Restructured Referee Committee

Minutes of Meeting
December 2, 2016
Convention, Springfield, MA

Attendance:

Referee Committee:
Andrew Blackwood – Chair
Ruth Macnamara – Vice Chair, Secretary
Bob Appleyard – Referee College
John Musial – Regional Coordinator Representative to Committee
Jean Reilly – FISA
Rachel Le Mieux – Trials Coordinator
Terese Friel-Portell – Safety/Referee Utilization
Marcus McElhenney – Athlete Representative
Terese Friel-Portell – Safety/Referee Utilization

USRowing Staff:
John Wik – Director of Referee Programs

1. Andy called the meeting to order at 1:48 PM EDT.

2. Self-Introductions of the NEW Committee Members

3. Regular Session – Presentations from each Committee member’s working group / subcommittee on:

   A. Review of 2016 activities
   B. Problems encountered – solutions
   C. Planned activities for 2017 and specific goals

Bob Appleyard – Referee College
Referee College staff - "senior faculty"
• Bob Appleyard (Dean)
• John Walker
• Jean Reilly
• Chris Lang
• Elaine Roden
• Kirsten Meisner
• John Wik (instructor & administrative planning & support)

Referee College staff - “junior faculty” [2012-2016]
• Rich Dougert
• Mary Carol Madigan
• John McKenna
• Gary Caldwell
• Bob Weiss
• Jorge Salas
Schools completed in 2016:
• Basic Skills Feb 7-9 in Sarasota FL
• Advanced School: Dec 3 in Springfield MA (USRowing convention)
• Clinician’s School: Dec 2-3 in Springfield MA (USRowing convention)

Current portfolio of Schools:
• Basic School
• Advanced School
• Chief Referee School
• Clinician’s School

Planning for 2017:
• Basic Schools - multiple per year, offered in each region (described in Appendix A)
• Clinician’s Schools - to train Instructors for the Basic Schools

Appendix A

Julian Wolf National Referee College

The Basic School - Summary Description [11-25-2016]

The complete Basic School consists of the following modules:
• Control Commission
• The Start
• Following the Race
• Objections and Protests
• The Finish
• Technical Instructions to the Crews

These six modules address each of the major position assignments for USRowing licensed officials working at USRowing Registered and Owned Regattas, covering each element of the race and each area of the racecourse. Circumstances that are routinely encountered by the official will provide the context for presentation and discussion.

Each module is designed to provide instruction and insight for new and recently licensed officials who are just beginning to develop and build their working experience and sense of situational awareness. It is to be expected that those attending may not yet have practical work experience at each of the position assignments, and that their experience to date may be only observational. Instruction will emphasize basic procedural skills over detailed rules knowledge and interpretation, to address what the official is routinely expected to do in each position assignment. The content presented through each module will reflect that of the current Referee Procedures Manual, supported by appropriate sections from the Rules of Racing.

The curriculum for the Basic School encapsulates the national standards that all licensed officials are expected to apply and adhere to at USRowing Registered and Owned events. As such, the intended outcomes for those attending the Basic School are awareness and understanding of the expected working procedures for each of the routine position assignments that are staffed by licensed officials at USRowing events.

The materials needed to present the Basic School curriculum are developed and approved through the Referee College, following an internal set of guidelines that reflect the teaching objectives and learning outcomes for this School. The College will provide a Powerpoint deck for each module to guide the presentation of that module’s objectives and outcomes.

The institutional goal is to make the Basic School accessible to officials throughout the country. To accomplish this goal the School will be offered annually at multiple locations spread across all the administrative regions. The Regional Coordinators for the Referee Committee will take the lead in determining when and where individual Schools should be scheduled and held to best serve the officials who they oversee.

To minimize the expense and logistics of scheduling and putting on these Schools, the Regional Coordinators shall staff their individual Schools from a national pool of qualified Basic School Instructors. The intent in forming a national pool of Instructors is to ensure the availability of Instructors for whenever a School is to be scheduled, and to also enable each Coordinator to recruit Instructors from their own region so as to not have to bring in staff from other parts of the country. These Instructors shall first be trained through the Referee College to lead these Schools and to present the Basic School curriculum, and with such training these Instructors shall be designated as Adjunct Faculty of the College.

The organizational need for the Referee Program to provide trained officials to staff USRowing Registered and Owned events throughout the country serves as the rationale that is driving the development and implementation of these Basic Schools. This need encompasses two main challenges. The first is that the national corps of officials must be sufficiently large and...
geographically distributed to provide local staffing for these events. The second is that these officials must uniformly utilize and apply the national Rules-based procedural standards so as to maintain the consistency and integrity of these events. Recruitment and retention efforts address the first challenge, and organized training addresses the second.

Newly licensed officials must be properly trained, creating a direct link between recruitment and training. The distribution and accessibility of these Basic Schools is intended to provide an important resource to the Regional Coordinators into which they may direct newly and recently licensed officials for basic training and developmental support. Consistency and integrity of USRowing domestic events is then entirely dependent upon the availability of sufficient numbers of properly trained officials. Providing these Basic Schools with a standard curriculum that is presented by trained Instructors, which may be scheduled whenever and wherever the need arises to support new and recently licensed officials, allows the Coordinators to then staff their local and regional events with new and recently licensed officials with the assurance that these officials have been comprehensively and uniformly trained in all the basic skills that are needed to carry out their routine duties.

