

Julie Dusliere - Candidate for Vice President of Administration



The Election Committee has deemed that Julie Dusliere is a member in good standing of USMS. The candidate has indicated she is planning to attend the USMS National HOD Meeting for this election year and, if elected, is planning to attend all HOD Meetings during her tenure in office.

The candidate was nominated and recommended by *Nadine Day* and received a letter of recommendation from *Chris Colburn* in accordance with the USMS Election Operating Guidelines.

The candidate provided the following responses on the Candidate Questionnaire/Consent-to-Run Form:

Section Two: Candidate Qualifications

- I am a member in good standing of USMS in this election year:* **X** Yes ____ No
- I am planning to attend the HOD Meeting for this election year:* **X** Yes ____ No
- I am planning to attend all HOD Meetings during my tenure in office:* **X** Yes ____ No
- I have attended 1 or more HOD Meetings in the past five years?* **X** Yes ____ No

Please list the USMS National HOD Meetings you have attended, including the dates of attendance:

San Diego – 1999
Dallas – 2002
San Diego – 2003
Atlanta – 2008
Chicago – 2009
Dallas – 2010
Jacksonville – 2011
Anaheim – 2013
Jacksonville – 2014
Kansas City – 2015
Dallas – 2017
Jacksonville – 2018
Virtual – 2020
Virtual – 2021
Denver – 2022

Section Three: Questions

Why are you interested in this position and why do you believe you would be a good candidate?

Swimming has been a life-long sport and passion. I'm committed to giving back to the sport that has given so much to me. I began competitive swimming at age 12, and have been consistently involved as an athlete, coach, and/or official ever since. I've had the privilege of being involved at all levels of the sport from the local community to the international stage.

I believe that my experience with rules and regulations, governance, and event management both professionally and as a volunteer make me a good candidate for the VP of Administration position. During my tenure at the USOPC I've had the opportunity to work with NGBs and International Federations across the Olympic and Paralympic Movements, and I have a strong understanding of best practices, non-profit management, and the sport business landscape. I feel that my experience on boards of directors both within the sport of swimming and in other areas of sport governance would be an asset to USMS.

What do you consider to be the major issues facing USMS now and in the future? As a person holding an elected position within USMS, how would you address these issues?

While USMS is successfully emerging from the COVID-19 pandemic, there is still work to be done and many opportunities for future growth.

- **Membership:**
Continued growth and recruitment of new members is important for any sporting organization including USMS, however addressing the retention of current members must also be a priority. Listening to members and stakeholders is integral to understanding their needs and ensuring the organization is offering programs and services to meet those needs.
- **Coaches:**
The coach on deck is the primary, and in some cases may be the sole point of contact, for our member swimmers to USMS. Supporting coaches with education opportunities, resources, and information to strengthen the swimmer-coach-club-LMSC relationship will contribute to a stronger USMS.
- **Consistency:**
USMS offers a wonderful opportunity for those of us who love the sport of swimming. Developing templates, tools, and best practices to support clubs and LMSCs is important. While every local program will always have its own flavor, ensuring that the USMS member experience has consistencies regardless of locale is important.
- **Competition:**
As a competitive swimmer, I long for the opportunity to compete regularly without having to travel significantly to do so. Exploring possibilities to expand competitive opportunities is a tactic to retain current membership and engage new members. New and innovative ideas in combination with maintaining the currently strong schedule of national championships (pool, postal and OW) and long-standing meets is an opportunity to be considered.

- **Partnerships:**
The sport landscape is rife with opportunities for collaboration. While USMS has strong ties to USA Swimming, there are many other organizations in the ecosystem that could be beneficial partners to the growth and sustainable success of USMS.
- **Athlete Safety:**
While USMS is an adult-organization the boundaries of Safe Sport are not limited solely to minors. Governance and continued evolution of regulatory mandates in the safe sport arena could expand beyond the current scope. USMS should analyze, strategize, and pre-position the organization to be proactively prepared for the possibility of increased compliance in the future.

