



Referee Committee NOTES
April 10, 2019
7:30 PM EST

AGENDA

1. Lyn
 - a. Welcome – Called meeting to order – 7:33p E
 - b. Roll Call –
 - i. *Committee: Josie McNamara, Terry Friel Portell, Howard Meisner, Lyn Wylder, Kris Thorsness, Eric Weir, Derek Blazo, Dee McComb, Bob Appleyard*
 - ii. *Staff: Jules Zane, USRowing Referee Manager*
 - iii. *Guest: Bill Eldon, SW*
 - iv. *We have a quorum.*
 - c. Announcements by the Chair
 - i. *None*
2. Referee Program Update - (Jules)
 - a. Review Action Items Assigned to Jules (noted below)
 - i. *Review of FISA Liaison Letter – thanks for feedback. Will revise letter and need to pick a date to move this forward. **JULES ACTION:** Send out FISA Liaison nominating letter.*
 - ii. *Newsletter – Nothing done yet. **JULES ACTION:** Get a newsletter out to Referee Community.*
 - iii. *RDS – questions about putting clinics and both registered and non-registered regattas in RDS **and** RefSport; also where should candidates be putting info? RDS or RefCorp?*
 - iv. *Questions about SafeSport – checked with John Wik, SafeSport and harassment included in SafeSport training apply to anyone representing the organization. Checked and other NGBs do not have a separate policy beyond SafeSport which would apply to referees or staff. SafeSport applies to everyone – staff, coaches, referees, athletes. Conclusion from Committee is the SafeSport language is NOT clear that it includes everyone.*
 - v. *Extra rulebooks – being sent to coordinators. **JULES ACTION:** Send out extra rulebooks.*
 - vi. *Emeritus Pins – being ordered along with others that need to be replenished. **JULES ACTION:** Order and send out Emeritus pins.*
 - b. *Updates from USRowing – Nothing really at this time.*
 - c. RefCorp Update –
 - i. *385 referees have logged in at this point. There are about 20 open user cases but all are being managed.*

- ii. Question for coordinators, what is the cutoff for migrating candidates over into new RefCorp? 18 months? 12 months? There are approximately 300 to consider. A: Give coordinators a deadline to check with their candidates and have them let you know on a case-by-case basis.
COORDINATOR ACTION: What is the criteria for moving candidates into RefCorp? Coordinators have 3 weeks (May 1) to get Jules list of active candidate to move over into RefSport.
 1. Maybe reach out to each candidate to give them the opportunity to know if they are continuing.
 2. When SafeSport expires maybe then candidates are purged.
 3. How long can someone be a candidate? One way to look at it would be when SafeSport expires.
- d. Status of Online Clinics
 - i. First one is happening concurrent with this meeting 2 – 30 people signed on.
 - ii. About 10 for the one on the 28th and about 8 on the May 2nd – check amounts on recording
 1. Regional Reps need to keep an eye on people who are attending online clinics.
 2. **JULES ACTION:** Have RefCorp create a report of who is attending clinics and also one for the online clinics.
 3. **JULES ACTION** Regional Reps need a dashboard of who is in overall compliance etc.
- e. Update on Recruiting Plan
 - i. Framework presented last month is same. Will be attending SW and NW regionals, U17/U15 Nationals and Youth Nationals. Did recruit at Crew Classic. 17 signed up to be candidates while at SDCC. Did receptions on Sat afternoon and Sun afternoon and others came to the USRowing tent. 8 of 17 are in SW; two were in Las Vegas which is great and we need refs there. That is a good result. Goal is to keep doing these and having the receptions to recruit candidates.
 - ii. Question: Has anyone done analysis in region to know what the needs are? In NE, after a certain point, there aren't enough regattas to be available.
 1. Part of the problem with volume of referees etc is location and specific dates. We need people who can work the big regatta weekends like Mother's Day. But we can't recruit people based on if they will work Mother's Day...
 2. SW – average age of refs is 55 and we have to have replenishment plan because we are aging out. Yes, working on that analysis.
 - iii. We do need to project our needs going forward using geography etc because we will create a mismatch between regattas and people. Look by regions by needs and this needs to be an effort we all do. We need to do Needs-Based-Recruiting analysis of where we need people so that we recruit where we need people. Can Jules quantify his accomplishments and success this year? This committee will need to follow up on the work Jules is doing. How many of the recruits follow through? and if they aren't successful, we need to understand why so we can change our recruiting. Conversion from candidate to assistant is maybe 1 in 3 or 4 at this point. We can send out notes to people who completed process and understand what is helpful.

