

POLICY BOARD ACTIONS THROUGH 2/2/97

The Policy Board meeting scheduled to be held on February 1 and 2, 1997, was postponed and will be held March 15 and 16. The Policy Board did meet by conference call on February 2. This letter summarizes Policy Board actions taken since the November, 1996, meeting.

Committee additions: Duif Calvin (GA) was added to the Computer Internet Committee and Timothy Sawyer (CA) was added to the Membership Growth Committee.

A special Policy Board meeting by teleconference was held on December 23, 1996, at 8 PM Eastern Standard Time. Present on the line were President Donald Schultz, Vice President Bill Goichberg, Secretary Rachel Lieberman, Treasurer Tom Dorsch, and Members-At-Large Bob Ferguson, Fan Adams, and Jim Eade. In addition, Harold Winston (IL) was present.

The purpose of the call was to discuss Board responsibilities. A majority of the Board held the opinion that over time the Treasurer had made inappropriate public statements regarding office personnel.

The Board determined that the first four motions should be in open session. They were resolved as follows:

PB 97-55 (Dorsch): All non-employees who visit the USCF business office shall be required to sign in when they arrive and sign out when they leave. An "Employees Only" sign shall be posted in the warehouse, plainly visible from the warehouse door. FAILED 2-5 (Dorsch, Eade in favor; Adams, Ferguson, Goichberg, Lieberman, Schultz opposed.)

PB 97-56 (Eade): The Presidentially appointed Board subcommittee to evaluate the former Executive Director's bonus calculation is hereby disbanded. The evaluation has been completed. The committee's report and recommendations have been accepted by the Board. The Board thanks the committee Chair, Jim Eade, and committee member, Tom Dorsch, for their efforts. PASSED 7-0

PB 97-57 (Dorsch): No employee shall be hired by the Policy Board who has not first completed a full application for employment, including a declaration attesting to the truthfulness of the statements and information therein. REPLACED BY AN ACTION ITEM AS LISTED BELOW

Jim Eade and Tom Dorsch recommended this substitute motion: *The matter of an employee completing a full application for employment prior to employment shall be referred to the Legal Task Force, a verification letter shall be written, and President Don Schultz shall pursue this as an action item.* The final disposition of the matter was that there was no vote but the following action item was authorized:

- Fan Adams and Harold Winston will work together to compose a statement and verification letter to be signed by the perspective employee.
- Tom Dorsch and Jim Eade will write an employment application.

This action item represents the disposition of motion 97-57

PB 97-58 (Dorsch): All motions by objections procedure and the votes of each member thereon shall be recorded and published in the "Policy Board Newsletter."
PASSED 6-0-1 (Adams, Dorsch, Eade, Ferguson, Goichberg, Schultz in favor; Lieberman abstained).

The Board went into closed session to discuss the next motion. Harold Winston was included in the closed session, although Tom Dorsch objected to his presence. Both Jim Eade and Tom Dorsch stated that it was inappropriate to hold a closed session discussion on an open telephone line. Some Board members agreed that this could indeed cause problems; however, a majority of the Board held the opinion that the matter had become a significant issue and that it needed to be resolved.

After some discussion and wording changes, the following motion PASSED:

PB 97-59 (Adams, Ferguson, Goichberg, Lieberman, Schultz): Tom Dorsch is hereby relieved of the following:

- Liaison for the PB Finance and Grants Committees. Fan Adams will be the new PB Liaison for Finance and Don Schultz for Grants.
- Tom Dorsch will no longer be the Liaison to the US Chess Trust. Robert Ferguson now assumes these responsibilities.
- Mr. Dorsch is removed from all Board subcommittees for which he is a member, specifically Executive Compensation and Review, Scholastic, Tournament Standards, and Transition Task Force. He already has resigned from the Legal subcommittee.
- Tom Dorsch is removed as Board Liaison to the Life Membership Fund. Bill Goichberg replaces Tom Dorsch.
- Tom Dorsch is removed as Board Liaison to the Computer Rating Agency. Bill Goichberg replaces Tom Dorsch.
- Tom Dorsch is relieved of all operational responsibilities previously assigned to him e.g. he no longer has expense approval rights over any PB or staff personnel. The reimbursement process will revert back to how it was done in the previous administration, with the exception that the duties delegated to the Treasurer will be handled by Member-At-Large Fan Adams.

