

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

One of the major challenges is **communication and coordination**: between volunteers and national office staff, between volunteers at the LMSC and national levels, and between members and their LMSC volunteers. While there is plenty of top-down communication – for example, *Streamlines* newsletters and published committee minutes – I think that communication in the other direction is less well developed.

Another challenge is **volunteer training and retention**. In all too many LMSCs the burden of conducting LMSC business falls on too few people, many of whom may feel overwhelmed and underappreciated. This might lead to burn-out and frantic replacement by inexperienced members who are not well prepared. Training resources exist but can be intimidating to new volunteers.

A final challenge is presented by **balancing the needs** of open water swimmers, pool swimmers, and swimmers who do not regularly participate in competitive events. We are all “one USMS,” but we do not have unlimited resources and there are challenges inherent in the equitable allocation of resources to these different (and overlapping) buckets. This requires strategic thinking on the part of the Board, and strong two-way communication with committees and with the HOD about how such allocation will benefit ALL members of the organization, now and in the future. In the past few years I think I have been addressing these challenges in a variety of ways in my role as board member, member of the OW Task Force, and as liaison to the committees in my jurisdiction.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

USMS Board of Directors and Executive Committee, 2013-present, as Vice President of Local Operations, under Nadine Day.

Local Operations Committees, 2013-present, as *ex officio* member and liaison to the BOD. The Local Ops committees are: History and Archives (Meegan Wilson, chair), Recognition and Awards (Ray Novitske), LMSC Development (Paige Buehler), Records and Tabulation (Jeanne Seidler).

Records and Tabulation, 2007-present. Served under Ed Tsuzuki 2007-2009, served as vice chair 2008-9, serving as chair 2009-2013.

Championship, 2009-present (*ex-officio*) under Jeff Roddin.

USMS 2.0 Task Force, 2013-2015 under Hill Carrow.

Open Water Task Force, 2014-present under Jim Miller.

Leadership Summit Task Force, 2014-2015 under Jill Gellatley

Please list any other experience that relates to your qualifications for the position.

I have been very involved at the LMSC level:

Top 10 Recorder since 2006, responsible for maintaining LMSC records and submitting times for Top 10 consideration for all three courses.

LMSC Webmaster since 2010, during which time I completely redesigned the website (www.vaswim.org) to use the WordPress content management system. Beyond updating and maintaining the website I am in charge of electronic communications within the LMSC. As part of these duties I post “what’s new” items every 3-5 days on the website and compose the monthly email newsletter digest of these posts that is sent to the entire LMSC. I also work with the LMSC Registrar to maintain the monthly mailing addresses for the print newsletter, including managing an “opt out” program to receive only the electronic version of the print newsletter.

LMSC Vice-chair 2006-2008

LMSC Chair 2008-2010

With my wife I was co-director of 2013 Colonies Zone LCM Championship meet.

Since 2010 I have maintained the Colonies Zone records and Colonies Zone Championship records.

In my “real” job I have been a chemistry professor for over 20 years. I have had a significant amount of administrative and management experience. I was the Environmental Studies program coordinator for 10 years, a position that required coordinating the activities of departments from five different schools across the university. I also served as the Geography department chair for three years.

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

I have been a USMS member for 25 years and have been involved with USMS as a volunteer since 2006. I have served in many roles at both the LMSC and national level, including as Vice President of Local Operations for the past two years. My greatest passion is to encourage volunteerism and effective management at local levels and I hope to continue to do that as VP of Local Operations for the next two years.