



Referee Committee

Minutes of Meeting
April 11, 2018
Conference Call
FINAL

Attendance

Referee Committee:

Andrew Blackwood – Chair
Lyn Wylder - Secretary
Bob Appleyard – Referee College
Dee McComb, NW – Regional Coordinator Representative to Committee
Jean Reilly – FISA
Terry Friel-Portell – Safety/Referee Utilization
Gevvie Stone – Athlete Representative
Marcus McElhenney – Athlete Representative (joined at 5:15)

Regional Coordinators:

Derek Blazo, Midwest

USRowing Staff:

Jules Zane, Manager Referee and Membership Programs
Traci Stocker, Director of Member Services
Susan Smith, Chief Domestic Officer (joined at 6:00)

Absent:

Rachel Le Mieux – Trials Coordinator

Guests:

Patty Hyatt, NW

Andy called the meeting to order at 8:35 PM EDT

1. Andy Blackwood
 - a. Welcome
 - b. Roll Call and Identified guests (noted above)
 - c. Announcements
 1. San Diego Crew Classic Jury Appeal – Bob, Dee and Andy are working through the appeal. The investigation is currently in progress. Once that is complete then the three will meet to discuss the merits of the appeal. Jean noted that according to the Referee Procedures Manual, USRowing has 10 working days to resolve the issue or communicate with the parties involved. She asked if that had been done and if a timeline for resolution had been set. Andy replied that they haven't done

either but will reach out to all parties involved. He noted that this has to do with a coxswain weigh-in.

2. Bob announced that he is looking for three people to work with him on updating the LMS (candidate course). They would review the current version and have them comment on what needs to be updated. He would prefer to have younger referees but they need to have experience. This would take place over the next month. This is the approach Bob would like to take if USRowing wants the referee college to do the update. Dee asked for clarification on what Bob wants from Regional Coordinators. Bob looking for suggestions on volunteers. Bob will reach out and manage those people.
2. Referee Program Update (Jules Zane and Susan Smith)
 - a. Jules emailed his position description and the Referee Recruitment Plan to the committee just before the meeting. These documents are attached at the end of these notes.
 - b. Jules went over the Recruitment Plan which is in three parts. He noted that in the 2017 overview the estimates of the number of referees needed are on the low end. At a minimum we need to match the number of referees that we added last year – 64. This is double the number of referees added 2016 and there are many more candidates in the system. Several candidates have already added observations this year. So far this year 6 referees have moved from candidate to associate referee and we will likely add another 12 referees in the next two weeks.
 1. Jules asked and received input from new referees, regional administrators and clinicians on what worked and didn't.
 2. Jules is working on updating passive information, i.e. recruitment materials, to make sure that they are up to date, attractive, and as informative as possible.
 3. He has found that on the membership renewal forms a lot of people say they are interested in becoming a referee, but he is concerned that we don't get the information back to them quickly. So, he wants to be sure that we better capture that potential source of candidates.
 4. He went over the travel plan in the Recruitment Plan noting that it focuses on the NW and SW as that is where he sees the biggest need and the least focus in past years. The travel plan includes significant regattas on west coast while still attending major east coast regattas. He has included many regattas where USRowing hasn't focused on recruitment of referees before.
 5. Marcus asked why focus so much effort of the SW and NW? Jules responded that more people joining USRowing in those areas and that the referee corps is smaller. He also noted that USRowing is seeing more registered regattas in those areas

too. He also noted that there are lots of regattas in the MA but that there are also a lot more referees and more potential referees.