USCF President Don Schultz will instruct the Finance Committee Chair to list all financial and other materials that may be useful or required by Mr. Dorsch in executing the fiduciary responsibilities of the Treasurer. The Acting Executive Director will put a system in place providing for automatic and timely sending of copies of all this material to Mr. Dorsch. Any reasonable requests made by Mr. Dorsch beyond this will be handled in a timely manner. What is reasonable will be determined by the Finance Committee.

It is with great regret that the Board takes these steps. However, the adverse affect Mr. Dorsch's behavior was having on morale and USCF image made it essential.

PASSED 5-2 (Adams, Ferguson, Goichberg, Lieberman, Schultz in favor; Dorsch, Eade opposed).

Jim Eade stated that he will escalate his postings because he is opposed to PB 97-59. He stated that he was not given the opportunity to review draft wording in advance.

The meeting was formally adjourned at 9:30 PM Eastern Standard Time and Harold Winston and Fan Adams left the call at that time. The other members of the Board remained on the line until 10:10 PM. Additional topics that were informally discussed included the Nevada issue, the Computer Rating Agency, the USCF website, and the structure of the Strategic Internet Task Force.

In protest of the action taken December 23, Member-At-Large Jim Eade sent the Board a memo in which he resigned from the following committee liaison assignments: Correspondence Chess, Grandmaster Affairs, Hall of Fame, Historian's, Master Affairs and Development, Olympic Participation, and Women's Chess. He also resigned from the National Chess League and Staff Compensation and Review Task Force. In addition, he resigned his membership in the Tournament Standards subcommittee and Executive Compensation and Review Task Force. PLEASE NOTE: Committee and liaison assignments will be reviewed at the March Policy Board meeting.

On January 2, 1997, Rachel Lieberman offered the following motion by objections procedure:

PB 97-60 (Lieberman): The Strategic Internet Task Force is restructured as follows:

- *A Policy Board member to be named by the Policy Board. This individual will not be a liaison, but a full member of the task force.*
- *An office representative to be named by the Executive Director or Acting Executive Director . This individual should be the person that will have the most involvement with the website.*
- *A representative of the Publications Committee to be named by the committee chair.*
- *A representative of the Computer/Internet Committee to be named by the committee chair.*

- *The Strategic Internet Task Force, as described above, will name its own chair. The chair of the Strategic Internet Task Force will be the liaison to Engage Games Online for all issues related to editorial content. The Chair may not, however, overrule or otherwise go against the recommendations of the Strategic Internet Task Force as a whole while in this capacity.*
- *All members of the Strategic Internet Task Force must conduct themselves in a professional manner. Failure to do so is grounds for removal.*
- *The Strategic Internet Task Force is initially charged with assuring that:*
- *The Karpov-Kamsky match is put back on the website as soon as possible.*
- *Preparations are to be made-starting NOW-to assure that the Kasparov-Deep Blue Match is given featured coverage on the website. Note: Preparations can take months and the match is in May.*
- *A clear procedure is set up for routine updating of ratings, TLAs, BINFO summaries, news, press releases, etc.*
- *A clear procedure is set up for submission of material for posting on the website in a timely manner. Newer items are to replace older items in the "Latest Additions" page as they are submitted.*
- *The white or light printing on black backgrounds on news and other information pages is discontinued.*
- *Any other recommendation of the Computer/Internet Committee or Publications Committee is considered.*
- *All decisions, recommendations and actions taken by the Strategic Internet Task Force are to be copied to the chairs of the Computer/Internet Committee and the Publications Committee in a timely manner. Both committees will be available to help as a resource to the Strategic Internet Task Force.*

JIM EADE OBJECTED ON PROCEDURAL GROUNDS. As the objection was procedural the subject will be on the agenda for the next Policy Board meeting.

