



Referee Committee

Minutes of Meeting
July 6, 2016
Telephone Conference

Attendance:

Referee Committee:

Tom Fuller – Chair
Ruth Macnamara – Vice Chair, Secretary
Terese Friel-Portell – At Large Member
Howard Meisner, NE– Regional Coordinator Representative to Committee
Marcus McElhenney – Athlete Representative

USRowing Staff:

John Wik – Director of Referee Programs

1. Tom Fuller called the meeting to order and welcomed the Committee Members at 8:30PM EDT.
2. Regional Coordinator Report – Howard Meisner

Selection of Chief and Deputies – At the Regional Coordinators latest monthly meeting, they began the discussion to advance some guidelines for the selection of Chief and Deputies moving forward. Howard provided Qualitative and Quantitative points to begin the discussion. The Regional Coordinators are to provide feedback at their next meeting. Tom Fuller asked if the Committee could get a copy of the minutes from the Regional Coordinator meetings. **ACTION: Howard will send the minutes to John Wik and John will distribute them to the Committee.** Terry asked: What is the time line for selection of the Chief and Deputies? Tom: IOP calendar states selection by the end of October. Coordinators make a recommendation to the Committee, and the Committee makes a recommendation to the CEO. The CEO makes the final decision. The selection of the juries is made from information gathered in the data call and the Regional Coordinators review make recommendations, Appendix A of the IOP.

3. Referee Programs Update – John Wik
 - a. Nominations for awards: the Franklin (August 1); the Wolf (September 1) and the Mama Z (September 1) Notice has been sent out to the entire Referee Corps regarding the deadline.
 - b. Committee Re-Structure – continuing to move forward. The Board and CEO are in discussion about the restructuring of the Referee Committee. An At-Large Member will be included in the new structure of the Referee Committee.

- c. Learning Management Training Video and Testing – a draft video has been done of the Start. (John sent the draft to Tom, Ruth and Howard). He will send it to Marcus and Terry tomorrow; he had trouble with entering their email addresses in Dropbox. Howard has provided 3 pages of comments on the video. Tom and Ruth have spoken to John Wik independently with comments and suggestions. It is a working draft. The intent is to get this done at a rapid pace so that it can be used for training.
- d. Board Discussions: Referee Compensation and Work Load at the Regional and National Championship levels has been discussed at the Board level. John Wik sent an extensive document to the CEO to begin the dialogue. John and Glenn had a timely and extensive discussion about this. The outcome is USRowing is looking at how to better staff the Championship Regattas to better balance the workload and offer some compensation. There is no predicted deadline for an outcome.
 - i. A direct outcome of this discussion is that the Events staff has gotten additional funding to get additional referees for Clubs. Terry asked if there was any extra funding for Masters; John Wik has not heard of any yet.
 - ii. Howard asked: Did the request for a Referee Intern for Marcus' proposal (Development of a Marketing Plan to Recruit New Referees) come up in the discussion? John Wik: not yet. Marcus has been focusing on the Code of Conduct. Discussion. **ACTION: Terry, John Wik and Marcus will work on this and see if it is realistic for 2016. If not, set it up for Spring 2017.**
- e. Referee Licensing / Removal of License – Evaluation as part of Referee College – currently the only way to remove a referee's license is to remove the referee's membership in USRowing. A formal evaluation process will provide additional information to make these determinations. This has been discussed with the CEO. The Referee College will continue to work on an evaluation process.
- f. Conversation with Kris Korzeniowski, Director of Coaching Education re: inclusion of Training Module on "Backing in to the Stake Boats" - "Race Ready" – John Wik spoke with Kris. Kris is currently building a manual but it does not include this topic. During their discussion, Kris pulled out other manuals directed at coxswain training. **ACTION:** Kris indicated he would be willing to build a section into the training manual to include the topics "Backing into the Stake Boats" – "Race Ready". **ACTION:** John Wik will connect Kris and Sandy Killen to get Sandy's input. **GOAL is to have this training included in the Coaches Education at the 2016 Annual Convention training.**
- g. Timing Issues – **ACTION:** If Committee Members have heard of or experienced firsthand issues with timing at USRowing owned events please document and share them with John Wik.
- h. Phone Talks with the Entire Referee Corps (not scheduled yet) **ACTION:** John Wik will work on this ASAP; **GOAL would be to have these talk late fall early spring before racing season – Topics:**
 - i. Insurance basics
 - ii. Incident Reporting
- i. New USRowing website was launched today.

- j. Insurance Issues and Reporting - Tom asked John Wik to check and see that the Insurance forms needed to file incidents at USRowing owned events are included in the regatta packet. Also, are they available on the USRowing website? They need to be made available. **ACTION: John Wik will ensure that the forms are being included in Regatta packets, including packets for Chief Referees for USRowing Owned Regattas, and that the forms are available on line.**

4. Code of Conduct Feedback – Marcus McElhenney , John Wik, Committee

Feedback has been overwhelming positive – three generic categories:

- Legitimate questions and provided suggestions for clarifying language. Needs to be a little bit better at explaining the process. It is a resource for the Corps.
- Comments contradictory to the information provided. Obvious that people didn't read.
- Complaints, very few. Not with the concept, but with a specific word/phrasing of a topic.

All comments received will help this document move forward. Marcus will compile comments and distribute to the Committee once the comment period closes.

Terry asked: How many instances of misconduct are there in a year? Marcus: Actually we don't know. This mechanism will allow us to document and record how many instances there actually are and allow us to deal with the repeat offenders.

Discussion – path forward – people still have 6 weeks to comment; **ACTION:** Marcus will incorporate suggested edits and recirculate to the Committee. He will incorporate a friendlier preamble to better explain the document to be used as a resource and tool for individuals in the Corps.

5. Education Plan and Suggestions for 2017 Clinics – Tom Fuller

- a. Protests – How to work through a protest
- b. The Role/Demeanor of the Rowing Official - How the Referee interacts with the athlete/coach/LOC/spectator/parent; serve as an ambassador to the sport. Responsibility of being an Ambassador. We each have a responsibility to behave well. **ACTION:** Need to come up with the wording.

6. Youth Nationals Report – John Wik – waiting on Chief/Deputy/USRowing After Action Reports – **ACTION:** defer discussion until After Action Report is submitted

7. List of upcoming items for the Referee Committee – (Appendix A of IOP) – Alert the Committee of the upcoming deadlines. **See Attachment.** Terry: We need to add to the list the time table for putting the Clinic topics and content together so they are ready to be approved at the Annual Convention Referee Committee Meeting.

8. Other items:

- August Meeting – August 3, 2016 @ 4PM EDT. Agenda – Jack Franklin Award recipient.
- RDS – a tab has been added under the Committee Member folder that allows Committee members to see Referee Resumes from all regions.

10:00PM Marcus makes a motion to descend into Executive Session. Howard seconds.

10:06PM Marcus makes a motion to ascend out of Executive Session. Howard seconds.

Marcus makes a motion to adjourn the meeting.
Terry seconds the motion.

Meeting adjourned at 10:07 PM EDT.

Respectfully submitted,

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