John Musial – Regional Coordinator Representative
- Definition of a Working Day and Clinic
- Designation of Chief Referee
- Referee Standards
- Acknowledged that his term is a 1 year term.

Regional Coordinators Report
The coordinators are looking ahead to 2017 and the restructured Referee Committee. Our goal is to see that this new group operates in as transparent a way as is possible. Additionally, we wish to see the new Committee function as a Committee and should be using as many of the talented referees we have in the Corps as possible. We encourage reaching beyond the Committee and Coordinators to put together subcommittees as needed.

In 2017 the Regional Coordinators will be working on these issues among others as they arise.

1. Review of chief referees, we feel not all full referees should be chief referees. We will discuss this and come back to the committee with recommendations going forward
2. Ongoing discussions about what is a regatta day
3. Ongoing discussions about what is considered a clinic.
4. We will be offering opinions and recommendations about our standards with respect to the above topics.

Jean Reilly – FISA Liaison
Summary comments
- 25 FISA Umpires in the USA
- John Wylder retires this year
- Four retire in 2017 – Pete Zandbergen, John Walker, Scott Woodworth, Nikola Vajda
- 2013-14 a new IOP structure was crafted and implemented in 2015
- Regatta Reports
- Exchange Program
- Peer Rank
- FISA Candidate Subcommittee
- FISA Candidate Study Guide
- 2 Metrics –
  o Have as many USA FISA Umpires on FISA Juries each year.
  o To ensure that US will have FISA Umpires qualified for all WC and Olympics in 2020, 2024, etc.
- Tiffany Knapp will be sitting for exam on December 11, 2016 in Gent. Jess McAlear moved to Applicant status.

FISA Liaison Report
BACKGROUND
In 2013/2014 FISA sections of the USRowing IOP were updated in response to the evolution of FISA and requests from member countries. The IOP rewrite was approved by all USA FISA Umpires and subsequently approved by the Referee
Committee Q1-2015. Following, requirements of the IOP have been implemented and critical metrics tracked in 2015 and 2016.

**IOP Requirement Implementation:**

- **Annual USA FISA Umpire Data Sheet completion and validation with FISA (9/2015).** Annual 2016 updates complete 9/2016. Copies of all updates have been distributed to the USA FISA Umpires and posted on the Referee Data System (RDS).
  - Data Sheet includes Umpire Quadrennial plans, seminars, work history, eligibility.
- **FISA Regatta Reports available in the RDS.**
- **Robust FISA Regatta Selection and Nomination process documented and implemented.**
  - Process used for 2016 and 2017 nominations.
- **Exchange Regatta Program documented and implemented.**
  - The Exchange Program provides all USA FISA Umpires not selected for a FISA Jury and who want to work, the opportunity to work internationally. Exchanges provide these Umpires visibility, the opportunity to further develop their skills, and demonstrate commitment to World Rowing.
- **USA FISA Umpire Peer Hard Rank (Active FISA Umpire peer review poll)**
  - Initial ranking was completed 1/2016.
  - Results validated to be directionally correct by multiple FISA Commission members.
  - Results e-mail sent to Tom Fuller, John Wik 1/30/2016 for communication to USRowing and USA FISA Umpires.
- **USA FISA Umpire Peer Hard Rank (Active FISA Umpire peer review poll)**
  - Process used for 2016 and 2017 nominations.
- **FISA Candidate Sub Committee (formed 8/2015).** Members – Appleyard, Chen, Zandbergen, Tolle, Walker, Grudt (Advisory/ex Officio). All FISA Candidate Sub-Committee deliverables have been completed in 2015 and updated in 2016 (list below):
  - Prospect/Applicant/Candidate Rubric of IOP (timeline format)
  - Roles and Responsibilities at World Championship Observations (timeline format)
  - Best Practices at World Championship Observation
  - Mock Written Exam questions and answer sheet (100+ questions; 2 hour exam)
  - Mock Practical Exam guidelines
  - FISA Candidate Study Manual.
  - Over 50 documents on the RDS relating to the FISA exam were removed, reviewed, and reconciled for relevance. A new 140 page study guide was created to work in connection with the FISA Rules, FISA Umpire Commission Candidate webinars, and USA mock written and practical exams. The guide has been distributed to USA FISA Candidates and Applicants.
- **Additional IOP changes requested in 2015 and approved by all USA FISA Umpires were not approved by The Referee Committee and not added to the IOP.**

**USRowing Metric/Goal Delivered by the FISA Liaison and approved by the Referee Committee:**

- **Metric 1 - Have USA FISA Umpires on as many FISA Regatta Juries as possible each year.** Target: 1 WC; 2 Championships; 1 Coastal or World Masters
  - **Of Note:**
    - Number of FISA juries varies by year.
    - The USA is not entitled to a position on any jury. In order to secure a spot on a Jury, we must put the best Umpire forward. If strong candidates are not put forward, the USA will be passed over.
- **Metric 2 - Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028 etc. Minimum Target by quadrennial:**
  - **USA FISA Umpires (not already through Full FISA Event Progression) ready for:**
    - World Championships: 2+ umpires with 4-8 years eligibility
    - U23 Championships: 2+ umpires with 8-12 years eligibility
    - Junior Championships: 3+ umpires with 12-16 years eligibility
    - World Cup: 4+ umpires with 16+ years of eligibility
    - Candidate and Applicant pool that supports the above targets.
    - International work that supports the above targets.