The following two motions were presented by Jim Eade:

PB 97-61 (Eade): The Strategic Internet Task Force is disbanded.
 PASSED BY OBJECTIONS PROCEDURE

PB 97-62 (Eade): The Presidentially appointed subcommittee entitled "Special" chaired by Jim Eade and whose lone member was Rachel Lieberman is hereby disbanded. PASSED BY OBJECTIONS PROCEDURE

PLEASE NOTE: This subcommittee was tasked to evaluate morale at the office and allegations that had been made by some ex-employees. Dr. John McCrary (SC) interviewed the office staff and was later tasked to investigate those allegations. (See motion below, which was passed unanimously when the Board met to interview candidates for the Executive Director position.)

PB 97-63 (Board): The Policy Board requests and employs the services of Dr. John McCrary to investigate allegations that have been brought to the attention of the Policy Board. Dr. John McCrary, who is Vice-Chair of the Ethics Committee and the holder of other national offices, is appointed a national officer of the USCF for the purpose of this investigative procedure. Dr. McCrary will be compensated at an amount equal to his travel and associated costs plus \$50. PASSED 7-0

A special meeting of the Policy Board was held in New Windsor, New York, during the weekend of January 11 and 12, 1997. The purpose of the meeting was to conduct final interviews for the position of Executive Director. The Board interviewed five candidates in two days. During this meeting it was evident that Board interpersonal relations needed attention.

The following motion resulted:

PB 97-64 (Board): Donald Schultz is authorized to offer Michael Cavallo (MA) the position of Executive Director. PASSED 7-0

The Policy Board expressed its appreciation to the office staff for their exceptional cooperation and hospitality during the weekend. The Board welcomes Michael Cavallo, who did accept the offer. Appreciation is expressed to all applicants for their interest.

The following motion by objections procedure was proposed by Donald Schultz on January 14: Treasurer Tom Dorsch objected to the motion. At the request of the President, the Secretary polled the Board.

PB 97-65 (Schultz): In order to allow some time for the new Executive Director to get an understanding of the state of affairs of the USCF, the forthcoming Policy Board meeting is postponed. This will also allow time to review the results of the Finance Committee's examination of financial records that will take place next week at New Windsor. PASSED 4-2-1, Schultz, Lieberman, Ferguson, Adams in favor, Dorsch, Eade opposed, Goichberg abstained.

PLEASE NOTE: The forthcoming meeting of the Policy Board had been scheduled for the weekend of February 1 and 2, 1997, in Monrovia, California. The new meeting date will be 3/15/97.

During the polling period Member-At-Large Jim Eade made the following suggestion:

My suggestion is as follows:

Go ahead with the scheduled meeting with minimal staff involvement. I would recommend that Michael should attend and that George does not. It would be highly beneficial for all of us to spend some time with Michael.

We should ask John McCrary to attend and facilitate a closed session where we hash out our differences. At the end of the session, perhaps we can pass the motion that Bill and I have been working on, or something like it. It is possible that with John's or someone like John's help, we can restore some of the Board's lost functionality.

We can also attend to some other bare bones Federation business, such as reassigning the committees and liaisons, the Internet, and Finances, but the important thing is to resolve our differences. If we do not take this opportunity to resolve our differences, the situation is likely to deteriorate beyond the point of return.

Also, please consider how the Delegates will react when they learn that the President and one or two other Board members are making all of the Board decisions, and have resorted to canceling (or postponing it for two months or more, with the hopes of canceling it) in order to prevent discussion and debate. It is improper to rely on a subset of the Board to make all Board decisions, especially in a time of crisis.

As always, I have no desire to fight back but I will. I am frozen out, but not voiceless or weaponless. Until I am allowed to participate as I was elected to do, I will continue to fight back with all of the weapons at my disposal. The Federation and some of you will be the losers. I do not wish to be making threats, but I do wish you to understand what I intend to do under the circumstances. I cannot tell you the details of my plans, but they certainly go beyond Internet postings or mailings.

Or we can meet and talk. Your choice.

Results of the poll were as follows:

NAME	VOTE	COMMENTS
Don Schultz	Yes	
Bill Goichberg	Abstained	Stated that he does not want to postpone a meeting without setting a new date.
Rachel Lieberman	Yes*	*As long as the meeting is held within a reasonable time on a date acceptable to all seven Board members.
Tom Dorsch	No	Sent a memo to the Board urging that the meeting take place as scheduled. Endorsed Jim Eade's proposal.

