

# Podcast #31: What I Promise to Do

## *(i.e., What I Will Advocate For on the Board)*

### (Transcripts)

Below is a summary of the main points I have tried to convey in all of my podcasts, **along with what I will do as a Board member to address these problems**. USATT has many problems – some large, some small – but I want to go on record telling you what I believe is important and what I will advocate for. It's one thing to complain about things, it's yet another to actually do something about it. I will address each of these 25 points during my term as At-Large Director and as your representative to the Association.

1. As a Board member, **I will advocate that the Board directs the National Office to develop meaningful, member incentives and services** as needed to start retaining members (*and getting new ones*). Currently, there exists virtually no incentives for anyone to want to remain a member of USATT.
2. As a Board member, **I will advocate and insist that the Association embrace a detailed plan for capturing the recreational table tennis market in the USA**. This will require an investment of funds and a long-standing committee (or new staff position) to accomplish. I will volunteer to serve on this committee;
3. As a Board member, **I will advocate and insist that USATT implement immediate measures to replenish the almost depleted net assets of the Association;**
4. If the new Board becomes effective (*in-place*) before a CEO is selected, as a Board member, **I will advocate and insist that the candidate we select must pass a cumulative 'litmus test of qualities'** identified in my Podcast #2. I will also advocate that these qualities must be investigated during the interview process before a candidate is selected;
5. As a Board member, **I will advocate for a major by-laws change** which gives the control and destiny of the membership back to the members of USA Table Tennis;
6. As a Board member, **I will advocate and insist that the Board directs the National Office to develop a member demographic database** which captures life skills, employment skills, and other seemingly unrelated experience which can potentially be used to assist USA Table Tennis in a variety of ways to assist the Association in generating money, running events; logistic assistance for athletes, or any other

conceivable, constructive purpose. If the National Office is unable to do this, we need to budget money accordingly to get a third party contractor to do this for us – or perhaps even better – establish a special committee or task force to do this;

7. As a Board member, **I will advocate for an immediate revision of the 2020 Olympic Team Selection process** (assuming it is not too late by the time the new Board is seated). I will insist that the revision include at least 2/3<sup>rd</sup> of the team being formulated based upon competitive performance and results at the Olympic Trials. I will further advocate that the other remaining positions (if applicable) be selected based upon World Ranking (if an athlete is ranked in the top 50 in the world), and as a last resort, based upon subjective 'selection' by either the HPC or HPD;
8. As a Board member, **I will advocate that a task force be designated to develop a new rating system** that is specifically designed to attract more participation by the membership thus creating more revenue for the Association and more member value for the membership. I will volunteer to serve on this task force personally;
9. As a Board member **I will insist and advocate with the National Office that they update and maintain on a monthly basis the USATT Coach Database Page AND the USATT Officials page that lists qualification levels of umpires and referees;**
10. As a Board member, **I will advocate that the Association improve its marketing, preparation and presentation for the US General Assembly.** This is proposed to ensure that we will never again conduct a General Assembly of the membership without first providing 60-days minimal notice on the website and on the "USATT Insider" e-zine. I will also advocate that a formal agenda be published on the topics of the meeting 30 days in advance so that the membership knows the content of the Assembly;
11. As a Board member, **I will advocate and insist that we expand our very limited, and geographically-biased representation of only three National Team Coaches** to involve additional high value, world class coaches living in the United States – that currently are not part of the National Coaching Team;
12. As a board member **I will insist that USATT National Office publish its dates and locations for major events a minimum of 12-months in advance;**
13. If the new Board becomes effective (*in-place*) before a CEO is selected, as a Board member, **I will advocate that USATT selects a candidate that is representative of the Diversity of Discussion** provisions in our by-laws under the assumption that the

candidate is otherwise considered to be equal or of superior skill, talent, and potential value as compared to other CEO candidates;

14. As a Board member, **I will advocate that the Association develop a professional league in the United States.** This should be accomplished by forming a committee to investigate and prepare a detailed plan of action including a funding mechanism to create a professional league in the United States in perpetuity;
15. As a Board member, **I will advocate that the Association develop a plan for building a National Training Center in the United States.** This should be accomplished by forming a committee to investigate and prepare a detailed plan of action including design and budget, as needed for a funding mechanism to be subsequently created in the United States, in perpetuity. I will volunteer to personally Chair this committee;
16. As a board member, **I will advocate for a new Board seat be created that specifically functions as our representative to the ITTF.** This will require a by-laws change and an understanding and recognition of the value of having a long-term, sustainable representative to the ITTF from USATT;
17. As a Board member, **I will advocate for creating at least one more, new 'major national event'** for our membership to attend. This will be one of many new mechanisms to increase revenue for the Association as well as provide more value and meaning to the being a member of USATT;
18. As a Board member, **I will advocate and insist that major changes in the US National Championship, or US Open must ALWAYS be routed through the Tournaments Committee for input** at least 3-months in advance. If major changes, I will advocate that the membership also be notified publically to provide comments again, 3-months in advance of any changes being announced;
19. As a Board member, **I will advocate for increased reimbursement for our loyal umpires and referees that serve our organization tirelessly;** and for **USATT to budget funds in 2020 for a part-time Attorney position for the Association.** USATT has floated on a free-ride on legal services for decades now and it is time we pay our Counsel something for the hundreds of hours of service he puts into USATT each and every year;
20. As a Board member, **I will advocate and insist that the Board start its next election cycle (whenever the next cycle is...either in 2019 or 2020) at the end of AUGUST** so that a final decision on board seats can be ascertained before the end of the year, per

our by-laws, so that a new Board is ready to serve by January 1 rather than waiting until 25% of the new year is completed (as *it is now*);

21. As a Board member, **I will insist that the Board directs the NGC to develop a standard set of guidelines in the form of a Guidance Document** - with milestones, detailed procedures and explanation as to the process of all selections and elections. And that this guidance document be permanently published on the USATT website next to the by-laws under the heading of "Official Documents";
22. As a Board member **I will advocate with the National Office that they strive to put more applicable content in the digital magazine**. Less boilerplate ITTF news articles and more news articles about local clubs, USATT tournaments, and US Table Tennis Centers of Excellence;
23. Assuming that a revised 'Code of Conduct' for Board members is not accomplished by the time I am elected, as a Board member **I will advocate that a revised one be prepared that does not stifle or otherwise impose a 'gag order' on Board members expressing their opinions on Board decisions and even Board members** (in a professional manner of course);
24. As a Board member **I will advocate for USATT to work with other key entities to develop a plan and approach to expanding table tennis into the school systems in the United States**. I will advocate for a task force or committee to be formed towards this goal involving not just USATT members but representatives of other table tennis National organizations as well – including the AYTTO, NCTTA, and other interested organizations.
25. As a Board member **I will advocate for USATT to include permanent residents of the United States (*greencard holders*) to be allowed to compete on the US National Team(s)** in every capacity EXCEPT the Olympics Games which would require US citizenship (*by USOC/IOC rules*). As a side note, I also believe that US permanent residents should also be allowed to compete in the US National Championship, and I will explore that topic to gather more information and member input during my term of office.

**Do you connect with these points outlined here today? If so, MAKE YOUR VOTE COUNT** - Vote for Mike Babuin in February for the At-Large Director position in the general election. I will help restore balance back into USATT.