

**U.S. CURLING ASSOCIATION  
 ADDITIONAL OFFICIALS SELECTION PROCEDURES  
 2014 PARALYMPIC WINTER GAMES  
 March 20, 2013**

These procedures provide for selection of U.S. Curling Association, Inc. (USCA) Additional Official position(s) for the 2014 Paralympic Winter Games. However, accreditation allocation is not guaranteed and the number of Additional Officials will be based on final U.S. Olympic Committee (USOC) credential allocation and overall team size.

1. Describe the specific Additional Official position(s) that the USCA is requesting.

<b>Title</b>	<b>Responsibility</b>
Performance Analyst	The Performance Analyst will analyze video, utilizing analysis programs to provide immediate feedback to coaches.
Massage Therapist/ Athletic Trainer	The Massage Therapist/ Athletic Trainer will perform daily massages and injury management for athletes. This position is requested in view of both the length of the Paralympic curling competition and the game schedule, in which the team plays multiple two-game days. The physical and emotional stress associated with the Paralympics will produce physiological factors which are counterproductive to achieving maximum performance. When these factors are coupled with other confounding medical variables generally shared by athletes with disabilities, the need for such a position is further emphasized.
Team Physician	The Team Physician is responsible for providing comprehensive acute and continuous medical care and should work collaboratively and in conjunction with the other medical professionals as part of a cohesive medical team. If an athlete becomes ill or injured, it is the team physician's responsibility to evaluate, manage appropriate treatment plans, and, if needed, medically clear the athlete to compete again.
Sports Psychologist	The Sport Psychologist is responsible for

	<p>providing psychological performance enhancement, counseling, and consultation for athletes and coaches at the Games.</p> <p>Expectations include, at a minimum, the sport psychologist must have demonstrated capabilities and success in facilitating and enhancing athlete performance excellence through the application of psychological and behavioral principles. In addition, ideally, the sport psychologist will possess the following competencies: 1) Expertise in sport psychology (psychology of performance enhancement) demonstrated through formal training, experience, and/or credential (AASP-CC); 2) Expertise in mental health counseling demonstrated through formal training, experience, and/or state licensure (e.g., licensed psychologist, licensed professional counselor); and 3) Expertise in consulting psychology. Also, the sport psychologist must have experience working at the elite sport level (e.g. National Team, Olympics/Paralympics, Professional Sports) as well as experience traveling and working on the road, at practice, and competition with athletes and coaches.</p>
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2. Describe the USCA’s criteria for the above-mentioned Additional Official position(s).

2.1. Additional Official(s) must:

- 2.1.1. Successfully pass the National Center for Safety Initiatives’ (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.
  - 2.1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform the USCA and/or USOC.
- 2.1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.
- 2.1.3. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.
- 2.1.4. Have the ability to work effectively with the USOC.

- 2.1.5. Be available for entire duration of the Games.
  - 2.1.6. Have proven ability to establish harmonious relationships with athletes and other Team personnel.
  - 2.1.7. Have a proven record of performance in the specific areas of responsibility with the USCA and/or the USOC.
  - 2.1.8. Have technical skill, expertise and experience serving elite-level USCA wheelchair curling teams.
- 2.2. In addition, medical personnel must:
- 2.2.1. Possess the appropriate certifications.
  - 2.2.2. Pass a medical credential review in addition to the approved USOC Games Background Check.
  - 2.2.3. Meet the required experience and proficiency levels as determined by USOC Sports Medicine and outlined in the documents found at <http://www2.teamusa.org/About-the-USOC/Resources/Sport-Performance/Sports-Medicine/External-Programs-and-Volunteers.aspx>.
  - 2.2.4. Have extensive high level experience in their field of expertise.
  - 2.2.5. Have proven ability to work with elite level USCA athletes.
  - 2.2.6. Be licensed in their respective field.
- 2.3. In addition, sport psychologist will ideally:
- 2.3.1. Work harmoniously and effectively with the athletes and coaches.
  - 2.3.2. Be responsive to USOC requirements as appropriate.
  - 2.3.3. Contribute to positive Team chemistry.
  - 2.3.4. Have successful experience with previous Teams at National and International Competitions (e.g. World Cups and World Championships) within the past four years.
  - 2.3.5. Be certified as a Sport Psychology Consultant through the Association for Applied Sport Psychology (AASP).
  - 2.3.6. Possess a license in Psychology or Mental Health Counseling.
- 2.4. In addition, performance analyst must:
- 2.4.1. Have extensive elite level experience analyzing video and using statistical software for USCA teams.
  - 2.4.2. Be able to provide immediate feedback to coaches and athletes, and guidance and support for the entire team.
  - 2.4.3. Have a proven record of performance with USCA athletes and teams.

3. Describe the process that candidates should follow to express interest in being considered for Additional Official position(s):

The Additional Officials Selection Procedures will be posted on [www.usacurl.org](http://www.usacurl.org). Interested candidates should submit a letter of interest and resume/background information to the USCA no later than May 1, 2013.