**Context for USRowing Metrics:**

- There are 150 countries in FISA.
- Over 500 nominations from at least 67 countries are received annually for a maximum of 180 slots.
- There are approximately 18 slots on a Championship Jury (54 across 3 championships annually).
- In recent efforts to cut expenses, FISA has staffed World Cup regattas with a mix of International and home country Umpires. Approximately half of the WC slots have been awarded to other than home country Umpires.
- World Cup and Championship regattas must be worked in sequence (as shown in FISA Rules and USRowing IOP, Appendix 55). Other FISA regattas can be worked at any time.
- FISA, without sacrificing quality, strives for gender equity in its juries (gender equity representative of the overall FISA Umpire base).
- Age does not necessarily play a role in selection to a jury. However, if an Umpire is in their last years as an Umpire, some preference may be given.
• It is not uncommon for countries to submit one FISA Umpire name for multiple (2) events. However countries usually provide a preference of which regatta the Umpire should attend, and the Umpire is usually selected for only one event.
• Historically the USA has submitted 2 names per regatta in rank order. FISA, at times has selected the second ranked Umpire.
• Historically the USA has had Jury assignments to one world cup and 2 of the FISA Championship regattas.
• Historically it has taken 3 to 4 quadrenium for an Umpire to qualify to work an Olympic Games (USA Umpires received their license with 20+ years eligibility).
• USA FISA Umpires should not expect to work a FISA Regatta more than once a quadrenium.
• Following quality, FISA looks to balance jury participation by Country; Umpire experience/development; and gender. Other factors include, but are not limited to NGB participation in FISA regattas/programs, or NBG national team performance.
• Strong Nominees are those known by FISA, work consistently, bring their A+ game every time they work, are team players on and off the field of play, have decorum, have a long time to serve FISA, exemplify the FISA values, and have furthered the FISA mission and family.
• USA FISA Umpires that are not well known within FISA should step-up and take action to move FISA forward in achievement of its strategic goals. Past USA FISA Umpires have contributed by:
  o Leading USA hosted World Cup/World Championship efforts
  o Supporting FISA development (programs in new countries, new race formats, technology development, fundraising, social causes, media coverage expansion – traditional and social)
• As a group, FISA Umpires are aging out. Younger Umpires are needed in the FISA and USA FISA ranks.
• USA FISA Umpires have traditionally stepped up to take on FISA Commission work. High impact Commission members are appointed in their mid-40s. USRowing needs to continuously develop a plan to maintain and increase its presence on FISA Commissions.
• FISA Jury Selection Principles are attached as Appendix A.
• FISA is constantly adapting and changing to meet the needs of rowing worldwide. USA FISA related metrics will adapt and change in line with FISA and World Rowing.

2016 DELIVERY AGAINST METRICS:

• Metric 1 - OVER ACHIEVED. Have USA FISA Umpires on as many FISA Regatta Juries as possible each year. Target: 1 WC; 2 Championships; 1 Coastal or World Masters.
  o The 2016 FISA selection Committee members were Sam Dempsey, Rachel Le Mieux, John Walker, Ron Chen, and John McKenna.
  o USRowing nominated 20 individuals to 10 FISA Regatta Juries in 2016. Six individuals were chosen, (2 above an targeted 4).
    ▪ World University Rowing Championships: Joe Manion
    ▪ World Cup 2 (Final Olympic Qualifier): Bob Appleyard
    ▪ Junior-U23-Non Olympic: Chris Lang
    ▪ Olympics: Jean Reilly
    ▪ Coastal Championships: Peter Zandbergen
    ▪ Masters Championships: Nikola Vajda
• Metric 2 - PARTIALLY ACHIEVED Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028, etc. Minimum Target by quadrennial – Umpires (not already through Full FISA Event Progression) ready for:
  o World Championships: 2 umpires with 4-8 years eligibility: 2 Umpires – ACHIEVED
    ▪ Kathleen Crowe (14 years eligibility)
    ▪ Bob Willenbring (8 years eligibility)
  o U23 Championships: 2 umpires with 8-12 years eligibility: 4 Umpires – ACHIEVED
    ▪ Chris Lang (11 years eligibility)
    ▪ Rachel Le Mieux (11 years eligibility)
    ▪ Kirsten Meisner (23 years eligibility)
    ▪ John Musial (18 years eligibility)
  o Junior Championships: 3+ umpires with 12-16 years eligibility: 2 Umpires – NOT ACHIEVED
    ▪ Laura Kunkenmueller (16 years eligibility)
    ▪ Joe Manion (31 years eligibility)
  o World Cup: 4+ umpires with 16+ years eligibility: 2 Umpires – NOT ACHIEVED
    ▪ Erin Gallagher (30 years eligibility)
    ▪ Doug Jones (19 years eligibility)
  o Candidate and Applicant pool that supports the above targets - ACHIEVED
    ▪ Advanced to Candidate Status: John McKenna, 34 years eligibility (passed exam in March, 2016)
    ▪ Advanced to Applicant Status: Tiffany Knapp, 28 years eligibility (completed Observation in August, 2016)
  o International Work - ACHIEVED
• **Exchange Program:** All USA FISA Umpires wishing to increase their visibility and maintain skills by working internationally in 2016 were afforded the opportunity to work and use their FISA license in 2016. The following Umpires attended Exchange Regattas.
  
