



Referee Committee

Minutes of Meeting
September 13, 2017
Telephone Conference

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
Howard Meisner, NE
Mike Rosenbaum, SW

USRowing Staff:

John Wik – Director of Referee Programs

Guest:

Kris Thorsness – USRowing Board Member
Joe Manion – USRowing Board Member

Absent:

Gevvi Stone – Athlete Representative
Jorge Salas, SE Regional Coordinator

Andy called the meeting to order at 8:34PM EST.

1. Welcome: Andy Blackwood
Andy welcomed Joe Manion and Kris Thorsness, both USRowing Referees and USRowing Board Members to the meeting.
2. USRowing updates: John Wik
 - Welcome Kris and Joe and thank you for reinstating the Board's sub-committee on Referees. John offered Kris and Joe an opportunity to speak to the Referee Committee.

- Kris – The Board has been very busy last 6-9 months. Referee issues have always been close to the top of the list of concerns. The Board is aware of the various issues that relate to Referees and have been monitoring those issues. Changes were put into place regarding Referees at USRowing's owned 2017 regattas. Currently there are three Referees on the Board and they were able to bring visibility of Referee issues and concerns to the Board's attention. The Board will continue to do everything we can to ensure that being a USRowing Referee is rewarding for everyone and also not too great of a burden.
- Joe – Kris and I presented to the Board at the Meeting this past weekend a proposal to add \$120- 130K to the Referee Programs Budget for 2018. The Board did not indicate that it was an unreasonable request. The new CEO, Patrick, who is a former Referee, found it disgraceful that USRowing was not leading the standard of how Judge Referees should be treated. Patrick is going to look for every opportunity to have USRowing lead the standard in the future from the deferred recommendation from 2017, i.e., single occupancy hotel rooms for Referees at USRowing owned events; in addition the attempt to provide stipends to Referees for regatta days at USRowing owned events. The second part of our presentation was to report to the Board that the Referee Program had reached equilibrium for our national championships; the increased number of funded Referees and the decreased working hours have finally reached a manageable point. If USRowing would like to increase entries at their National Championships, they will need to increase the number of Referees. The initial reactions from this year's National Championships as a whole were positive.

Current action items:

- i. Build from bottom up – implementation of the LOC manual and/or policies that can be enforced from USRowing's owned regattas down through the registered regattas;
- ii. Evaluate the next steps to advance Referee education. The Board challenged the Referee Program to recruit 50 new licensed Referees in 2017– currently they have licensed 54 new referees. Part of that would include continuing to develop our overall candidates and mission.

Referees are an important part of USRowing and a priority to a number of Board members who may or may not be Referees. We have an opportunity to seize on that. If you have any ideas, please share with Joe and Kris. We wanted to get the budget numbers before the Board ASAP, even without all the details fleshed out.

Discussion:

- Joe – 2018 Deliverables –
 - i. Continuation of 2017 budget including implementation of the deferred recommendations;
 - ii. Meet stipend standards that other regattas are currently giving;
 - iii. Revise the travel policy; ensure that there are no loopholes
 - iv. Look at LOC manual in a serious way; include a group of Referees and administrators in this task; make sure Referee and volunteer items are prominent and more directive rather than suggestive. Get

this done through a task force ready to present to the Board at their December meeting for approval. Consider setting the gold standard at all USRowing owned and registered regattas.

- Kris added – They would like to tie this new LOC manual with stronger obligations when registering a regatta with USRowing. There would have to be compliance with the LOC Manual to be a registered regatta. The goal would be to include and enforce the working conditions for Referees and volunteers. This would create a consistent experience for athletes and more consistent expectations at all registered regattas.
- Joe – Recruitment – The idea has been suggested to establish organizational membership levels. To be a gold standard organizational member, you would have to have a certain number Referees in your club reflective to the size of your club. This idea still needs to be evaluated.
- Terry – Does the LOC manual exist? Or does it need to be created?
- Kris – There is one. It might be worth trashing and starting over.
- Jean – Is this the rules piece or something separate.
- Kris – Something separate.
- Howard – There currently is the LOC guidance manual as part of the Rules of Rowing.
- Kris – Yes it is the LOC guidance manual – it is the 3rd section of the Rules of Rowing.
- Terry – Is that the document you are referring too?
- Joe – Yes – it should not have to go through the rule change process to make changes to the LOC guidance manual.
- Howard – I have to challenge you on that. By physically being bound in the Rules of Racing – it does have to go through Rules Changes.
- John Wik – This needs to be discussed later; this request is coming from the Board.
- Jean – The fact that we are looking at this is a plus. Let's keep going.
- Joe – We need to be able to implement changes. We haven't looked at this as Rules changes but more procedure changes. Whether these changes can be implemented for 2018 or 2019, they still need to be addressed now. Kris and I will look to the Referee Committee as to the timing of implementation and to what changes need to be implemented. Our ultimate goal is – We need new standards in place; i.e. a minimal stipend; length of regatta and work day; there needs to be implementation and expectation. Proper procedures need to be in place going forward.

