What is the Board’s structure, size and composition?
In 2017, the House of Delegates approved legislation designed to elevate
the Board’s strategic and long-term focus, and the clarity of direction
given to, and the accountability of, the President & CEO and staff. The
Board of Directors now has 15 voting members, including:

- The Immediate past Board Chair
- The Chair of the National Team Steering Committee
- Three “athlete representatives” (as defined in the then-current USOPC
  Bylaws) directly elected by athletes who meet the same standards as an
  “athlete representative”
- Ten At-Large members, including at least two semi-independent
  directors and two coaches elected by the House of Delegates. There
  must be at least one At-Large Board member who resides in each of the
  four geographic zones
- In addition, the President & CEO and the Secretary & General Counsel
  serve as ex-officio, non-voting members

Which Board positions will be elected this year?
Based on the two seats being vacated by Board members whose terms are
expiring (Davis Tarwater and Tom Ugast), one Athlete Representative and
one At-Large Director will be elected. The composition requirements set
forth in Bylaws are currently met; therefore, the At-Large member may be
of any membership type and from any Zone.

When do the respective elections take place?
On Saturday, September 26, the full House of Delegates, including
its voting Athlete members, will elect one At-Large Director. From
September 19-25, 2020, electronic voting will be held to elect the Athlete
Representative.

How long are the terms of the Directors being elected?
Four years. The initial staggering of Board terms is complete.

Who elects the Board officers?
The Board elects its officers (Board Chair, Vice Chair, Vice Chair-Financial
Oversight) from among its members.

Who was on the Nominating Committee?
- Mary Wallack, Chair (Board appointee – Semi-Independent)
- Maya DiRado Andrews (USA Swimming Foundation appointee)
- Tim Bauer (Senior Development Committee appointee – Coach)
- Cecil Gordon (Board appointee – Board member)
- Liz Kershaw (Age Group Committee appointee – Coach)
- Kurt von Moltke (Board appointee – Semi-Independent)
- Kathleen Klein Prindle (Board appointee – Board member)
- Stephen Schmuhl (Athlete appointee)
- Shannon Vreeland (Athlete appointee)

What was the process the Nominating Committee used to vet and
recommend nominees?
All recommended nominees submitted a detailed application form, with
content addressing educational and career background, connection
with swimming, and experience in positions of leadership (board or
management). Each of the 21 applications received was individually
reviewed and preliminarily scored (using a uniform matrix) by each of the
nine members of the Nominating Committee. The committee identified
those candidates with the strongest experience and qualifications, and
those exemplifying the skills and attributes identified in Board policies.
After committee discussion of each applicant, 13 were invited to interview
with two members of the committee. Responses to standardized
questions and impressions were then shared with, and discussed by,
the committee, which then invited 10 applicants to a second interview
(different questions, posed by two different committee members). After
extensive deliberations, the committee verified background checks
and conducted reference check phone calls for each of the nominees
proposed on the ballot.
Which current members will remain on the Board?
Chris Brearton
Kenneth Chung
Natalie Coughlin Hall (Athlete representative)
Maya DiRado (Athlete representative)
Bruce Gemmell, Chair, National Team Steering Committee
Jennifer Gibson
Dr. Cecil Gordon
Kathleen Prindle
Bill Schalz
Jim Sheehan (Immediate Past Chair)
Jeanette Skow
Jay Thomas
Bob Vincent, Board Chair

Who are the nominees?
Rulebook Article 507.3 charges the Nominating Committee with reviewing candidates and proposing “at least two (2), but no more than three (3), vetted nominees for each seat open for election.”

Below are the candidates vetted and recommended by the Nominating Committee:

At-Large:
Kathy Fish
Eileen Hoffman
Jon Kossow

Athlete Representatives:
Cammile Adams
Katie Meili
Caitlin Leverenz Smith

Can someone still self-nominate for a position on the Board?
The Rulebook contains a provision that allows for other members to self-nominate or be nominated by submitting their names at least fourteen (14) days prior to the House of Delegates meeting. It stipulates, “Such candidates will have their names listed with no supporting information and will be indicated on the ballot as non-vetted candidates.”

How can I learn more about the candidates?
Online; In addition to the written candidates provided by each vetted nominee (see below), view their video introductions at usaswimming.org/about-usas/governance/convention-2020

What are the rules about campaigning?
Nominees and delegates are to recognize that, per Rulebook Article 507.3, overt electronic or printed campaigning is prohibited.

How many Board members will be elected in 2021?
Due to the staggering of terms instituted in 2018, five Board seats (four At-Large and one Athlete Representative) are scheduled to be open for election in 2021. The Call for Nominations for the 2021 Election will be issued by early April 2021.
JON KOSSOW

Jon Kossow is currently a Managing Partner at Norwest Venture Partners, a $9.5B AUM multi-stage, global investment firm based in Palo Alto, California, where he co-leads the firm and the growth equity investment practice that he built in 2009. Throughout his 22-year investing career, Jon has been a board member at more than 15 companies and has been instrumental in working with management teams across all industries to drive significant value creation. Working primarily with founder-owned businesses, Jon deploys an “invited guest” method of interaction with executives to create supportive and collaborative work environments, and is a trusted, strategic advisor to his portfolio teams. Prior to Norwest, Jon worked at Goldman Sachs and began his career in advertising at Leo Burnett. He graduated from Harvard with a degree in Biology.

