



2024

BOARD OF DIRECTORS ELECTION GUIDE

What is the structure, size, and composition of the Board of Directors?

The composition of the 15-member Board of Directors ("the Board") includes:

- The Immediate Past Board Chair
- The Chair of the National Team Steering Committee
- Five "10-Year Athletes" (as defined in the U.S. Olympic & Paralympic Committee ("USOPC") Bylaws and USA Swimming Rules & Regulations) directly elected by all other 10-Year Athletes, including the USOPC Team USA Athletes' Commission Representative, the USOPC Team USA Athletes' Commission Alternate, and three At-Large 10-Year Athletes
- Seven At-Large members elected by the House of Delegates ("HOD"), at least two of whom must be Independent. If the Immediate Past Board Chair was originally elected by the HOD as an At-Large member, they may fulfill the Independent requirement.

Which Board positions will be elected this year?

One Independent member and one 10-Year Athlete member. The HOD will elect the Independent member, and 10-Year Athletes will elect the 10-Year Athlete member.

When does the election take place?

On September 28 the HOD will elect the Independent member.

The 10-Year Athlete member will be elected via an online vote from September 20 to September 27. USA Swimming will announce the winners of both elections on September 28 at the annual meeting of the HOD.

How long are the terms of the Directors?

Four years.

Who elects the Board officers?

The Board elects its officers (Board Chair, Vice-Chair, and Vice-Chair Fiscal Oversight) from among its members.

Who are the current members of the Nominating Committee?

- Trish Martin (Official member, Chair)
- Taylor Abbott (10-Year Athlete)
- Natalie Coughlin Hall (Board Vice-Chair, serving as a nonvoting Ex-Officio member)
- Anthony Ervin (10-Year Athlete representative of the Board)
- Dave Ferris (Coach member of USA Swimming)
- Zach Harting (10-Year Athlete)
- Kathleen Prindle (Coach member of the Board)
- Katie Ann Robinson (individual of independent background)
- Mary Wallack (individual of independent background)
- Doug Wharam (Coach member of USA Swimming)

How did the Nominating Committee vet and recommend nominees?

All proposed nominees submitted a detailed application form, with content addressing their educational and career background, connection with swimming, and experience in positions of leadership (board or management). The Secretary & General Counsel screened all candidates to ensure that they met the eligibility and good standing requirements. Each member of the Nominating Committee reviewed all applications and preliminarily scored (using a uniform matrix) the candidates. The Committee then identified those candidates with the strongest experience and qualifications, and those exemplifying the skills and attributes of Board members identified in Board policies. Additionally, the Committee focused on the Board Charge. The Board Charge is guidance for the Nominating Committee, which the Board developed and voted on at its January meeting. The Board Charge specifies the following experience, skills, and attributes that constitute "ideal candidates" to complement and augment the composition of the incumbent Board in the upcoming nominations/election cycle:

The Board is looking for a candidate that has the time and expertise to dedicate to USA Swimming. The Board seeks an individual with current or prior experience within a high performing organization, who

has the ability to get up to speed quickly and help assess how our organization is performing and how we best position ourselves as a premiere National Governing Body for our stakeholders. More specifically, and in addition to the qualifications and criteria set forth in the General Nominating Committee charge, found in Policy 2.9 of the [Board Governing Policies Manual](#), the Board has identified the following additional criteria, not in order of importance, specific to the 2024 Board Charge:

- Senior management or executive experience, which may (but not required to) include:
 - a. globally recognized sports leagues,
 - b. governing bodies; and/or
 - c. athletic departments.
- Non-profit leadership & governance.
- Financial oversight of operations and strategic planning.
- Lobbying, government relations, and/or government affairs (particularly related to the NCAA, the Olympic Movement and/or name, image, and likeness and revenue-sharing).

For clarification, the above list is not in order of importance. There is no expectation that a candidate must meet any or all of the above specific criteria.

After collaborative review of each applicant, the Committee invited candidates to interview with Committee members. All interviews were recorded, and each Committee member reviewed all interviews. The Committee then discussed the candidates' responses to standard questions and shared their impressions of the candidates. After extensive deliberations, the Committee conducted reference checks for each of the candidates before nominating them to the ballot.

Which current members will remain on the Board?

- Chris Brearton, Chair
- Bob Vincent, Immediate Past Chair
- Maya Dirado Andrews, 10-Year Athlete Representative
- Katy Arris-Wilson
- Kenneth Chung
- Anthony Ervin, USOPC Team USA Athletes' Commission Representative
- Bruce Gemmill, Chair of National Team Steering Committee
- Natalie Coughlin Hall, 10-Year Athlete Representative
- Clark Hammond
- Ira Klein
- Sabir Muhammad
- Kathleen Prindle
- Ashley Twichell Wall, USOPC Team USA Athletes' Commission Alternate

Who are the nominees?

