



December 9, 2024

Shana Ferguson, USA Swimming Interim CEO
Via email

Dear Shana,

The following is ASCA's position statement on the selection process for Team USA staff appointments. We urge you and your staff to take this into consideration as decisions are made regarding this topic.

ASCA advocates for a transparent and clearly defined selection process for Team USA staff appointments.

ASCA supports bringing a cohesive, diverse, and experienced staff to all international level competitions. We believe the criteria for selection should be communicated openly and made available to all coaches to ensure awareness, understanding and confidence in the process. We recognize the National Team Director holds the responsibility for assembling the coaching staff. We want to underscore the importance of clearly communicating publicly accessible criteria that are grounded in merit, experience, and the demonstrated ability to drive success at the highest levels of international competition. Transparency will not only enhance the integrity of the selection process but will also inspire confidence among athletes, coaches, and all who are stakeholders in the long-term success of USA Swimming on the global stage.

A coach selection process that lacks clear, established guidelines erodes trust and fairness within the swimming community. This has been evident in past cases where successful coaches were not selected, and their exclusion went unexplained.

ASCA also recognizes that while performance metrics are important, the National Team Director must also consider the diverse expertise and experience that each coach brings to the team. This may include the subjective appointment of a qualified coach who brings specialized skills, fresh perspectives, and the ability to round out the needs of the team as a whole. Balance ensures a cohesive, dynamic staff that maximizes the potential of all athletes and fosters a collaborative environment for success.

By establishing transparent criteria, USA Swimming will ensure that coaches know exactly what they are working toward, and that our National Governing Body promotes fairness, accountability, and confidence in the process. A clear selection process will ultimately strengthen Team USA's performance on the global stage and maintain the integrity and high standards of USA Swimming.

As always, the ASCA Board members and I are available any time for discussion on this or any other topics.

A sincere thank you for the extraordinary time and effort you are putting in during this transition period for USA Swimming. Hoping you take some time for family and friends and enjoy the holiday season.

Sincerely,

Jennifer LaMont, CEO

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