John Wik – I'm happy with the direction you all are going.

- New CEO – Patrick is holding regular meetings with senior staff. He has wonderful ideas and is an enthusiastic leader. He has indicated that while in Sarasota, USRowing may need to help some of the Clubs that have been impacted by the storms. He is taking a proactive approach. There was an entire staff meeting today. His message was very positive. Patrick used to have his judge Referee license and would like to reinstate it. He feels strongly that you cannot run any events without judge Referees. We should all be encouraged by what he is doing. Patrick also sent in a proposed rule change to add a new masters age classification.

- Travel policy for Referees - AJ, Brian and John Wik are putting together criteria for reimbursement; policies to describe what specific expenses will be covered.
- SafeSport – USRowing is in the middle of a SafeSport audit. John Wik is heading this up for USRowing. Ten names were selected by the audit company; four of them happened to be Referees. Each Referee was in compliance. The other selected individuals were National Team coaches or staff.
- Hurricane Irma – Elaine Roden shared with John Wik that she and the other Florida Referees were touched by how many Referees across the country reached out all of them with well wishes before, during and after the hurricane. We do have an amazing group of Referees!

3. Up-Date: Regional Coordinators: John Musial

- The Regional Coordinators began the preliminary discussion for 2018 Chiefs and Deputies. They will have their final list for the Committee by 10/18/17. They need the Committee to approve them by the end of October to meet the IOP deadline. The coordinators have received reports from each of the 3 National Championships. They will share them with the Committee in the near future.
- In prior years, the Coordinators have presented to the Committee proposed topics for the annual clinic. The Coordinators would like to get the topics approved and the presentations created ahead of time, before the December convention so as not to be scrambling before, during and after the holidays. The Proposed Annual Clinic Topics for 2018 are:
 1. Rule Changes – every year
 2. Process for stopping and restarting regattas when they have to be suspended due to weather, etc. Topics to include: How decisions are made and How to get the regatta restarted. They believe it is a good topic for all Referees; chiefs, full and assistant Referees.
 3. Flag work – The coordinators have observed that the corps, as a whole, has less than stellar flag work throughout the country. The experience level varies quite a bit. They do not believe that this has been a presentation in the past. Topics to include: How to stop a race; How to stop a single crew; Order of flags to show at the finish with and without issues, resolved and unresolved.
 - Jean – Who puts this stuff together?
 - John Musial – in the past the effort has been between the Regional Coordinators and Referee College Staff. Traditionally the Coordinators have created the rules presentation. The Coordinators would like to think the topics through a bit further and put them together before the New Year. Earlier is better. Typically the decision is made at the Convention and there isn't ample time to put these together before the first Spring Clinic in late January.

- Bob Appleyard – glad you brought this up early; if you are going to ask Referee college to work with you to put this together, we will have an opportunity to work at Worlds to get this fleshed out there. At least get these topics bullet pointed. Then, at the Convention, present to the larger community the topics and substance that is going to be presented at the 2018 Clinics.
 - Mike Rosenbaum – Can you get video of good flag work from Worlds?
 - Discussion
 - **ACTION:** Bob will meet with John Musial and Howard in Sarasota. Musial will send Bob the list of suggestions that the Regional Coordinators have already come up with.
 - Andy – asked – any objections to using these 3 topics for 2018? No objections. These are the three topics for the Annual 2018 Clinics.
- Question about moving candidates through. There is some confusion as to whether Head Race observations of any or all positions may be counted towards the required ones to take the Assistant’s Exam. The Coordinators would like some clarification on this. With the Fall season fast approaching and candidates are still actively enrolling, we need to be clear on how we are handling this.