Independent:

- Joe Crowley
- Mike Donadio
- Kathy Fish

10-Year Athlete Representative:

- Nic Fink
- Andrew Seliskar

Can someone still self-nominate for a position on the Board?

All individuals placed on the list of all nominees and the ballot must first participate in the above screening and interview process. However, if the Committee does not propose a nominee, it will notify that individual by July 22 prior to the annual meeting of the HOD. Any such individuals may self-nominate by submitting their names to the Secretary & General Counsel no later than July 31. If an individual does not first go through the Nominating Committee application, screening, and interview process, they may not be placed on the ballot by any means. Additionally, if a nominee does not pass the screening process (i.e., the nominee does not meet the qualifications in Bylaw 4.6 and/or is not a member of USA Swimming in good standing), they may not be placed on the ballot by any means.

How can I learn more about the candidates?

In addition to the written statement provided by each nominee (below), USA Swimming will conduct a [Meet the Candidates](#) that can be attended virtually by all USA Swimming members. USA Swimming will record the Meet the Candidates and post the recording to the the Annual Business Meeting ("ABM") page on its website.

What are the rules about campaigning?

Campaigning rules are outlined in Bylaw 6.3.3. All nominees must adhere to the campaigning rules and any campaigning not expressly permitted by the Bylaws is strictly prohibited.



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BOARD OF DIRECTORS INDEPENDENT



JOE CROWLEY

Congressman Joe Crowley is a senior policy director in Dentons' Public Policy practice and provides strategic advice and consulting to clients on a wide range of public policy matters, including tax, financial services, and healthcare. As a former Chairman of the Democratic Caucus, the fourth highest ranking position among House Democrats, Congressman Crowley is known for his strong negotiation skills, his profound understanding of complex

congressional politics, and his extensive experience in navigating the legislative process. Recognized as one of Capitol Hill's most strategic and influential legislators, Congressman Crowley earned the respect of Democrats and Republicans alike and, as a result, has deep relationships on both sides of the aisle across both chambers of Congress, the administration, state governments, and the business community.

Congressman Crowley represented the people of New York's 14th congressional district, including his hometown of Woodside, Queens, for 20 years. He served in the House Democratic leadership for six years, first as Vice-Chair and then as Chairman of the Democratic Caucus. He also served as chair of the New Democrat Coalition, a chief deputy whip, and sat on the Democratic Steering and Policy Committee.

During his tenure, Congressman Crowley served on the prestigious House Ways and Means Committee, where he worked to protect Social Security and Medicare, championed efforts to pass the Affordable Care Act and make healthcare more affordable, and pushed to cut taxes for middle class Americans and small businesses. Before being appointed to the Ways and Means Committee, Congressman Crowley was a member of the House Financial Services and Foreign Affairs Committees. He was a three-time co-chair of the Congressional Caucus on India and Indian Americans, co-chair of the Ad Hoc Committee on Irish Affairs and an active member of the Friends of Ireland Caucus, and co-founder of both the Bangladesh Caucus and the Rare Diseases Caucus.

As a member of Congress, Crowley worked with sports governing bodies on issues related to Title IX funding and equity in sports. In 2014, as a member of Congress, Crowley successfully called on the Federation Internationale de Basketball (FIBA or International Basketball Federation) to reverse its discriminatory policy and allow Sikh players to wear turbans during league play.

Before entering national politics, Congressman Crowley served in the New York State Assembly from 1987 to 1998.

In 2021, Congressman Crowley was appointed by House Speaker Nancy Pelosi to serve on the America 250 Commission (U.S. Semiquincentennial Commission), which is charged with orchestrating the 250th anniversary of the founding of the United States. He is also involved with many charitable organizations, including N Street Village and Ford's Theatre, and co-produced a Broadway musical, "Paradise Square."

Joe lives in northern Virginia with his wife Kasey and has three children Cullen (USNA '22) Kenzie (Notre Dame '23) and Liam (Montana State class of 2028).

Statement from the Nominating Committee

Former United States Congressman Joe Crowley brings a deep understanding of the governance, legislative, and policy making processes. He has demonstrated skills building connections and working "across the aisle" to unite multiple constituencies on common ground. His experience offers the Board unique connections and insights that could help guide USA Swimming in matters related to the NCAA and the Ted Stevens Olympic & Amateur Sports Act. As a former swim parent, Joe values the benefits and life lessons that swimming provides and strongly believes that the voice of the athlete is essential to the success of any sports organization.