  - **Denmark** (New Program Participant)
    - Copenhagen Spring Regatta – Peter Zandbergen
    - Soro Regatta – John Wylder
  
  - **Austria** (New Program Participant)
    - Ottenheim Regatta – Peter Zandbergen
  
  - **The Netherlands**
    - Koninklijke Holland Beker - John Musial
    - NSRF – Elaine Roden
  
  - **UK/Great Britain**
    - National Schools Regatta – Scott Woodworth
  
  - **Norway**
    - East County Regatta – Doug Jones
  
  - **Belgium**
    - Sport Ghent – Belgium International Regatta – Kathleen Crowe
  
  - **The following Countries sent Exchange Umpires to USA Regattas**
    - **The Netherlands**: Freek Meijer to Head to the Charles
    - **United Kingdom**: Sir Matthew Pinsent to the Dad Vail regatta
  
  - **FISA Regatta NTOs:**
    - **World Masters**: Doug Jones & Kirsten Meisner were selected by Denmark to serve as NTOs for World Masters

**2017 DELIVERY AGAINST METRICS:**

- **Metric 1 - IN PROCESS.** Have USA FISA Umpires on as many FISA Regatta Juries as possible each year. Target: 1 WC; 2 Championships; 1 Coastal or World Masters –
  - The 2017 FISA selection Committee members were Ron Chen, Chris Lang, Jean Reilly, Peter Zandbergen, and Tiffany Knapp. John Walker ran the voting process and communication of results to USRowing.
  - USRowing nominated 13 individuals to 8 FISA Regatta Juries in 2017.
  - The Jury selections are expected to be announced in December, 2016 or January, 2017.
  - See Appendix B for details of the 2017 process.

- **Metric 2 - PARTIALLY ACHIEVED.** Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028, etc. Minimum target by quadrennial – Umpires (not already through Full FISA Event Progression) ready for:
  - **World Championships**: 2 umpires with 4-8 years eligibility: 3 Umpires – ACHIEVED
    - Kathleen Crowe (13 years eligibility)
    - Chris Lang (10 years eligibility)
    - Bob Willenbring (7 years eligibility)
  - **U23 Championships**: 2+ umpires with 8-12 years eligibility: 3 Umpires – ACHIEVED
    - Rachel Le Mieux (10 years eligibility)
    - Kirsten Meisner (22 years eligibility)
    - John Musial (17 years eligibility)
  - **Junior Championships**: 3+ umpires with 12-16 years eligibility: 2 Umpires – NOT ACHIEVED
    - Laura Kunkenmueller (15 years eligibility)
    - Joe Manion (30 years eligibility)
  - **World Cup**: 4+ umpires with 16+ years eligibility: 3 Umpires – NOT ACHIEVED
    - Erin Gallagher (29 years eligibility)
    - Doug Jones (18 years eligibility)
    - John McKenna (34 years eligibility)
  - **Candidate and Applicant pool that supports the above targets - ACHIEVED**
    - Advanced to Candidate Status: Tiffany Knapp, 27 years eligibility, will take exam in December, 2016 in Belgium
    - Under review for Applicant Status: Jess McAlear, 31 years eligibility
  - **International Work IN PROCESS**
  - **Exchange Program Update:**
    - Lyn Wylder will be reaching out to countries on Exchange opportunities following announcement of 2017 FISA Regatta Juries. USA FISA Umpires will be advised of counter opportunities as they are received. Currently there are no plans to expand the Exchange Program to additional countries in 2017.
    - See Appendix C for details regarding the 2017 Exchange Program.
  - **FISA Regatta NTOs**
    - Ruth Macnamara was invited to and has accepted an NTO position at World Cup 1.
    - Additional NTO invitations have been received. Action on invitations will be taken following announcement of 2017 FISA Regatta Juries.
- John Walker has been asked to lead the NTOs at the World Championships in Sarasota. Anyone with interest in working as an NTO at the 2017 World Championships in Sarasota should send John an email and register on the Benderson website volunteer database.
- Under discussion – USA hosting of the Junior Pan Am Games in Oklahoma City in October, 2017.

**2018 PLANNING**
- **2018 World Masters will be held in Sarasota Florida.**
  - FISA/Masters Commission has asked Robert Appleyard to be President of the Jury and Jean Reilly to be Deputy President.
  - SANCA has asked Kirsten Meisner to lead the NTOs for the regatta.