Discussion:

1. Marshaling and Control Commission at Head Races would count towards the required observations.
 - Candidates who are currently signing up are getting a message that they cannot use observations at Head Races. The email is coming from the Referee Program.
 - John Wik – Can we agree that marshaling and control commission at head races could be used to be applied to an observation on their blue cards
 - Andy – asked – any objections to using marshaling and control commission at head races can be applied to observations for Candidates? No objections.
 - **ACTION:** John Wik will send a corrected email to all those Candidates who might be affected by the previous message and will change the current message to reflect the two positions that can be counted towards the required observations.

4. Summary of Referee Evaluations from National Championships: Terry Friel Portell
 - See Attachment 1 below
 - Overall - the responses from the opened ended questions seem to be positive. Many Referees noted that they noticed the changes this year and they feel the changes are good.
 - The results also showed that the Referees who responded feel the interactions with the LOC, USRowing, Coaches and Athletes is good. They noted that USRowing needs to work on the quality of food; amount of food; length of lunch break; and length of day.

- The most consistent answer to the question: What do we need to do more of? Compensation
 1. Jean – Please make sure all the data that supports your summary is shared with Joe and Kris for their work with the Board.
- 5. Proposed Rule Changes for 2018 – copies of the Rule changes have been distributed to the Committee and Regional Coordinators. Andy has asked Ruth to lead the Committee on the Rule Changes discussions in November.

The process for the proposed rule changes is as follows:

- Presentation of Proposed Rule Changes to Referee Committee, Regional Representatives and Rules Committee - September
 - Publication of Proposed Rule Changes for Public Comment – October 1 – 31, 2017
 - Rules discussion and Recommendations (with received public comments)– Referee Committee and Regional Coordinators and a separate meeting of the Rules Committee
 - If the Rules Committee and Referee Committee do not agree on all the proposed Rule Changes recommendations, they will have a meeting to discuss those specific Rule Changes.
 - Presentation of Proposed Rule Changes to Board of Directors – December
6. Other Items: All
- John Wik
 - 2017 Mama Z Award – Tiffany Knapp
 - 2017 Julian Wolfe Award – John Musial
 - Kris – LOC Manual – any thoughts revisions or thoughts for inclusion – please share with me. KJThorsness@gmail.com
7. Sarasota Convention – John Wik will advise the Committee and Regional Coordinators on travel dates and commitments.

Rachel made a motion to adjourn.
 Marcus seconded the motion.

Meeting adjourned at 9:40PM EDT.

Respectfully submitted,

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

ATTACHMENT 1

Summary of Key Findings from 2017 National Championship Referee Satisfaction Survey

9/22/17 11:21 AM

- 62 respondents (22 respondents from Youths, 16 from Clubs, 24 from Masters)
- 16 questions with several open-ended comment options and two grids with 10 and 7 responses within.

Overall Satisfaction – Question 2

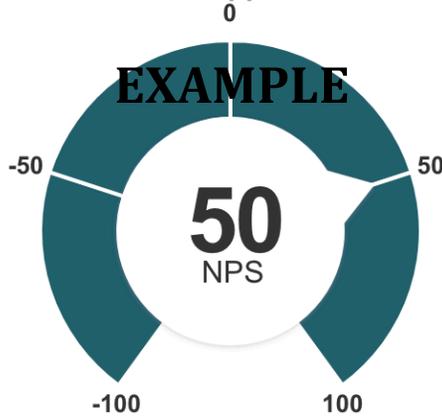
How would you rate your overall satisfaction with your experience at this event?
(5 place scale)

Overall = 80% Excellent and Very Good
 Youths = 73% Excellent and Very Good
 Clubs = 94% Excellent and Very Good
 Masters = 79% Excellent and Very Good

Net Promoter – Question 5

How likely is it that you would recommend this event to a friend or colleague?
Responses on scale from 1-10 with 1 meaning Not at all Likely and 10 meaning Extremely Likely.

Answered: 57 , Skipped: 5



NPS is a measure of your customer's overall loyalty to your company. The score is calculated by taking the percentage of respondents who are promoters (rate 9 or 10) and subtracting the percentage of respondents that are detractors (rate 0-6). This will generate a score ranging from -100 to 100, which is your Net Promoter ScoreSM.

	DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
Youth National Championships, June 9-11, Nathan Benderson Park				
Percentage:	5%	26%	68%	63
Respondents:	1	5	13	
Club National Championships, July 12-16, Lake Harsha				
Percentage:	14%	50%	36%	21
Respondents:	2	7	5	

Masters National Championships, August 17-20, Melton Hill Lake				
<i>Percentage:</i>	4%	38%	58%	
<i>Respondents:</i>	1	9	14	54

###