Bob Ferguson	Yes	Stated that his first preference is to hold the meeting in conjunction with the Super Nationals (April 25-27).
Fan Adams	Yes	
Jim Eade	No	See above memo

Immediately following the poll, Rachel Lieberman offered a motion by objections procedure regarding the date of the next meeting. Bill Goichberg offered two election reform motions regarding the issue of one member one vote. Jim Eade objected to the two election reform motions on procedural grounds. The Secretary was requested to poll the Board. Jim Eade requested a conference call to discuss all outstanding motions and other issues.

The Policy Board met by teleconference on Sunday, February 2, 1997, at 9:00 PM Eastern time. Included in the call were Executive Director Mike Cavallo, President Donald Schultz, Vice President Bill Goichberg, Secretary Rachel Lieberman, Treasurer Tom Dorsch, and Members-At-Large Bob Ferguson, Fan Adams, and Jim Eade. Guests during the website discussion were Myron Lieberman (AZ) and Gary Prince (NJ).

Several motions and action items were discussed. The first motion was as follows:

<p>PB 97-66 (Goichberg/ Eade):</p> <ol style="list-style-type: none"> 1. Tom Dorsch is appointed liaison to the Finance Committee. 2. Policy Board liaison and committee assignments will be re-negotiated at the next Board meeting. 3. All Board members pledge to cooperate with one another, and to help each other achieve our common objectives. 4. All Board members pledge to keep their public comments focused on issues rather than personalities or the perceived shortcomings of individuals. 5. All Board members pledge to endeavor to resist scapegoating, blaming, or otherwise punishing one another. 6. All Board members pledge to employ only constructive criticism. 7. Postings by Policy Board members on the USCF website will be allowed only if their content is approved by the Web Editor or the Policy Board. <p>PASSED 6-0-1 (Adams, Eade, Ferguson, Goichberg, Lieberman, Schultz in favor; Dorsch abstained.)</p>

PLEASE NOTE: Tom Dorsch abstained due to the fact that he is named in the motion; however, he stated that he supports the motion.

The following two Election Reform motions were considered together:

<p>PB 97-67 (Goichberg, Lieberman, Schultz): The “one member one vote” idea has been proposed at USCF meetings for many years with little success. The Policy Board feels the time has come to adopt this approach, and endorses its approval by the Delegates at the annual meeting this August in Orlando.</p> <p>Recent Policy Boards have been severely fractured, with too much time spent on charges and controversies and too little on chess promotion. We think our system of governance is partly at fault, and that a drastic increase in the voting franchise is likely to produce more member involvement in USCF affairs and better candidates. Also, mass voting makes more sense now than it did years ago because of the dramatic growth of the Internet, allowing low cost debate accessible to many. And if elections are held every two years as proposed by the special “Blue Ribbon Committee” on governance, they will be less costly than if annually.</p> <p>We propose that the Policy Board endorse the following proposal in principle and refer it to the “Blue Ribbon Committee” asking that group to report back to the Board with its recommendations by May 1.</p> <ol style="list-style-type: none"> 1. All life, sustaining, adult and senior USCF members are eligible to vote directly for the Policy Board. 2. To obtain a place on the ballot, a candidate must submit a petition with signatures of 150 life, sustaining, adult or senior USCF members by March 15 of the election year. 3. Each candidate is entitled to a free statement of up to 200 words in the June issue of <u>Chess Life</u>.
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4. For the July Chess Life only, each candidate is allowed to purchase up to one half page of advertising to promote his or her candidacy, to be charged at the affiliate rate.
5. Ballots are inserted in the August Chess Life for life, sustaining, adult and senior members, to be mailed to an independent agency for counting. Voters must provide postage.
6. This proposal goes into effect with the 1998 election, which will be for one Policy Board Member-At-Large to serve a three year term. PASSED 7-0

PB 97-68 (Goichberg): The Board notes that the special "Blue Ribbon Committee" on governance presented some excellent ideas at the 1996 Delegates' Meeting, which would work well together with the proposal for Election of the Policy Board by the USCF Members.

