



Athlete Representation Review Working Group

Review Report

NGB	US Tennis Association
<i>Working Group Personnel</i>	
USOPC AAC Designee	Mark Ladwig
NGBC Designee	Rob Stull
NGB Representative to USOPC AAC	Liezel Huber
<i>Support Personnel</i>	
Executive Director, AAC	Elizabeth Ramsey
NGB Services Liaison	David Patterson
<i>Session Information</i>	
Date of NGB Submission	December 2021
Date of Report	December 2021

The panel reviewed the requests for competitions, committee representation as well as implementation timelines.

The request to delay implementation of athlete representation was based on current partial completion of terms within the NGB's bylaws. **Thus, the panel agreed to defer any required representation or compliance for one year (to January 2023) so that implementation is consistent with this Waiver and the completion of the current NGB's terms are met consistently with the nomination and selection process of the NGB.**

The NGB AAC agreed that it did not wish to have the USOPC AAC alternate appointed as a non-voting member or ex officio member of the Board of Directors and the **panel agreed to waiving this requirement.**

Finally, the NGB and the NGB AAC both noted exceptional conditions for their request and exceptional challenges in securing Elite athletes to take leadership roles in the governance structure of the organization. Importantly, they noted that with a professional structure in the sport, the athlete leadership has traditionally happened at the professional level through player representation roles on the WTA and/or the ATP.

Given these realities and the current difficulties in securing athlete for representation, in addition to athlete having concerns over serving as fiduciaries in the large NGB/corporation, the panel agreed to the requests outlined below. The NGB and the NGB AAC indicated that athlete recruitment efforts had been ongoing in earnest and would continue in the future.

Competition	<ul style="list-style-type: none"> • US Open (Able Body) – 2nd Round; Singles; Doubles; Mixed • US Open (Wheelchair) • Billie Jean King Cup • Davis Cup • World Team Cup • International Teams • World Wheelchair Tennis Cup • Top 50 US athletes at End of Year World Rankings – Singles & Doubles. • Top 10 US athletes at End of Year World Rankings – Men’s, Women’s & Qaud
NGB Recommendation	Approve, Elite Competition
NGB AAC Recommendation	Approve, Elite Competition
Working Group Finding	Approve, Elite Competition
<i>Finding Notes</i>	
<p>NGB athletes indicated very strongly that all the above events, including any predecessor or replacement events, comprise elite competitions at the highest level of the sport. NGB Athletes agreed End of Year rankings by WTA and/or achieving 2nd round and higher at The US Open qualify as Elite Athletes; even though placements are not a part of NGB led selection criteria. Panel agreed that this was appropriate given the competitive structure of Tennis.</p>	

Competition	<ul style="list-style-type: none"> • All Sanctioned USTA Competitions
NGB Recommendation	Approve, Actively Engaged
NGB AAC Recommendation	Approve, Actively Engaged
Working Group Finding	Approve, Actively Engaged
<i>Finding Notes</i>	
<p>All sanctioned events in the USTA system indicate a commitment to the sport and a commitment to high level competition and thus can qualify as Actively Engaged athletes.</p>	

Reviewed Committees

Committee	<ul style="list-style-type: none"> • Board of Directors
NGB Recommendation	Amended Athlete Representation
NGB AAC Recommendation	Amended Athlete Representation
Working Group Finding	Amended Athlete Representation
<i>Finding Notes</i>	
<p>The NGB athletes were emphatic to have only 20% elite athlete representation required and that the representation would then be restricted to 10 Year athletes only. The panel agreed that given the absolute preference of the athletes in the NGB, that this would be granted.</p>	
Committee	<ul style="list-style-type: none"> • Audit • Budget • Nominating • Billie Jean King Cup, Davis Cup, Olympic and Paralympic Team (note this is one committee)

	<ul style="list-style-type: none"> • International Team Selection
NGB Recommendation	Designated, Amended Athlete Representation
NGB AAC Recommendation	Designated, Amended Athlete Representation
Working Group Finding	Designated, Amended Athlete Representation
<i>Finding Notes</i>	
NGB athletes were emphatic that 20% athlete representation is the correct amount of athlete representation on these designated committees. A waiver is granted for any NGB requirement related to Para-Athlete Representation, with the understanding the NGB will do its best to seek Para-Athlete Representation. The NGB and the NGB athletes also noted that the selection to international events is often qualification by rank and thus the NGB has little to no input on selection of Team USA members.	
Committee	<ul style="list-style-type: none"> • Compensation • Grievance
NGB Recommendation	Designated, No Athlete Representation
NGB AAC Recommendation	Designated, No Athlete Representation
Working Group Finding	Designated, No Athlete Representation
<i>Finding Notes</i>	
NGB athletes indicated emphatically they did not wish to serve on these committees and that the role of the committees is sufficiently narrow that their lack of representation was appropriate.	
Committee	<ul style="list-style-type: none"> • Investment • Advisory Group on Committees and Evaluation • Awards • Diversity and Inclusion • International Advisory Group • Training Advisory Group • Adult Competition • Adult Social Play • League • NTRP Advisory Group • Tennis on Campus • Collegiate Pathway • Sport Science Advisory • Adaptive Tennis • Advocacy • Community Tennis Association • National Junior Tennis and Learning • Public Parks • High School • Junior Team Tennis • Local Play and Competition • Schools/After School • Constitution and Rules • Officials • Executive Council
NGB Recommendation	Other, No Athlete Representation
NGB AAC Recommendation	Other, No Athlete Representation

Working Group Finding	Other, No Athlete Representation
<i>Finding Notes</i>	
The committees outlined here have no direct oversight of Elite Athletes and largely deal with community tennis developing in various forms; including, but not limited to grassroots initiatives. NGB athletes indicated they did not wish to serve on these committees and that role of the committees is sufficiently narrow that their limited role was appropriate. Of note, the Constitution and Rules Committee does not approve or recommend Bylaw changes in the NGB structure.	
Committee	<ul style="list-style-type: none"> • Wheelchair Tennis • Pro Circuit • Junior Competition
NGB Recommendation	Other, Limited Athlete Representation
NGB AAC Recommendation	Other, Limited Athlete Representation
Working Group Finding	Other, Limited Athlete Representation
<i>Finding Notes</i>	
These committees deal with areas of narrow interest within the NGB and thus the panel approved that these committees must have 10% athletes, which may be made up of any “athlete” category including Actively Engaged Athletes.	