



Referee Committee



Minutes of Meeting
December 1, 2017
Annual Convention
Sarasota, FL

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

Regional Coordinators:

Derek Blazo, MW
Dee McComb, NW
Mike Rosenbaum, SW
Jorge Salas, SE

USRowing Staff:

John Wik – Director of Referee Programs

Absent:

Gevvie Stone – Athlete Representative
Howard Meisner, NE Regional Coordinator

Guest:

Betsy Mitchell, SE
Bill Spinelli, SE
Marcia Hahn, SE
Laura Kunkemueller, NE
Mary Carol Madigan, MW
Tiffany Knapp, NW
Sheila Tolle, SW
Kris Thorsness, NE
John Walker, SW
Dave Derry, NE
Sharon Collins, MA

Brett Johnson, USRowing
Linda Muri, NE
James Rawson, USRowing
Cindy Whitehead, MA
John D. White, MA
Letcher Ross, NW
Jim Hotop, SE
Dee Hotop, SE
Elisa Krobot, NE
Clem Reies, SE
Eric Chiang, MW
Dennis Smith, NA

Andy called the meeting to order at 10:10 AM EDT.

1. Welcome – Andy Blackwood
2. USRowing Overview – Patrick McNerney, CEO USRowing

Patrick was a referee when he was previously a part of USRowing. He plans to use the online training to get re-licensed.

SafeSport has emerged as a priority. John Wik will work with Patrick on compliance issues.

The Referee Organizational structure is changing.

- John Wik will be heading up the expended SafeSport initiative.
- Referee Committee – James Rawson will be the Referee Committee Facilitator, he will be the liaison between the Committee and USRowing
- Regional Coordinators – Sharon Collins will be the Regional Coordinator Facilitator, she will be the liaison between the Coordinators and USRowing
- Events Department – Will be handling the compensation and placement of referees at USRowing owned events.
- Rules – The Referee Committee, Regional Coordinators and Rules Committee current procedures will remain as is. The Board will continue to approve the rule changes and rule book publication.
- Administrative Functions – USRowing's main office in Princeton will handle Notifications and Certifications, Pins, Badges, etc.
- Education – (LMS) – Willie Black will be working with Referee College to continue the on line learning system.

Some additional changes noted:

National Championships

- remove the cap on travel expense;
- elevate the mileage value to \$0.535/mile;

- per diem for Regatta day will be \$75 / day and checks will be available at the regatta.
- Accommodations: Double occupancy.

Regional Championships

- per diem will be \$125/ day and checks will be available at the regatta.
- Accommodations: Double occupancy.

3. Regional Coordinators Annual Overview of USRowing Referees – John Musial

[Attachment 1](#)

4. Sub-Committee Reports:

a. Trials Coordinators – Rachel LeMieux

2017 Trials Coordinator Report – [Attachment 2](#)

b. Referee Health, Safety, and Compensation – Terry Friel Portell

This working group looking at Referee Safety and other areas relevant to referees is comprised of: Dee McComb, Rachel LeMieux, Eric Chiang and Dawn Baurichter. I would like to thank them for their continued contribution to our efforts.

- With the creation of the Board Subcommittee on referee matters last year, this year we focused on the Nationals and improving operations and treatment of referees and measure the satisfaction referees had with the changes made. That data is included in Attachment 3.
- This year’s Nationals all had new schedules and increased numbers of officials as an outcome of the Board attention and budget increases. Additionally, this subcommittee created recommendations from the 2017 Chiefs to improve operations at Nationals. Some of the recommendations we presented were implemented and we will continue to strive for improvements. We hope that as improvements are made at Nationals, these will eventually trickle down at other regattas.
- We did have some other major regattas try things such as different schedules and referee rotations as we try to determine ways to make the referee experience safer.
- The committee created some reference documents regarding safety.
- We initiated a Referee Gear Recycling program to help recycle gear when referees retire, upgrade etc. Gear is located at three places across the country and there is a list available from me or Sharon Collins. We especially hope to help newer referees with this program, so they can minimize their cash outlay for the equipment and clothing that is needed to be a referee.
- Last year the Referee Committee endorsed the recommendation that referees wear a PFD when they are on the water. I asked the committee to re-endorse this recommendation. Please note, this is not a mandate, only a recommendation that we feel is an important step for referee safety.

