

Professional Management

The committee recommends hiring a part-time Executive Director in January of 2021 with total salary, benefits and expenses not to exceed \$70,000.

1. Fund a part-time Executive Director position as follows:
 - a. Create a cash reserve equal to \$45,000 (this represents the *increase* in annual cost represented by the salary + expense of the Executive Director vs. 2019 spending on consulting & schedule coordinator):
 - i. Charge a one-time assessment fee in 2020 of \$275 to all Regular Members and a one-time assessment fee of \$100 to all Provisional Members
 - b. Reallocate current “consultant fee” and “ICSA Interconference Coordinator” expenses to Exec Director salary, benefits & expense in 2021 budget
 - c. Increase ICSA Dues in 2021 to generate annual revenue equal to the annual salary + expense of the Executive Director (per CSA report, adjusted for new membership levels, see below)
2. Create Job Description and conduct a nationwide search for an Executive Director as follows:
 - . *PCC proposal for salary (this committee recommends \$50k in salary + \$20k expenses, per the CSA Report)*
 - a. *PCC proposal for search committee make-up*

Leadership Profile & Term Limits

The committee recommends implementation of a “leadership profile” on the ICSA Board of Directors, Executive Committee, and Standing Committees that represents the following (as described below):

- Varsity Head Coaches
- Club Head Coaches
- Varsity Athletics Administrators
- IM/Club/Recreation Administrators
- Undergraduate Student Athlete
- Outside Directors who are key stakeholders with specific expertise (internal or external)

ICSA Board - Full 6-part profile should be represented

Executive Committee - at least 3 of 6 parts of the profile should be represented

Standing Committees - Full 6-part profile should be represented

The committee recommends establishing a 6 consecutive-term limit for the ICSA President, retroactive to 2016.

1. Change ICSA By-Laws *Article VIII, Section 2: Nomination and Election of Officers* to “Nomination and Election of Officers and At-Large Board & Committee Members” and include at-large positions in nomination & election procedures, identical to that of Officers.

2. Change ICSA By-Law *Article VII Board of Directors* to add up to 6 at-large Directors, elected by the Board of Directors at the annual meeting, *as necessary to maintain Board representation* from Varsity Head Coaches, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators, Undergraduate Student Athletes, and Outside Directors.
3. Change ICSA By-Law *Article IX, Section 1: Executive Committee* to add up to 3 at-large members, elected by the Board of Directors at the annual meeting, *as necessary to maintain Committee representation* from at least three of the following six member-types: Varsity Head Coaches, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators, Undergraduate Student Athletes, and Outside Directors.
4. Change ICSA By-Law *Article IX, Section 2: Standing Committees* to add up to 6 at-large members, elected by the Board of Directors at the annual meeting, *as necessary to maintain Committee representation* from Varsity Head Coaches, Club Head Coaches, Varsity Athletics Administrators, IM/Club/Recreation Administrators, Undergraduate Student Athletes, and Outside Directors.
5. Change ICSA By-Law *Article VIII, Section 3: Term of Office* by adding a 6 consecutive-term limit on the ICSA President. Implementation to be retroactive to 2016.

Timeline: By-law changes cannot be completed until 2020 Annual Meeting (30 days written notice required), however, we recommend that 2020 nominating committee seek input from Conferences, in accordance with by-laws, in anticipation of by-law changes at the 2020 Annual Meeting prior to election.

Eligibility & Rules Compliance

The committee recommends that the ICSA strategically elevate the standards of eligibility and rules compliance by adding an additional layer of institutional authorization as follows:

Each Cross-Regional & Regional [see “realignment”] team shall be required to submit a “Declaration of Adherence” from the university’s President’s Office or its designee.

Timeline: Implementation Fall 2020

Realignment

The committee recommends changing the Nationals Berth Allotment (Conditions to Nationals) from a participation-based formula to an allotment system based solely on competitive strength and allowing for representation from each ICSA Conference.

The committee recommends realigning ICSA Conferences as follows:

- Merge the NW and PC Conferences
- Merge the Gulf Coast SEISA schools with SAISA and the inland schools with MCSA
- 5 ICSA Conferences: MAISA, MCSA, NEISA, PCCSA, SAISA

The committee recommends changing the membership levels in ICSA to include ICSA approval and additional requirements (in addition to those imposed by Conferences) and to include eligibility for types of competition in the privileges of membership as follows:

Cross-Regional Membership

ICSA Approval & Requirements:

- Individual Teams apply to their Conference for approval, based on competitive record and team stability
- Conference applies on team's behalf for approval by ICSA Competition Committee based on competitive record in their Conference and beyond, and team stability (meeting financial obligations; institutional support; etc)
- Each ICSA conference shall be represented on the Cross-Regional membership roster
- "Declaration of Adherence" from University President's Office
- Competition Committee confirms the membership roster annually
- All other current ICSA requirements (swim, etc)
- Highest level of dues

Privileges of membership:

- Full voting member
- Eligible for all ICSA competition, including National Championships; Cross-Regional Interconference competition; Regional Interconference competition; and all in-Conference competition

Regional Membership

ICSA Approval & Requirements:

- Teams apply to their Conference
- Conference applies on teams' behalf for approval by ICSA Competition Committee
- Conferences confirm roster and/or changes to roster of Regional Members with Annual Report
- "Declaration of Adherence from University President's Office
- All other current ICSA requirements
- Mid-level dues

Privileges of membership:

- Full voting member;
- Eligible for ICSA National Championships through Conference Championships
- Eligible for ICSA Regional Interconference Regattas and all in-Conference competition

Conference Membership

ICSA Approval & Requirements:

- Team apply to their Conference
- All current ICSA requirements
- Lowest dues level/nominal dues

Privileges of membership:

- Non-voting member
- Eligible for non-Championship in-Conference competition only

The committee recommends restructuring the current ICSA Interconference schedule by designating all Interconference events as Cross-Regional or Regional events. Berth allotments for Cross-Regional event shall provide for national representation from each ICSA Conference. Scheduling and administration of Cross-Regional events shall be handled by ICSA/ICSA Scheduling Coordinator and Regional events shall be handled by Conference Commissioners/Schedulers with oversight from ICSA.

The following DRAFT of Coed Interconference Regattas is meant as an example only. This DRAFT is meant to capture the "spirit" of our discussions around restructuring the schedule and competitive eligibility.

Coed Interconference Regattas, Based on 2020 Schedule

Cross-Regional

Fall

Danmark
Moody
Hurst
Arnoff
Showcase1
Showcase 2
Nickerson

Spring

Charleston Spring
Navy Spring
Thompson
Admirals
BDC

Regional

Fall

Fall Fury
Cary Allen
Sacred Heart Trophy
Stony Burke
Kathryn Hammond

Spring

Kempner
Old South
MAISA/SAISA
Eckerd
St Francis
Volunteer Open
Buckeye
Ranier
Owen
SailPack Oriental
Morris