**ADDITIONAL ITEMS**
- **FISA Candidate Subcommittee**
  - The FISA Candidate Study Guide was updated in November 2016 by John McKenna in accordance with the update process outlined in the Guide.
  - The Candidate Observation Guidelines will be updated in January 2017 with input provided by the 2016 participants (Jean Reilly, Chris Lang, and Tiffany Knapp).
- An "All USA FISA Umpire" meeting has been suggested. A conference call may be scheduled in late January if there are items for an agenda.
- FISA related sections of the USRowing IOP.
  - Review and update with proposed changes to be submitted to the Referee Committee in the summer 2017 time period.
    - Review for required updates based on results of the FISA Extraordinary Congress or FISA procedure changes.
    - Address any necessary changes related to restructure of Referee Committee – Q3-2017
    - Review for modification and/or clarification of existing procedures/policies.

**APPENDIX A: FISA Jury Selection Principles**
(As of 11/2016: from Kris Grudt FISA Umpire Commission)

**Eligibility World Rowing Cups and European Rowing Junior Championships:**
- A. Some experience at international regattas
- B. If no international regatta experience, result of the exam

**European Rowing Championships and World Junior Rowing Championships**
- A. A World Rowing Cup experience
- B. If no World Rowing Cup, experience at Continental Rowing Championships

**Under 23 Rowing Championships**
- World Rowing Cup or World Rowing Junior Championships experience

**World Rowing Senior Championships**
- World Rowing U23 or Junior Championships experience

**Olympic and Paralympic Games**
- World Rowing Senior Championships experience

**In General:**
- Universality.
- Good gender representation, reflecting the actual situation within the whole FISA umpires group.
- History of the representation of representatives of the same NF’s at the same event.
- NF’s activity (=participation) at the particular FISA-event.
- No jury membership by the same umpire of the same event in 2 consecutive years (except World Rowing Cup).
- At least 1 representative in a jury per NF having transmitted nominations, the exception being the NF’ with only 1 FISA umpire.
- Increased jury membership for representatives of the NF, having less experience, and hosting a major rowing event in the near future (i.e. Rio 2016 – Chungju 2013 – etc.)

**Olympic Games/Paralympic Games**
- No NF (except the host) will have more than 1 spot in both events combined.
- History of the representation of representatives of the same NF.

**Olympic Games**
- Once in a lifetime membership of the Olympic jury.
- Membership of the jury for the same NF = maximum of 4 consecutive Olympic regattas.
Gender representation is close as possible to the one valid for the athletes (Rio: 60% male / 40% female).
All Continents represented.
Good feedback on activities (also communication) of the nominee concerned at previous FISA events.

APPENDIX B: 2017 FISA Regattas Process
USA Selection process is outlined in the October 2015 IOP posted on USRowing.org and performed in alignment with the FISA rules.

The following USA FISA Umpires put in to work on 2017 FISA Juries:

2017 FISA Regatta Selection Committee Election Sheet

<table>
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<tr>
<th>Umpire Name</th>
<th>WRC 1 SRB 5-7 May</th>
<th>WRC 2 POL 16-18 June</th>
<th>WRC 3 SUI 7-9 July</th>
<th>WR U23 Championship BUL 19-23 July</th>
<th>WR Jr Championship LTU 2-6 Aug</th>
<th>World Masters SLO 7-10 Sept</th>
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<tr>
<td>Lyn Wylder</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pete Zandbergen</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Twelve individuals were nominated by USRowing to represent the USA as a Jury member at the 8 FISA Regattas held in 2017. Results were presented to the Referee Committee, approved, and submitted to FISA by John Wik under signature of Glenn Merry.

USRowing nominated the following USA FISA Umpires to serve on 2017 FISA Juries:

2017 FISA Regatta - USA FISA Umpire Nominations

<table>
<thead>
<tr>
<th>Selection</th>
<th>WRC 1 SRB 5-7 May</th>
<th>WRC 2 POL 16-18 June</th>
<th>WRC 3 SUI 7-9 July</th>
<th>WR U23 Championship BUL 19-23 July</th>
<th>WR Jr Championship LTU 2-6 Aug</th>
<th>World Masters SLO 7-10 Sept</th>
<th>WR Sr Championship USA 24 Sept - 1 Oct</th>
<th>World Coastal Championships FRA 13-15 Oct</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>D Jones</td>
<td>J McKenna</td>
<td>J McKenna</td>
<td>K Meisner</td>
<td>J Manion</td>
<td>B Appleyard</td>
<td>B Willenbring</td>
<td>L Wylder</td>
</tr>
<tr>
<td>2</td>
<td>E Gallagher</td>
<td>E Gallagher</td>
<td>J McKenna</td>
<td>D Jones</td>
<td>R LeMieux</td>
<td>J Manion</td>
<td>K Crowe</td>
<td>J Musial</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

APPENDIX C: 2017 Exchange Program
2017 USA Exchange Regattas have been determined. USA will be offering the following regattas to Countries previously participating in the Exchange Program:
Head of the Charles has been withdrawn as a regatta due to security reasons. International Umpires can apply to work the event through the Volunteer site.

Whether NTO positions at the World Championships in Sarasota will be offered as an exchange will be determined in late December.