Please list USMS committees on which you have served. Include the dates you were on the committees and the names of the committee chairs under whom you served:

Governance Committee: 2021 – present
[Chair: Dr. Jim Miller 2021, Jeff Strahota 2022, Paige Buehler 2023]

Rules Committee: 2018 – present
[Chair: Charles Cockrell 2018-2020, Mollie Grover 2021-present]

Coaches Committee: 2000-2002
[Chair: Scott Rabalais 2000-2001, Michael Collins 2002]

Please list any other experience that relates to your qualifications for the position.

Professional:

- U.S. Olympic & Paralympic Committee, 2003-present / current role: SVP, Chief of Paralympics & Internally Managed Sports
 - Chef de Mission Team USA – 2014 Sochi WPG; 2015 Toronto PPAG; 2016 Rio PG; 2018 PyeongChang WPG; 2019 Lima PPAG; 2020 Tokyo PG; 2022 Beijing WPG
 - Oversight and leadership of internally managed sports department where USOPC serves as the National Governing Body – currently 12 Olympic & Paralympic sports
 - Support NGBs in the areas of high performance, sport development, grassroots/pipeline, coaches and officials’ education, compliance, governance, events, athlete safety, and general business operations
 - Event director for various major national and international competitions across multiple sports including world championships, world cups, national championships, and Trials
- **Coaching Experience:**
 - Falfins Swim Team – age group – 2010
 - Castle Rock Swim Team – age group, senior, masters – 2005-2006
 - Rocket Aquatics – age group, senior, masters – 1999-2003

- Kansas City Blazers – age group – 1999
- Liverpool Jets Swim Team – age group, senior – 1997-1999
- West Coast Aquatics – age group, masters – 1995-1997
- Christian Brothers Academy – high school – 1997-2003
- Saratoga High School – high school – 1995-1996

Swimming:

- NCAA and CSOA – swimming and diving official – 2010-present
- NFHS – swimming and diving official – 2007-present
- IPC Swimming Technical Delegate and Technical Advisor – 2003-2012
 - Swimming Technical Delegate, 2010 Asian Para Games
 - Swimming Technical Delegate, 2011 Parapan American Games
- Meet Director:
 - UNSCSA Collegiate Swim/Dive Champs – 2002
 - NYSWCAA collegiate Swim/Dive Champs – 2002, 2003
 - U.S. Paralympics Swimming National Championships/Trials – 2005, 2006, 2007, 2008
- Honored by ISHOF in 2015 with the Paragon Award for Competitive Swimming
- International:
 - Vice Chair, IPC Swimming Sport Technical Committee 2007-2008
 - IPC Swimming Competition Program Working Group 2015-2017

Other Sport Organizations:

- International Paralympic Committee
 - Paralympic Games Committee – 2015-present
- Americas Paralympic Committee
 - Vice President – 2017-2018
 - President – 2018-2019
 - Treasurer – 2021-present
- Colorado Springs Sports Corporation Board of Directors – 2022-present
- Colorado Association of Swimming Officials Board of Directors – 2019-present

Please list any other information you would like included.

BA, Purdue University [Academic All-Big 10 Conference honoree in Swimming]

MA, Ohio State University

Olympic Sport Leadership Certification, Northwestern University – Kellogg School of Management

Please write a short summary statement that will be posted on the display board with your photograph at the HOD Meeting

As a long-time member of USMS I believe in the strength and vision of the organization. My experience across all levels of the sport of swimming as an athlete, coach, official and administrator, both professionally and as a volunteer, will contribute knowledge and perspective to the Board of Directors. If elected, as a member of the Board of Directors I will strive to support the organization to be successful in meeting the needs of the membership and setting strategic direction through collaborative work with staff and volunteers.



**U.S. MASTERS
SWIMMING**

Both/Combo*** X

From: Nadine KM Day, World Aquatics Masters Chairperson, Past President of US Masters Swimming

Date: April 08, 2023

Subject Line: Nomination and Recommendation for Julie O'Neill Dusliere

Dear Elections Committee and the US Masters Swimming House of Delegates and Membership,

I am pleased to nominate Julie O'Neill Dusliere as the candidate of Vice President of Administration.

