgement and a request for a written description of the incident which should include the approximate date and place it occurred, who was involved and should include enough information to understand the nature of the alleged violation.

The MTF Committee will consider the incident description and assign one of its members or an uninvolved third party to talk to the parties involved, including: current club, recruiting club and the athlete involved. The committee member or third party given this task should be prepared to act primarily as a mediator, fact finder and fence- mender if possible. If the issue can be settled informally at this stage, that should be done. If there appears to have been a violation, and the club asserting a violation wants to proceed, the committee member or third party fact finder will report his or her findings to the Masters Committee within 30 days of sending the acknowledgement of the complaint, and they will decide what action to take at its next scheduled meeting.

A club may file a **Notice of Recruiting Code of Conduct Violation** by letter or email addressed to the Regional Coordinator or the Vice Chair of the MTF Committee. The letter must identify itself as a **Notice of Recruiting Code of Conduct Violation** and include a statement of the facts including the nature of the communications that took place including as much information as is available as to who the parties were, the dates involved and the nature of any offers or inducements made. The club filing a Notice of Violation must include a check in the amount of \$100 made out to the MTF

Committee. A scan of the front of the check may be attached to an email Notice of Violation with the actual check to be mailed shortly thereafter to the Regional Coordinator or Vice Chair as appropriate.

The Masters Track and Field (MTF) Committee may act as a fact finding panel or may appoint one or more of its members to so act, or the Masters Committee may select a third party or constitute an ad-hoc group of three to act as the fact finding panel. If the ad-hoc panel approach is used, two of the members could be presidents of other similar but uninvolved clubs, with the third party being a member of the MTF Committee or someone they appoint.

The group selected to gather facts and rule on a violation will first contact the club being charged with a recruiting violation, requesting a statement of the facts from the club being charged. Each party will be sent a copy of the Masters Recruiting Code of Conduct.

A **Notice of Recruiting Code of Conduct Violation** can be withdrawn at any time by the club which initiated the process. This would conclude the fact finding and sanctioning process.

Statements of Fact

These should include full contact information for all persons involved and should include times, places and dates to the extent that they are known. Statements should be limited to the incident being considered and should not contain any allegations of improper conduct that may have occurred prior to the adoption of the Recruiting Code of Conduct on which this process is based.

Fact Finding Panel

The purposes of the Fact Finder or Fact Finding Panel are to:

- Mediate between the clubs involved
- Solicit the statements of fact from the parties
- Discuss the situation with all the parties involved
- Present a report to the MTF Committee of their conclusion as to what the facts are and how they relate to the Masters Club Recruiting Code of Conduct
- Decide on one of the four levels of findings
- Seek to mend relations between the two clubs involved

Four Possible Levels of Findings:

The fact finder will report that one of the following four possible levels of findings has been determined to exist:

- No Recruiting Violation has occurred
- A Recruiting Violation has not been proven by a preponderance of the evidence
- Aggressive Recruiting has occurred
- Masters Code of Conduct has been violated

Progressive Sanctions if Aggressive Recruiting has Occurred

1. No action is warranted
2. Warning issued (this may be done even if a recruiting violation has not been found)
3. The athlete involved cannot score points for the club being sanctioned for up to two years
4. The club being sanctioned may be disqualified from receiving a Team Award at Regional or National Championship Meets for up to two years.

Confidentiality

The identities of all clubs both initiating and receiving a Notice of Violation shall be kept confidential until sanction level 2, 3 or 4 is given and all appeals are exhausted.

Appeal

A club receiving a sanction may appeal to the Masters Committee by sending a letter specifying the reason for their appeal. The Masters Committee will Rule on any appeal.

USATF Masters Recruiting Code of Conduct (Adopted Dec 1, 2018)

It is unacceptable for USATF Masters Track Clubs to use aggressive recruiting practices to recruit an unattached athlete or a member of another track club.

Aggressive Recruiting Practices include:

- Making disparaging comments about another track club or about the leadership of another track club in the context of recruiting

- Offering financial inducements to change clubs or to join a club
- Offering inducements of significant value to join a club or to change clubs if the inducements are greater than the benefits of membership offered to all club members.

Throwing Events Subcommittee

Sue Hallen reported that the Throws Committee hasn't yet had a meeting. They will soon, and in it plan to discuss how to give out awards with no meets to provide input. They also need to look at funding to invite more participation at meets.

Historical Task Force

Jeff Davison has been compiling lists of WAG and AAG records from past reports and lists of major meets that have been held for a number of years

Report (and Request) Historical USATF Masters Track and Field

From: Jeff Davison, Task Force Manager (Chair) – Historical USATF Masters Track and Field

We have continued to increase the content on the www.mastershistory.org website. Recent additions include more Past Meet Results, more Past American / World Record Information, and more Newsletters (Nor Cal Running, and others).

We are currently looking for more 1970s and 1980s Meet Results, Club Newsletters, Meet Programs, and Meet Flyers to be able to add the website.

Also looking for anyone that might have past copies of Track and Field News "TrackStats" and "Track Newsletter" to see what past Masters results might be contained in them.

Regards, Jeff Davison

Rankings Subcommittee

Roger Vergin reported that John Seto is working on single age age-grading and is dedicating the pages to Rex Harvey.

Rankings Subcommittee Report. MastersRankings.com continued throughout 2019 to serve masters athletes throughout the world and the USATF Masters organization at a high level. It provided results on 328,203 performances by 75,729 athletes from 182 nations in 2019.

For USATF Masters Organization, it provided:

- the Top 25 indoor and outdoor performance lists for publication in National Masters News (2019 Top 25 lists will be in next NMN issue)
- performance information on all nominees of annual awards and the hall of fame
- the platform for the selection of all awards and the tabulation of voting

For individual USATF Masters athletes, it provided results of their performances, their rankings in the USA and in the world as well as age graded rankings and all-time performance lists.

John Seto's hard work and dedication to masters track and field athletes has produced a history of performance data unmatched by anything in masters competition in any sport. He has cataloged 2,312,807 performances representing 280,502 athletes from 200 nations and continues to improve its distribution and presentation.

East Region Report

Mike Travers - the Outdoor Championships date is June 27 at the College of the Holy Cross, but currently the school will not OK contracts until May 1.

SE Region Report

Bill Murray - The SE Region outdoor is set for the first Saturday in June at Durham County Stadium in Durham, NC. As of this date we have closed registration as instructed and already have 15 athletes signed up. We have reached out to the stadium about availability due to the Covid-19 situation but have not heard back to date.

MidWest Region Report

Robert Thomas- the Outdoor Championships is scheduled for Friday, June 12, but at this point we are holding off on entries

West Region Report

Mark Cleary - the Outdoor Championships is scheduled for June 20/21 at Orange Coast College,

NW Region Report

George Mathews - the Outdoor Championships is scheduled for July 18 at West Seattle stadium. He reported that they have not been locked out yet! He also reported that the 22/23 Aug meet, also at the same above location is still a go at this point

MidAmerican Region Report.

Jim Weed reported that the Outdoor Championships are scheduled for August 29/30 at CSU but the meet's contract had not yet been signed.