

**USA TABLE TENNIS (USATT)  
COACH SELECTION PROCEDURES  
2011 PAN AMERICAN GAMES  
July 20, 2010**

These procedures provide for selection of two (2) USATT Coaches for the 2011 Pan American Games. However, accreditation allocation is not guaranteed, and the number of Coach(es) will be based on final USOC credential allocation and overall team size.

1. What are the NGB's/PSO's criteria for Coach positions (attach a job description, if any)?

Coaches must:

- i. Successfully pass a USOC approved background check.
- ii. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- iii. Be available for entire duration of the Games.
- iv. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- v. Have proven international experience as National team coach; be trained and skilled with respect to mental, physical and at-the-table training, playing strategy and techniques; motivation and psychology, human relations, and related matters.
- vi. Proven record of performance with the USATT/USOC.

2. How will the NGB/PSO make known the available Coach position(s) and/or application process?

USATT will not post or publicize an application process for the Coach position(s).

3. Describe the intended method of:

- A. Identifying the pool of candidates to be considered for Coach position:

The National Team has a coach for the women's team and a coach for the men's team. These coaches are hired for each year, and their appointments continue as long as they successfully perform their jobs. These coaches will be the nominees for the 2011 Pan Am Games.

- B. Selecting the candidate(s) who best fits the job description for Coach:

Not applicable as these positions will be filled by identified and existing staff members.

4. Describe the removal of a Coach:

An individual who is to be nominated as a Coach by the USATT may be removed as a nominee for any of the following reasons, as determined by the USATT.

- Voluntary withdrawal. Coach nominee must submit a written letter to the USATT CEO.
- Injury or illness as certified by an approved USATT physician (or medical staff). If the individual refuses verification of his/her illness or injury by an approved USATT physician (or medical staff), his/her injury will be assumed to be disabling, and he/she may be removed.
- Violation of the USATT Code of Conduct (Attachment A).

Once a Coach nomination is accepted by the USOC, a Coach is subject to the USOC Code of Conduct and Grievance Procedures.

5. Describe the replacement of a Coach:

In the event that a Nominated Coach is unable to perform the duties of Coach, due to injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the criteria listed in #1 above.

6. Which group/committee will make the final:

A. Recommendation of the Coach(es)?

The USATT CEO will recommend the Women's and Men's National Team Coaches to serve as coach nominees for the 2011 Pan American Games team for USA Table Tennis.

B. Approval for the Coach(es)?

The USATT CEO will make the final approval for coach nominees for the 2011 Pan American Games Team for USA Table Tennis.

7. Conflict of Interest:

Any individual who is being considered for a Coach position and who is involved in the selection process shall recuse himself or herself from any discussion or decision involving selection of the Coach.

8. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be

posted/published by USATT in the following locations and will include the USOC approval date:

A. Web site: www.usatt.org

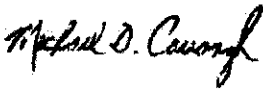
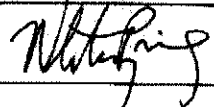
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.

B. Official Publication (if any):

USATT Magazine

C. Other

N/A

Position	Print Name	Signature	Date
NGB/PSO President or CEO/Executive Director	Michael Cavanaugh		7/20/10
USOC Athletes' Advisory Council Representative*	Whitney Ping		8/12/10

\*If USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.