Countries participating in the Exchange Program include:
- United Kingdom (5 years)
- The Netherlands (4 years)
- Norway (2 years)
- Belgium (2 years)
- Denmark (1 year)
- Austria (1 year)

Rachel Le Mieux – Co-Coordinator for Trials

- After action report for 2013-2016 Quad – prepared by Tom Mannle
- 2017-2020 Projections
This presentation is based on the After Action Report, 2013 – 2016 Quadrennium
- Authored by Tom Mannle, Coordinator

Agenda
- Goals & Objectives
- Selection & Development Process
- What We Accomplished
- Other Comments
- The 2017 – 2020 Quadrennium
  - Just the beginning!
Goals & Objectives

- Retained the selection and participation goals for Trials juries and Chief Referees established in the 2009 – 2012 Quadrennium
  - Increase qualified referees in the pool
  - Increase regional and gender diversity

Goals & Objectives: Cont.

- Succession of leadership (Chiefs and Coordinators) from quadrennium to quadrennium
- Transparency in selection process
- Provide the best possible officiating at all Trials events while allowing for development of personal skills and knowledge
Selection & Development Process 1st and 2nd Year

- Development
- Nomination
- Selection

Selection & Development Process 1st and 2nd Year

- Selection of officials for assignment to Trials juries based on stated preferences and evaluation by Chief Referees
- Evaluation of officials for continuation in the pool and assignment to future juries, based on demonstrated performance
Selection & Development 3rd and 4th Year

- 3rd year = Pan American Games
- 4th year = Olympics

Limited (by-exception) additions to the pool
- Limited opportunities for new or continued development experiences
- Continued scrutiny of the pool based on performance
- More weight on judgment of Chief Referees in jury assignments
- Finalization of Chief Referee and jury assignments for Olympic year events well in advance
### Where We Started

#### 2012 Final Trials Pool

<table>
<thead>
<tr>
<th>Region</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Region Total</th>
<th>Trials Pool as % of Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>10</td>
<td>9</td>
<td>19</td>
<td>223</td>
<td>8.5%</td>
</tr>
<tr>
<td>Midwest</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>91</td>
<td>3.3%</td>
</tr>
<tr>
<td>Northeast</td>
<td>4</td>
<td>3</td>
<td>7</td>
<td>56</td>
<td>12.5%</td>
</tr>
<tr>
<td>Northwest</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>37</td>
<td>10.8%</td>
</tr>
<tr>
<td>Southeast</td>
<td>9</td>
<td>3</td>
<td>12</td>
<td>96</td>
<td>12.2%</td>
</tr>
<tr>
<td>Southwest</td>
<td>2</td>
<td>2</td>
<td>4</td>
<td>46</td>
<td>8.7%</td>
</tr>
<tr>
<td>Total</td>
<td>29</td>
<td>20</td>
<td>49</td>
<td>551</td>
<td>8.9%</td>
</tr>
</tbody>
</table>

### Accomplishments

- **Regional Clinicians** identified, based on their direct observation, an additional 114 Referee potential prospects for inclusion in the 2013-2016 Trials pool

**But**

- After review of the RDS (based on the 2012 Data Call), and review by the qualified Trials Chief Referees, an additional 23 Referees were approved for inclusion—for a total of 72 at the beginning of the quadrennium
### 2013 Initial Trials Pool

<table>
<thead>
<tr>
<th>Region</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Region Total</th>
<th>Trials Pool as % of Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>17</td>
<td>9</td>
<td>26</td>
<td>223</td>
<td>11.7%</td>
</tr>
<tr>
<td>Midwest</td>
<td>3</td>
<td>4</td>
<td>6</td>
<td>91</td>
<td>6.6%</td>
</tr>
<tr>
<td>Northeast</td>
<td>6</td>
<td>4</td>
<td>10</td>
<td>56</td>
<td>17.9%</td>
</tr>
<tr>
<td>Northwest</td>
<td>5</td>
<td>3</td>
<td>8</td>
<td>37</td>
<td>21.6%</td>
</tr>
<tr>
<td>Southeast</td>
<td>7</td>
<td>6</td>
<td>13</td>
<td>98</td>
<td>13.3%</td>
</tr>
<tr>
<td>Southwest</td>
<td>3</td>
<td>6</td>
<td>9</td>
<td>46</td>
<td>19.6%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>41</strong></td>
<td><strong>31</strong></td>
<td><strong>72</strong></td>
<td><strong>551</strong></td>
<td><strong>13.1%</strong></td>
</tr>
</tbody>
</table>

### 2016 Final Trials Pool

<table>
<thead>
<tr>
<th>Region</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>Region Total</th>
<th>Trials Pool as % of Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mid-Atlantic</td>
<td>14</td>
<td>9</td>
<td>23</td>
<td>172</td>
<td>13.4%</td>
</tr>
<tr>
<td>Midwest</td>
<td>3</td>
<td>2</td>
<td>5</td>
<td>103</td>
<td>4.4%</td>
</tr>
<tr>
<td>Northeast</td>
<td>2</td>
<td>4</td>
<td>6</td>
<td>75</td>
<td>8.6%</td>
</tr>
<tr>
<td>Northwest</td>
<td>4</td>
<td>4</td>
<td>8</td>
<td>36</td>
<td>22.6%</td>
</tr>
<tr>
<td>Southeast</td>
<td>1</td>
<td>3</td>
<td>4</td>
<td>98</td>
<td>4.1%</td>
</tr>
<tr>
<td>Southwest</td>
<td>3</td>
<td>4</td>
<td>7</td>
<td>54</td>
<td>13.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>27</strong></td>
<td><strong>26</strong></td>
<td><strong>53</strong></td>
<td><strong>538</strong></td>
<td><strong>9.9%</strong></td>
</tr>
</tbody>
</table>
### Accomplishments