4. Describe the intended method of identifying the pool and selecting the candidates to be considered for Additional Official position(s):

The USCA Wheelchair Curling High Performance Program Selection Committee, in consultation with the athletes who competed at the 2013 World Wheelchair Curling Championships (February 16-23, 2013) will review the letter of interests and resume/background information submitted to the USCA for the Additional Officials positions and select candidates based on the criteria outlined in #1 and #2 above. In addition, the athletes listed above will provide input on candidates in order to identify which candidates are essential for the team's specific needs.

5. Describe the removal of an Additional Official:

An individual who is to be nominated as an Additional Official by the USCA may be removed as a nominee for any of the following reasons, as determined by the USCA:

- 5.1. Voluntary withdrawal. Nominee must submit a written letter to the USCA's Chief Operating Officer (COO).
- 5.2. Injury or illness as certified by a physician (or medical staff) approved by the USCA. If the individual refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USCA, his/her injury will be assumed to be disabling and he/she may be removed.
- 5.3. Inability to perform the duties required.
- 5.4. Violation of the USCA Player/Coach Agreement or the USCA Athlete/Coach Code of Conduct. See current championship rules on the USCA website, [www.usacurl.org](http://www.usacurl.org). An official who is removed from the team pursuant to this provision has the right to a hearing per the USCA's Bylaws (USCA By-Laws, Article 13 (See By-Laws in current championship rules on the USCA website, [www.usacurl.org](http://www.usacurl.org)) or the USOC's Bylaws, Section 9.

Once an Additional Official nomination is accepted by the USOC, the USOC has jurisdiction over the Additional Official, at which time, in addition to any applicable NGB/PSO/HPMO Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www2.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>.

6. Describe the replacement of an Additional Official:

In the event that the Nominated Additional Official is unable to perform his/her duties 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 and #2 above.

The replacement candidate will come from those applicants who submitted letters of interest as defined in #3 above, and individuals identified by the process outlined in #4 above. In the event the USCA does not have an available or suitable replacement candidate within these pools, the COO, Wheelchair Curling National Team Coach and Wheelchair Curling Team Leader will recruit candidates deemed to meet the qualifications in #1 and #2, and make their recommendation to the Wheelchair Curling High Performance Program Selection Committee (see below) for final approval.

Recruitment may include one or both of the following:

- Direct recruitment by the COO and/or the Wheelchair Curling Program Team Leader and Wheelchair Curling Program National Team Coach of qualified candidates who may or may not have served as USCA staff members or independent contractors.
- A targeted invitation to individuals known to have the necessary and desired skills to submit their name and summary of qualifications to the COO and Wheelchair Curling Program Team Leader and Wheelchair Curling Program National Team Coach for consideration.

7. Which group/committee will make the final approval of the Additional Official(s)?

USA Wheelchair Curling High Performance Program Selection Committee:

Derek Brown, Director of High Performance  
Rick Patzke, Chief Operating Officer  
National Wheelchair Team Program Coach  
National Wheelchair team Program Assistant Coach  
Marc DePerno, Wheelchair Curling Program Team Leader  
Kent Beadle, USCA VP  
Sam Williams, USCA VP Championships  
USOC AAC representative (or available athlete representative)  
USCA AAC wheelchair curling representative (or available alternate)

7. Conflict of Interest.

Any individual who is being considered for the Team Leader position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of the Team Leader.

8. Date of Nomination:

The Games Staff Nomination Form with the Team Leader nominee's name, including the name of a replacement (if applicable), will be submitted to the USOC on or before May 31<sup>st</sup>, 2013.

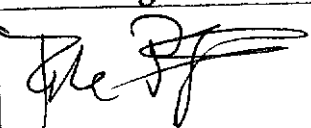

9. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the USCA in the following locations:

- 9.1. Web site: [www.usacurl.org](http://www.usacurl.org)

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

- 9.2. Other (if any): The USCA will publish a link to the complete Team Leader Selection Procedures for the U.S. Paralympic Team in any applicable issues of the U.S. Curling News that will be published (in print or digitally) before the nomination deadline stated in Section 8.

Position	Print Name	Signature	Date
NGB Chief Operating Officer	Rick Patzke		3/27/13
USOC Athletes' Advisory Council Representative*	PETE FENSON		3/27/13

\* If the 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.

8. Conflict of Interest:

Any individual who is being considered for an Additional Official position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of that Additional Official position.

9. Date of Nomination:

The Games Staff Nomination Form with Additional Official nominees' names, including names of any replacements (if applicable), will be submitted to the USOC on or before May 31, 2013.

10. Publicity/Distribution of Procedures:

The USOC approved selection procedures (complete and unaltered) will be posted/published by the USCA in the following locations:

- 10.1. Web site: [www.usacurl.org](http://www.usacurl.org)
- 10.2. These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.
- 10.3. Other (if any): The USCA will publish a link to the complete Additional Officials Selection Procedures for the U.S. Paralympic Team in any applicable issues of the U.S. Curling News that will be published (in print or digitally) before the nomination deadline stated in Section 8.

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
USCA Chief Operating Officer (COO)	Rick Patzke		
USOC Athletes' Advisory Council Representative*			

\* If the 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.

\* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Selection Procedures being submitted by the NGB/PSO/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

\* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/PSO/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.