Jon’s passion for swimming began at the age of five when he followed his older sisters onto the town’s pool summer team. He swam for Badger Swim Club in Larchmont, N.Y. before joining the Harvard varsity swim team. Jon has also been a Masters swimmer in Illinois and California and a summer league coach in Greenwich, CT. Most recently, he served as the president of the summer swim league in which his children compete.

Jon resides in Northern California with his wife and three kids ... who get closer to beating him in the pool every day.

KATHLEEN FISH

As Chief Research, Development and Innovation Officer at P&G, Kathleen Fish leads P&G’s innovation program, the organization of 7,000 talented innovators around the world and a $2 billion budget. A long-time employee of the American multinational consumer goods brand, Fish has worked to transform how P&G innovates, investing in culture, capabilities, and technologies to create innovation that improves consumer’s lives every day. This includes innovations on brands like Tide, Febreze, Pampers, Tampax, Pantene, Gillette and Crest along with connected products that elevate the consumer’s experience. Prior to her work at P&G she earned a degree in Chemical Engineering from Michigan State University.

Her lifelong swimming journey spans 50 years, 15 as a swimmer (Michiana Marlins, Michigan State University), 10 as an age-group coach, 20 as parent, four as a board president (Cincinnati Marlins) and today as Chair, A Matter of 50 Meters (Mason Manta Ray facility fundraising).

EILEEN HOFFMANN

Eileen Hoffman is the founder and CEO of Fashionable Investing LLC, an SEC registered investment advisory firm. With over two decades of asset management experience, she has managed significant mandates for global institutional investors, including pension, endowment and sovereign wealth funds and has led an international team of investment professionals. She holds a BBA in Business Economics with honors from the University of San Diego and a Master of Arts in Economics from University of Denver.

Her connection to the sport of swimming began in 1980, the same year the United States boycotted the Olympic Games, when she was a young member of a Colorado team with several Olympic contenders. Hoffman had the opportunity to train with some of these same swimmers leading up to the 1984 Los Angeles Olympic Games and was inspired to reach her personal best. She went on to successfully earn a collegiate women’s swimming scholarship at the University of San Diego.

She is actively involved in the local swim community at the club, high school, and summer league levels. Since 2017, Hoffman has served as president on the Board of Directors of Mountain Hi Swim League, a Colorado summer swim program with twenty-three member teams and 3,700 swimmers.

She resides in Colorado with her husband and three daughters.
Caitlin Leverenz Smith

Caitlin Leverenz Smith is an Olympic medalist for the United States. As a member of the USA Swimming National Team for over a decade, she won a bronze medal at the London 2012 Olympic Games and two gold medals at the 2015 Pan American Games.

Originally from Arizona, Caitlin graduated from UC Berkeley with a degree in Public Health. While representing Cal in her collegiate career, she won nine individual and relay National titles and led her team to two NCAA National Championship wins. Recognized by her peers as a leader, Caitlin was elected captain of her college team her senior year, as well as five different U.S. National teams. She retired from professional swimming and started her business career at Visa as a part of Visa’s Olympic Business Development Program where she completed roles in sales, marketing and strategy.

Smith is currently in the full-time MBA program at Stanford’s Graduate School of Business and plans on pivoting to a general management role in the healthcare industry upon completion of her MBA in spring 2020.

She currently lives in Palo Alto with her husband, Collin. They welcomed their first child, Logan, in July 2020.

Cammile Adams

Cammile Adams’s love of swimming is deeply rooted in family, friends and career. Her father, a collegiate swimmer and coach of 40 years, introduced her and her twin sister to the sport at the age of four. Exhibiting drive and ambition at an early age, Adams continued to excel from age-group through her high school years making four U.S. National teams. She later attended Texas A&M University where she became a two-time NCAA Champion, seven-time NCAA All-American and a team captain.

Cammile’s swimming career was punctuated with multiple accomplishments on the international stage. Her proficiency as a 200m butterfly resulted in a gold medal at the 2014 Pan Pacific Championships, a silver medal at the 2015 World Championships and two Olympic appearances in 2012 and 2016, where she placed 5th and 4th respectively. Outside of the pool, she was also recognized for her leadership capabilities as her teammates voted her team captain for the 2015 World Championships and the 2016 Olympic Games.

After retiring from swimming in 2016, Adams focused on giving back to the community which served as her foundation. In 2018, she purchased a learn to swim business, which now has six locations in the greater Houston area where Adams is able to grow and develop the next generation of swimmers. Whether instilling a drive to make the 2040 Olympic team or simply taking those initial early strokes, Cammile is leveraging her skills, leadership, experiences and knowledge to advance the sport of swimming.

Katie Meili

Katie Meili’s love of swimming began over 20 years ago in her hometown of Colleyville, Texas. As a young age-grouper, her goals centered around winning pretty-colored ribbons and eating candy after every meet. As Meili grew older, her focus shifted from candy and ribbons to competition and setting goals with diligent and persistent effort. Her swimming journey took her from the club level, through collegiate swimming, and on to a six-year professional career highlighted by winning two medals at the 2016 Olympic Games.

Meili graduated from Columbia University in 2013 with a degree in Psychology. She went on to graduate magna cum laude from Georgetown University Law Center in 2020.

In 2019, Meili worked as a student attorney for the Georgetown Juvenile Justice Clinic, where she provided representation to youth charged with misdemeanor and felony crimes in Washington, DC. In the Fall of 2020, Meili plans to join the law firm Jones Day, where she will practice corporate litigation.