#### Number of Events by Official

<table>
<thead>
<tr>
<th>Number of Events</th>
<th>Number of Officials</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 or more events</td>
<td>8</td>
</tr>
<tr>
<td>4-5 events</td>
<td>16</td>
</tr>
<tr>
<td>3 events</td>
<td>9</td>
</tr>
<tr>
<td>2 events</td>
<td>7</td>
</tr>
<tr>
<td>1 event</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>56</td>
</tr>
</tbody>
</table>

#### Event Participation

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>NSR1</td>
<td>9</td>
<td>11</td>
<td>9</td>
<td>11</td>
</tr>
<tr>
<td>NSR2</td>
<td>11</td>
<td>11</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>U19</td>
<td>9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Juniors</td>
<td>8</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seniors</td>
<td>6</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Junior/Para</td>
<td></td>
<td>12</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Senior I/U13</td>
<td></td>
<td>11</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Senior II</td>
<td></td>
<td>11</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>Pan Am</td>
<td></td>
<td></td>
<td></td>
<td>9</td>
</tr>
<tr>
<td>TA2x</td>
<td></td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Olympic Festival</td>
<td></td>
<td>18</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Olympic Trials I</td>
<td></td>
<td></td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>U19/U23/Non-Olympic/Adaptive Trials</td>
<td>12</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yearly Total (Duplicated)</td>
<td>45</td>
<td>56</td>
<td>54</td>
<td>59</td>
</tr>
</tbody>
</table>
Accomplishments

<table>
<thead>
<tr>
<th>Chief Referee</th>
<th>Number of Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crowe, Kathleen</td>
<td>3</td>
</tr>
<tr>
<td>Jones, Doug – 2016 Olympic</td>
<td>3</td>
</tr>
<tr>
<td>Trials II Chief</td>
<td></td>
</tr>
<tr>
<td>LeMieux, Rachel – 2016 Olympic</td>
<td>3</td>
</tr>
<tr>
<td>Festival Chief</td>
<td></td>
</tr>
<tr>
<td>Macnamara, Ruth – 2016 Mega</td>
<td>3</td>
</tr>
<tr>
<td>Trials Chief</td>
<td></td>
</tr>
<tr>
<td>Musial, John</td>
<td>3</td>
</tr>
<tr>
<td>Meisner, Kirsten</td>
<td>2</td>
</tr>
<tr>
<td>Mannle, Tom</td>
<td>1</td>
</tr>
<tr>
<td>McDonald, Lloyd</td>
<td>1</td>
</tr>
<tr>
<td>Manion, Joe</td>
<td>1</td>
</tr>
<tr>
<td>Simon-O’Neill</td>
<td></td>
</tr>
</tbody>
</table>

Other Comments

- 2014 Revisions to the Rules of Rowing
- Adoption of FISA Rules
- Conflicts of Interest
- Rule 6-105 Penalties for Interference in Trials Racing
- Enforcement of Rule 50 at Olympic Trials
- Improvements by PNRA
- Sarasota
2017 – 2020 Quadrennium

- **Trials Referees**
  - Evaluate past pool for retention in current pool

- **Trials Chief Referees**
  - Develop and qualify 3-5 additional Chief Referees

- **Olympic Trials Chief Referees**
  - Olympic Festival
  - Non-qualified Olympic Trials
  - Paralympics

2017 – 2020 Quadrennium

- **Selection and Development Process**
  - Transparency
  - Refine
  - Publish

- **Evaluation**
  - Define
  - Standardize
  - Publish criteria
  - Automate
  - Include USRowing National Team Staff
2017 – 2020 Quadrennium

- **Training**
  - Requirements
  - Chiefs
  - Referees
  - Development
  - Delivery
    - Web based
    - In-person
- **Regatta Reports**
  - Requirements
  - Standardize
  - Automate

2017 – 2020 Quadrennium

- **Chief’s Manual**
  - Timelines
  - Correspondence protocols
  - Communications with USRowing National Team Staff
  - Contact list
- **Olympic Chief’s Manual**
  - Timelines
  - Correspondence protocols
  - Nonstandard rules implementation
  - Communications with USRowing National Team Staff
  - Contact list
Terry Friel Portell - Safety/Referee Utilization

Referee Safety Working Group Report

Background
At the 2015 Convention, the Safety Committee approached the Referee Committee and asked that a working group or subcommittee be established to address several referee safety issues they had identified as well as work to increase the visibility and importance of referee safety. A small group of 3 was established with a representative from the Safety committee (John White) a regional coordinator (Dee McComb) and Terry Friel Portell from the Referee Committee.