This letter serves as both a nomination and recommendation. US Masters Swimming needs a leader, who has a diverse background of skills from an athlete, a coach, an official, and a meet director perspective. She also has experience serving on the board for both sports and non profit organizations. Julie has been involved with strategic planning and governance. She has facilitated relationships within the various organizations by increasing awareness, marketing and philanthropy initiatives. She has proven her management skills working with various NGBs from Alpine skiing, cycling, nordic skiing, powerlifting, snow boarding, swimming, and track and field.

Julie has demonstrated her leadership skills in the growth of the Paralympic movement. She has shown her collaborative skills with various sports organizations. She is currently on the Board of Directors of the Colorado Springs Sports Corporation. She has led Paralympic sports outreach and development. Understanding that the grassroots and members are important, she is on an advisory committee addressing customer experience.

Julie is the SVP, Chief of Paralympics and Internally Manage Sports. She has shown her fiscal responsibility overseeing budgets and management of 150+ staff in addition to outside contracts. She is currently serving as Treasurer for the Americas Paralympic Committee Governing Board.

As Vice President of Administration, Julie would have oversight of Rules, Legislation, Championships, and Membership committees. Julie is a member of the US Masters Swimming Rules and Governance Committee. She has an exceptional understanding of oversight and policy. She has been the meet director for International meets, Paralympic Trials, National meets, and Collegiate meets. She has also served as a technical official at various levels. She was also instrumental in developing the ASCA Coaches certification for the Disability Coach certification. Julie developed and implemented National Paralympic Swimming Technical Officials certification.

U.S. Masters Swimming needs Julie O'Neill Dusliere. She is willing to help our organization and has a proven record of providing the leadership and serving members. It is my honor to recommend Julie for the office of Vice President of Administration.

Respectfully,

Nadine KM Day, World Aquatics Masters Chairperson, Past President of US Masters Swimming

To: The Elections Committee
Re: Letter of Recommendation for Julie Dusliere
Date: April 4, 2023

To the Elections Committee,

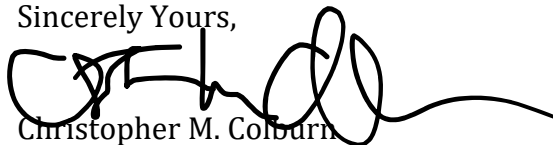
I am writing today to recommend Julie Dusliere as a candidate for the office of Vice President of Administration.

I have known and worked with Julie over the last four years through her service on the Rules and Governance Committees. Through her day job with the United States Olympic and Paralympic Committee (USOPC), Julie has demonstrated a superior knowledge of the inner workings of sports national governing bodies (NGBs); their rules and operations; and their governance structures. Julie has shown the abilities both to tie that knowledge into her USMS work, and to lead and teach her fellow volunteers about the nuances of the initiatives that can improve USMS as an organization moving forward. Her work with the Governance committee further shows that what she has learned from other NGBs will help guide USMS and its Board into the next two years as they implement the changes outlined in our Strategic Priorities.

Since Julie has done significant work at the highest of national and international levels, some might be concerned that she does not have the local focus espoused by our current strategic priorities. Julie has that covered as well! Her many years as a coach and official show that she also has experience with the grassroots levels of swimming. The many ages, levels of ability, and situations she has worked with help her to understand well the “one size doesn’t always fit all” philosophy required of our leaders.

As volunteers on the USMS Board of Directors, we often look to find successors who we feel can do a better job with the organization than we have been able to offer in our own service. It is my firm belief that Julie Dusliere not only will do a better job than I have in the role of Vice President of Administration, but will also provide solid leadership as a member of the Board of Directors and the Executive Committee for as long as she wishes to serve.

Sincerely Yours,

A handwritten signature in black ink, appearing to read 'Chris Colburn', with a long horizontal flourish extending to the right.

Christopher M. Colburn
USMS Secretary 2013-2017
Vice President of Local Operations 2017-2019
Vice President of Administration 2019-2023