The Board endorses the "Blue Ribbon Committee" report in principle, and refers the following plan to that Committee for consideration, any additional proposals, and appropriate language. The Committee is asked to report back to the Board by May 1.

This plan combines the Blue Ribbon report with Delegate opinion as expressed in subsequent straw polls, which endorsed a seven member Board with internal elections each year.

1. In 1999, each voter may vote for up to six candidates. The top four are each elected for a four year term. The candidate placing fifth is elected for a two year term. The candidate placing sixth serves one year on the Board, beginning August, 2000.
2. The seven Board members then vote each year to elect a President and Vice President from among themselves. The Board will also appoint a non-voting Secretary and/or Treasurer, who may be either an employee or a volunteer.
3. Elections are subsequently held every two years for four year terms. Three Board members are elected in 2001, four in 2003, three in 2005, four in 2007, etc. PASSED 7-0

The Election Reform motions PASSED unanimously with a request that the Blue Ribbon Committee refer them to all committees they deem appropriate. PLEASE NOTE: These motions have been sent to Woody Harris, Chair of the Blue Ribbon Committee on Governance.

The date of the next meeting was discussed. Rachel Lieberman offered a substitute to her original motion which called for a three day meeting to be held March 21, 22, and 23:

PB 97-69 (Lieberman): The next meeting of the USCF Policy Board shall be held on the weekend of March 22 and 23, 1997. The site is to be determined.

After some discussion, the Board determined that the next meeting is to be held on the weekend of March 15 and 16, 1997, in Monrovia, California.

The following motion PASSED unanimously:

PB 97-70 (Dorsch): It is the responsibility of the President to keep all Board members informed of all important developments in the Federation. PASSED 7-0

Some concern was expressed about the governance line and the need to control expenses. Tom Dorsch proposed a motion that would cap the individual line of each Board member at \$5,000 per year. After some discussion, Jim Eade offered the following substitute:

PB 97-71 (Eade): The Board recognizes the need for fiscal restraint in its own expenditures and will make every effort to minimize the impact on the governance line. PASSED 7-0

The website was discussed. The Secretary read DM 96-82 aloud to give everyone the opportunity to review it. The Board and Executive Director expressed their commitment to the website and to coverage of the upcoming Kasparov-Deep Blue match.

Reports have been submitted by Jim Eade on behalf of the Publications Committee and Rachel Lieberman on behalf of the Computer Internet Committee to outline goals, action items, and some history of the website.

The following motion PASSED unanimously:

PB 97-72 (Dorsch): The Board authorizes Mike Cavallo to do what is necessary up to \$20,000 to take action to immediately restore the website to its former condition and conform to the Delegate motion PASSED 7-0

The guests went off line and the Board went into a brief closed session to discuss personnel items. The teleconference ended at 11:30 PM Eastern Standard Time. No motions arose from closed session.

NEA OUTREACH EFFORT GENERATES 600 INQUIRIES IN FIRST WEEK.

Dr. Robert Ferguson reports that the National Educational Association outreach effort (an article in their journal) has generated over 600 inquiries in its first week. Congratulations!

COMPUTER/INTERNET COMMITTEE SEEKS VOLUNTEERS TO WORK ON TA

The Computer/Internet Committee is seeking volunteer programmers to work on new versions of Tournament Administrator for Windows, Macintosh, and other platforms. There is no indication of what rewards may be available outside of pride, recognition, appreciation, and the knowledge that you have provided a valuable public service, but if you know of anyone who might be interested please contact Myron Lieberman (drchip@indirect.com) for more information.

“CHESS KIDS” TO BE AVAILABLE TO YOUR LOCAL PBS STATION

Lynn Hamrick’s “Chess Kids” video, covering the World Youth at Fond du Lac, is available to PBS stations nationwide this spring. Each local PBS affiliate determines when and if it will be shown. It is worth seeing. Contact your local PBS station and help make their decision. Several cities have already turned down the opportunity but it may not be too late. A list is on the USCF web site (www.uschess.org). Among cities that have refused is Peoria, IL, site of the 1998 US Elementary. Let them know we care.