MIKE DONADIO

Michael ("Mike") Donadio is the Deputy General Counsel of the Pittsburgh Penguins of the National Hockey League. The Penguins are part of the Fenway Sports Group family, which includes the Boston Red Sox and Liverpool Football Club. In his role at the Pittsburgh Penguins, Mike provides counsel to the team as well as the operations of PPG Paints Arena and the practice facility. Mike deals with all legal aspects of the team's

operations including business relationships with advertisers, sponsors, state and local authorities as well as compliance matters with the National Hockey League and player related matters.

Prior to joining the Pittsburgh Penguins, Mike was the Associate General Counsel of the United Soccer League where he assisted in drafting the first Collective Bargaining Agreement for the USL League One. In addition, Mike provided legal counsel to the formation of the USL's inaugural women's professional soccer league, the USL Super League. His role at the USL allowed Mike to collaborate regularly with athletes, team executives and the U.S. Soccer Federation. In addition, Mike led the grievance committee, which allowed him to collaborate with players and clubs regarding on field issues.

Before heading in-house within the sports world, Mike was an associate attorney at the international law firm, Foley & Lardner LLP. While at Foley, Mike was a member of the corporate law group with a focus on the firm's Sports & Entertainment Practice. It is there, Mike gained invaluable experience working with various clients in the sports & entertainment world including the U.S. Olympic & Paralympic Committee (and related NGBs) as well as professional sports teams and collegiate athletic departments. Since his time at Foley, he has served as a board member of a USOPC NGB and has volunteered with other organizations within the Olympic movement.

Currently residing in Pittsburgh, PA, Mike volunteers as a board member of the Pittsburgh Penguins Elite Amateur Hockey Program, where he regularly shares his expertise in the areas of SafeSport and other legal concerns that are unique to amateur athletics. In this role, Mike also works together with USA Hockey in analyzing the challenges that impact amateur sports both at the youth and collegiate level.

A native of Upstate New York, Mike earned his B.A. in Political Science where he was a member of the collegiate tennis team at Union College. Mike met his fiancée, Hayley, while at Union College, as she was a member of the women's tennis team at Union. After graduation, Mike went on to earn his Juris Doctor at Boston College law School. Mike and Hayley are the proud parents of their two children, Matteo and Celeste.

Statement from the Nominating Committee

Mike Donadio, General Counsel of the Pittsburgh Penguins, has served in governance positions across a wide range of sports including USA Karate, the National Hockey League, the Penguins Elite Amateur Hockey Organization, and UTSA Florida. In his previous position in a sports law practice, Mike dealt with other NGBs in the Olympic Movement. His sports business experience also includes navigating NCAA relationships, contracts, and the emerging implications of Name, Image, and Likeness ("NIL"). As a former collegiate tennis player, he brings a comprehensive perspective on the athlete experience at all levels, from amateur to collegiate to professional.



2024

BOARD OF DIRECTORS INDEPENDENT



KATHY FISH

Serving on the USA Swimming (USAS) Board of Directors for 4 years has been an honor and privilege. After retiring as Chief Research, Development & Innovation Officer and 41 years at Procter & Gamble, my goal was to use my skills and experience to give back. I was fortunate to be given this opportunity in the sport I love.

My Journey with Swimming

Swimming has been a consistent part of my life. I competed for the Michiana Marlins and Michigan State at the National level and volunteered as an age-group coach for 10 years while at P&G. As a 20-year swim-parent, I was President of the Cincinnati Marlins and chaired 'A Matter of 50 Meters' in partnering with the City of Mason to build a 50-meter pool to enable growth and excellence. I have tremendous respect for the athletes, coaches and volunteers that have made USAS great and am committed to build on the foundation of excellence while addressing emerging opportunities to stay on the leading edge. During my first term, I served as Vice Chair, leading the strategy process, working to streamline Key Performance Indicators to reflect priorities, drive accountability, and focus long term strategy on challenges that could disrupt USAS. I also led the nominating committee redesign, leveraging a Board Charge to drive transparency, trust, and quality of applicants.

My Career Outside the Water

I led P&G's innovation program, organization of 7,000 talented innovators around the world, and \$2 billion budget. I transformed how P&G innovates, investing in capabilities, technologies, and culture to create innovation that improves consumers' lives every day on brands like Tide, Pampers, Pantene and more, strengthening the impact of innovation on the business. Harvard Business captured this transformation in a case study. Prior to P&G, I earned a degree in Chemical Engineering from Michigan State University. I currently serve on the Boards of Balchem and Origin Materials.