Over the past year, this small group has complete several activities and recommendations:

- In the spring, we completed research and recommended that the Referee Committee endorse the wearing of PFDs by all referees when on the water. Additionally, recommended that USRowing pursue a grant to help defray the cost of PFDs and provide PFD canisters at national championships for referees who fly and TSA confiscates their inflation canister.
- In May, we provided a list of Recommendations for 2017 Club Nationals with the intent of improving the experience and safety of referees working at Club Nationals, a notoriously challenging regatta. This document was endorsed by the Referee Committee but recommended it be provided to USRowing Events as advisory and that it be recommended for 2017 as the timing to address many of the issues for 2016 seemed too late.
- In June, the Referee Committee discussed challenges of the Nationals from a referee work perspective and the committee recommended a memo to the Executive Director regarding work conditions and concerns of referees for their safety at the nationals events which was forwarded to the Executive Director in June.
- In the fall, the working group created a Chief Referee Checklist of areas to consider regarding referee safety as a Chief is conducting planning with an LOC. Additionally; there will be a one-page to remind referees about the recommendation to wear PFDs if on the water. These documents still must be presented to the referee committee and/or staff for approval.
- In late fall, a round-table discussion was hosted by the referee safety working group among the three Chiefs of 2016 nationals with the intent of creating a list of recommendations to be provided to USRowing Events, future Chiefs and LOCs to improve the experience of referees at Nationals. This document still remains to be presented to the referee committee and/or staff for approval.

Plans for 2017
With the creation of the USRowing Board Subcommittee on Referee Matters, the resignation of the Safety Committee representative, the creation of a new Referee Committee and my role on the Referee Committee, some discussion and
coordination remains to determine the focus of the Referee Safety Working Group or if it needs to continue in its current format. Individuals who may be interested in assisting in these efforts are welcome to contact Terry Friel Portell (tlfrielportell@yahoo.com). It would seem one useful area of focus for 2017 could be educating LOCs on referee safety matters.

Marcus McElhenney – Athlete Representative
- Chair of the Ethics and Performance Subcommittee
- Creating the Code of Conduct - amazingly positive feedback. USRowing wants it for the entire NGB. Goal: Continue to develop it for use by all of USRowing. Will continue work with the Board to develop it.

Chair of Ethics Sub-Committee Update: We have been working on the Code of Conduct over the last several months with input from the Referee Corps. The feedback has been overwhelmingly positive. The only real push back that we received was from individuals stressing/stating that we should have something like this in place for all of USRowing and not just the referee corps. Some Corps members mentioned that USRowing does in fact have a Code of Conduct already, and that this was discussed at a recent USRowing Board meeting. I informed those at the meeting that I was aware of that conversation because I have since spoke with several board members and USRowing staff about their concerns over implementing another “code of conduct.” It was then highlighted/distinguished that what USRowing has now is not a “code of conduct” at all, but only a “conflict of interest” policy. The proposed “code of conduct” addresses a great deal many more issues and provides mechanism that are just not present in the current “code/conflict of interest” policy currently in use by USRowing. Regardless, there has been a lot of interest in moving this forward on either the Board level or through the newly implemented Referee Committee, and clearly outlining the difference between what we have now, what we want in the future, and the reasons why. Currently we are waiting to hear back from USRowing staff on how the committee can work with USRowing staff and Board on moving forward on this critically needed policy tool.

4. New Business – John Wik

A. Recording referee activities in the RDS
   i. IOP – Definition of Work Days
   ii. IOP – Definition of Clinic Days
   iii. Referee Ranking System – Clinician Rankings v. Assistant Evaluations

Rachel made a motion to create a task force made up of the regional coordinators to review and define the definition of a work day and clinic day to be recorded in the RDS. They are to report back to the Committee by 2/15/17.

Bob Appleyard seconded the Motion.

Vote: 8-0 in favor

ACTION: Regional Coordinators will bring the definition of a Regatta Day and Clinic Day to the Committee by February 15, 2017

B. Bow Balls – Hudson bow ball is compliant with the rules.

John Wik had a sample of two Hudson bow balls for the Committee to see. The Hudson boat maker had asked John to get the Committee’s support to inform the entire Referee Corps that the new Hudson bow ball design meets the USRowing Rules of Rowing for the description of an allowable bow ball.

Discussion
Rachel made a motion to send notice to the Referee Corps that the Hudson Bow ball does meet the current requirements of our current Rules of Rowing.

Marcus seconded.

Discussion

7-1 Approval

ACTION: John Wik is to notify the entire Referee Corps of the allowance of the new design of the Hudson bow ball. It was suggested that pictures be included with the notice.

5. Scheduling 2017 Meeting Dates – Monthly Conference Calls; Andy proposes the second Tues or Wed of the Month. He asks Committee Members to each let him know which day of the week works for them going forward to schedule Monthly Meetings.

ACTION: Committee members are to notify Andy ASAP of their preference between the second Tuesday of the month or the second Wednesday of the month to hold our future Referee Committee Meetings.

Marcus made a motion to adjourn. John Musial seconds.

Meeting adjourned at 3:04 PM EDT.

Respectfully submitted,

Ruth Macnamara
Vice Chair, Secretary
USRowing Referee Committee
carczar01@aol.com
703-201-4547

LIST OF ATTENDEES

MARIAH MCAFEE NW
DICK ALCOCK SE
NORM THETFORD SE
JOHN QUINN NE
ERIC GIRARD NE
ARNE ARNESEN NE
TOM MANNLE NE
KATE GODWIN MA
CINDY WHITEHEAD MA
LAURA KUNKEMUeller NE
KIRSTEN MEISNER NE
KRIS THORSNESS NE