- Satisfaction surveys were sent to referees after the regional championships and national championships this year. Surveys were similar but not exactly alike. The regional survey did not make it to every region so we are not reporting on regional results this year, but we will continue to send a survey after regionals moving forward and hopefully we can report next year on satisfaction there. We did have good responses from each National though because of the small numbers, the statistical significance is not great so we need to think of these as strong directional data. (See Survey Report)
 - Key highlights:
 - Net promoter scores which measure loyalty was worded as "how likely you would recommend this event to a colleague" scored not badly. Stronger were responses for Masters (54) and Youth (63); people are less likely to recommend Clubs (21) to another. (Scores are on a scale from -100 to +100).
 - Personal satisfaction with the events did not mirror the likelihood to recommend to others. Overall, 80% of referees said their overall experience was "Excellent" or "Very Good" (Youths 73%, Clubs 94%, Masters 79% said "Excellent" or "Very Good".
 - While the majority think Youths and Masters are about the right length, a notable group feels Clubs is too long.
 - Generally, at events referees were most satisfied with Interactions with athletes and the LOCs. Quality of food and amount of food were of lowest satisfaction.
 - Referees were highly satisfied with the new schedule implemented; they also appreciated good LOCS and volunteers and venues.
 - Biggest area of improvement for USRowing is in better treatment of referees, including compensation.
- Large goals for 2018 is to look at LOC regatta management documents and review them for ways to insert more information and recommendations for referee care and safety.

MOTION

Terry made a motion for the Referee Committee to continue to endorse Referees wearing PFDs while on the water. Rachel seconded the Motion.

Discussion

Motion carried unanimously.

[Attachment 3 – 2017 National Championship Survey Results](#)

- c. Referee College – Bob Appleyard

As part of the 2017 Referee College, Bob Appleyard conducted a clinic at the 2016 Annual Convention. There were no other formal referee colleges

conducted in 2017. As part of the 2018 Referee College, Bob will conduct a clinic tomorrow here at the Annual Convention. One of the reasons no additional colleges were run in 2017 was because of the budget concerns. In addition to budget concerns, the senior college staff were very busy and involved in the ensuring the 2017 World Championships held in Sarasota, FL were a major success.

Bob met with Regional Coordinators this morning. He proposed that the college staff work closely with the Regional Coordinators in the future. He will plan the future College curriculums from what the Regional Coordinators identify as needed topics; to include training, evaluations and feedback components, etc.

Discussion

Committee descended into Executive Session at 11:30am.

Committee ascended out of Executive Session at 12:28PM.

Lunch break

Open Session reconvened at 1:05PM

MOTION: To accept the Regional Coordinator's personnel recommendations made in Executive Session. Rachel, Bob seconded

All in Favor; motion carries.

d. FISA – Jean Reilly

- Attachment 4.1 – FISA Liaison Update 2017 Convention
- Attachment 4.2 – FINAL FISA Liaison Report 12/1/17
- Attachment 4.3 – USA FISA Umpire Information Final 10/30/17
- Attachment 4.4 – USA FISA Work History Final 10/30/17

5. Referee Code of Conduct/Ethics – Marcus McElhenney / All

[Attachment 5 - Proposed Code of Conduct](#)

Marcus reported the idea of having a Referee Code of Conduct started 2 years ago. USRowing has a conflict of interest form titled Code of Conduct but it does not meet the needs of the Referee Corps. There are two mechanisms in this proposed Code of Conduct:

1. Reporting
2. Enforcement

Last year the proposed Code of Conduct was circulated throughout the Corps for comment. The comments received from the Corps were mostly positive. With the restructuring of USRowing in 2017, the progress of the Code of Conduct got shelved to a later date. The purpose of the Code of Conduct is to ensure the safety and working environment for the Referee Corps.

Marcus made a Motion to implement the proposed Code of Conduct in 2018. Rachel seconded the Motion.

Discussion

Bob recommended that the proposed Code of Conduct be reconciled with IOP # 28. Bob raised the concern about the Chair imposing penalties and whether that should be brought back to the Referee Committee.

Marcus states that incorporating IOP 28 is no problem. He is happy to rewrite that into the document.

Modification to initial Motion

Marcus makes a Motion to implement the proposed Code of Conduct with the modification to Section 4 to include reference to IOP Rule 28 and that the Chair of the Ethics Subcommittee will make sanctioned recommendations to the Referee Committee for the year 2018. Rachel seconds.

Discussion

VOTE: 5-4; MOTION Carries

Appleyard - No
Le Mieux - Yes
Rielly - No
Musial - Yes
Portell - No
Stone - proxy - Yes
McElhenney - Yes
Macnamara - Yes
Blackwood - No

6. Referee Evaluations – John Musial/Regional Coordinators / All

Proposed Five Evaluation Forms – [Attachment 6](#)

MOTION:

John Musial makes a motion to accept the evaluation forms as presented to replace the current Assistant Referee Evaluation Form and shall be for use in evaluating both Assistant Referees and Referees. The form shall be kept by the official being evaluated and that official may share such forms with their

Regional Coordinator when needed and as procedurally identified in Paragraph 35, Internal Operating Procedures (April 2017). It is to be noted that the forms will be in paper format until an online method can be developed.

Bob seconds.

Motion carries unanimously.

7. IOP Updates – All

Consensus of the Committee was to wait for the restructuring of the Referee Program to be completed before addressing the IOP updates/rewrite.

Meeting adjourned at 3:29PM EDT.

Respectfully submitted,

Ruth Macnamara
Vice Chair, Secretary
USRowing Referee Committee
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