Opportunities for USA Swimming Going Forward

Building from a strong base, USAS has significant emerging opportunities and limited resources. With input from our community, we must align our mission, objectives, goals, and priorities and focus resources to deliver. For example, we just celebrated Olympic Trials at Lucas Oil Stadium and now attention must shift to the opportunity of having the Olympics on US soil in LA and what we can do to drive engagement and diversity in our sport. Today, we have a significant membership challenge, which could become a significant financial challenge if we are not successful in working with our clubs to address it. Today, we have a college system that contributes significantly to our success and is being disrupted. We need to ensure the system stays robust, augment if needed and develop contingencies if cracks emerge. I believe my deep work experience, my service on multiple Boards, my longstanding involvement with and love of our sport, and my demonstrated leadership provide me the unique foundation to help bring stakeholders together and align strategy and opportunity prioritization needed to make USAS more effective.

Statement from the Nominating Committee

Kathy Fish is a USA Swimming Board Independent Representative seeking her second term. With extensive executive experience with Procter & Gamble, she brings substantial skills in strategic planning, financial management, and branding to the Board. As an incumbent and former Board Vice Chair, Kathy would continue her focus on strategic issues affecting membership growth, athlete and coach success, and organizational accountability. Additionally, she has held various roles in the swimming community, including age group coach and club president, and led the effort to build a 50-meter pool with the City of Mason.



2024

BOARD OF DIRECTORS ATHLETE NOMINEES



NIC FINK

Nic Fink is a 2-time Olympian and 3-time Olympic medalist, with strong professional and governance backgrounds that would make him a valuable member of the Board of Directors. Originally from Morristown, New Jersey, Nic graduated from the University of Georgia in 2016 with a Bachelor of Science in Agricultural Engineering, with an emphasis in Electrical and Electronics Engineering and a minor in Physics. While training at Georgia, Nic was a member

of the 2013, 2015, and 2017 World Championship teams, the 2014 Pan Pacific Championship team, and the 2019 Pan American Games team. Nic's career representing Georgia culminated in him qualifying for the 2020 Tokyo Olympic Games in the 200-meter breaststroke, placing fifth.

Following the Olympic Games in 2021, Nic moved to Atlanta to pursue a Master's degree at Georgia Tech University in Electrical and Electronics Engineering, with an area of emphasis in Systems and Controls and Digital Signal Processing, all while continuing to train and compete. From 2021 to 2024, he represented the U.S. in three long course World Championships and one short course World Championship, collecting 18 international medals in the process. At the 2024 U.S. Olympic Team Trials – Swimming, Nic qualified for his second Olympic Games in the 100-meter breaststroke and was later elected as a team captain by his peers on the Olympic team. At the 2024 Paris Olympic Games, Nic won a gold medal and contributed to a World Record in the mixed 4x100 meter medley relay. He also won two silver medals in the 100-meter breaststroke and the men's 4x100 meter medley relay.

Outside of the pool, Nic balances his swimming responsibilities with a full-time job as an Assistant Project Manager at Quanta Utility Engineering Services, a company that specializes in engineering, designing, asset management, and construction for the electric utility industry. For the past two years, he has also served as the Vice Chair of USA Swimming's Athletes' Advisory Council, which is responsible for advising on and reviewing programs, services, rules, and other projects that affect National Team athletes. Currently, Nic resides in Dallas, Texas with his wife Melanie Margalis Fink, who is an assistant coach for the SMU women's swim team.

Statement from the Nominating Committee

Olympian Nic Fink serves as the Vice Chair of the Athletes' Advisory Council, representing the perspective of National Team members on matters such as NIL, transgender athletes, compensation, and anti-doping. Through this work, Nic has developed relationships across USA Swimming, from grassroots athletes to staff and executives. He holds an undergraduate degree from the University of Georgia and a Master's degree in Electrical and Electronic Engineering from the Georgia Institute of Technology. Nic works as a project manager for an engineering firm.



ANDREW SELISKAR

Andrew Seliskar spent well over a decade within the USA Swimming ecosystem and competed across all levels of the sport. Seliskar began his career as a summer league swimmer in Northern Virginia and progressed through the ranks of the Eastern Zone, NCAA, and National Team to ultimately represent the United States at the Olympic Games in Tokyo.

Seliskar graduated from UC Berkeley in 2019 with a degree in Environmental Economics & Policy. Following his career in the pool, Andrew is now a Sr. Business Analyst with McKinsey & Company serving tech and defense clients nationwide. Andrew is currently on educational leave from his current role to pursue his MBA at the University of Texas McCombs School of Business in Austin.

Statement from the Nominating Committee

Olympian Andrew Seliskar is a business management consultant whose analytical training provides a fact-based approach that will assist the Board with making strategic decisions to benefit the entire organization. As a Sr. Business Analyst at McKinsey & Company, Andrew worked with USA Water Polo on a strategy to optimize their high-level athlete development pipeline and fundraising strategies for the Games. He earned his undergraduate degree in Environmental Economics and Policy from UC Berkeley and will begin work on his MBA at the University of Texas this fall.