6. Terry asked if there were recruiting at the San Diego Crew Classic? Jules responded that both Sharon and Rachel were there and that they had a very positive response from seven people – 2 in the NW and 5 in the SW. These people have taken their first steps, which is SafeSport and the background check. He considered that a good result.
 7. Jules noted that for the first time this year's convention will include a regatta on same weekend. Included in recruiting plan is "referee in a weekend" at the convention. He hopes that 12 people arrive as candidates and leave as referees.
 8. Derek stated that in MW he sees a high potential to incentivize member organizations to help in recruiting. For example, USRowing could start club excellence program where a club gets points for having people become licensed referees. This would motivate clubs without making it mandatory. It is something that he has seen in his experience with swimming and hockey programs.
 9. Bob commented that he would like to see us move toward needs based recruitment. We have been looking at numbers but they seem to be based on what is needed countrywide. As resources are limited, we should focus resources where they are needed. Jules responded that in the Plan there are a couple of paragraphs about this, including noting specific cities where referees are needed. He commented that adding referees in Philly isn't as impactful as adding them in San Diego.
 10. Bob suggested that we should follow up on those who were licensed in 2017 and find out if they got the support that they needed. Also find out what they thought about their experience and if they have any suggestions about improving the process. Jules noted that he did put in the Plan to survey all candidates on what worked and what didn't. He will start with the 125 candidates in the system. Jules wants to contact them in next 6 weeks and see what we can do to help them get through the process.
- c. Jules let us know that today he reached out to the remaining referees that aren't SafeSport compliant. The USOC is really pushing on this and all referees must be compliant by April 30 or they may be suspended. He hopes that he doesn't have to do that to anyone. In some regions half of referees aren't compliant. He was pleased that of the referees he has contacted about 20% had already responded that they either had finished the training and submitted information for the background check or that they were working on it.

1. Andy asked if we should send a written letter before April 30. Jules liked the idea of a letter. He is also working with the regional coordinators to find out the preferred contact method for individuals. He will be calling some people.
 2. Jules noted that this is being driven by the USOC and that USRowing must have this done quickly. The USOC overhauled SafeSport late in 2017 and that is why we have to have everyone do it now.
 3. Jules did note that 75 – 80% of the referee corps is compliant.
 4. Dee asked how long after a person completes the training before it shows up in the data base. Jules said that it shows up immediately - as soon as you get your background check green light or finish training.
- d. Susan asked to join the call because she wanted to let the Referee Committee know that the organization will be more focused and supportive of referees. She noted that there have been a lot of organizational changes and she will send us an org chart. She said that the prior CEO had 11 direct reports and that the new CEO, Patrick McNerney, said that didn't work for his management style. He spent several months talking to rowers, staff, referees and coaches and observed the organization. USRowing is now organized by National Teams, Domestic Events and SafeSport with a focus to eliminate operating in silos. Patrick is very collaborative and as a result the organization is now more collaborative. She wanted the committee to know that while there is no Director of Referees, that Jules is very good and did good job while he was in membership. Referees are now at the center of the organization. She also let us know that Tracy has a reputation for outstanding customer service.
 - e. Andy thanked Susan for the input and noted that it was pleasant to work with Jules. He said that as these changes have happened, he didn't feel that information was flowing out, but he is encouraged by new plan and having people on this call.
3. Referee Corps Size Project Update (Terry, Lyn and Andy)
 - a. Terry briefed the committee on this project and noted that they are meeting weekly. She said that they were focusing on high demand weeks and that they had gone back to chief referees to get the input on how many referees that they actually need. The next step is to determine out how many referees are actually working and to project future demand.
 - b. Jean noted that in the SW they are turning down regattas that are requesting USRowing referees and wanted to know if those were being included in the demand forecast? She also asked if we are only looking at peak weekends or are you looking at growth? Lyn responded that we plan to include both but started with historical data. We plan to validate our numbers with the Regional Coordinators and include growth. The number will go into Jules' plan.

4. New Business
 - a. We wished Gevvie good luck at National Selection Regatta I.
5. The meeting was adjourned at 9:25 EDT

Respectfully submitted,

Lyn Wylder
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Note 1: The next call will be on Wednesday May 9th at 8:30 PM EDT

Note 2: Attachments: Position Description for Manager Referee and Membership Programs and Referee Recruitment Plan