- iv. How do we develop resources at newer venues and clubs and support them to develop referees there as well? Is our licensing requirement an impediment to getting new people involved?
 - v. USRowing requires Jules to be at Nationals but he's open to attending events where we need him.
 - vi. **COMMITTEE ACTION:** Regional Coordinators send Jules recommendations of regattas to attend for recruiting.
 - vii. **JULES ACTION:** Provide list of past recruiting events and upcoming.
- f. Update on Junior Lightweight review
- i. No update at this time. A document is close and would be sent to Jules when it is complete. **JULES ACTION:** Check if there is any update on the Junior Lightweight review.
- g. Convention Update – USRowing meets weekly to discuss convention. Howard sent an email to Jules with ideas of speakers. Staff is open to changing up a bit what we do with regard to referee programming. Maybe do different levels of training. Maybe integrate the regatta management track and the referees and have a bit of a dialog. There is a goal to have 1000 people at Convention, and that is realistic for Philadelphia. There were @ 125 referees at the Convention last time in Philadelphia (2015?)
- COMMITTEE ACTION:** If you have ideas for convention, please forward to Jules.

3. Discussion on IOP Update - (Kris)

- i. Committee gave working group a two-phase task. We are working on Phase 1 and have had several long sessions already. With two more sessions can possibly finish off phase 1. Appreciate those who have provided input and time. Then we will approach the 'deep dive'. Accumulating list of items for consideration in IOP for the 'deep dive'. **COMMITTEE ACTION:** Please send items to Kris to add to list for deep dive on IOP. **IOP Group ACTION:** When Phase 1 is completed, send IOP and list of 'deep dive' items.
- b. Roles of Officials – specifically related to weigh-ins (Derek)
- i. This came out of SE from recent situation, in other sports, the referee's responsibility is only on the field of play. They don't worry about equipment, eligibility, etc. Our needs at a regatta would be greatly lessened if we weren't doing boat weigh-ins, athlete weigh-ins, etc. Regattas would still need people to do these things but maybe referees should not be doing those tasks perhaps only supervising. Discussion: But in football, the referee is responsible for making sure the ball is properly inflated. What we do in Control Commission is enforce rules. Referees maybe don't need to monitor the whole process, but be available to adjudicate the situation if it does not meet requirements. This is a staffing issue – who is going to do the tasks of escorting boats off the water and sits in front of the scale? Licensed referees or volunteers? The practice at many regattas has become that referees are doing things that volunteers should be doing. We have to help LOCs (for small regattas as well as Nationals) understand what their staffing needs are for volunteers as well as referees. These places are where people have the greatest interaction with athletes and coaches and we need people with good soft skills. Also, concern about turning this position over to the LOC because volunteers are not training in the right way and may say things that are not appropriate. It is a delicate balance here.
- c. Strongly Recommend Referees to Wear Life Jackets (Terry)

- i. *Motion: Recommend that in 2019 all referees on the water wear a life jacket. (Terry) Second by Josie. Discussion: This is another requirement that referees could balk at. This is just a recommendation, not a requirement. It is already in the IOP Section 21 "It is strongly recommended by the Referee Committee that referees wear personal flotation devices (PFDs) whenever they are on or around the water. It shall be required that referees wear PFDs on those bodies of water where PFDs are mandated by law." Motion Withdrawn.*
 - ii. *Can Jules purchase PFDs and make them available to wear at the Nationals? What is price range? \$100-\$300 depending on manual or auto-inflate. It is on the deep dive list for Kris.*
 - d. Terms for At- Large Members (Terry)
 - i. *We came on in December and did not map out terms so needs to be done. **JULES/COMMITTEE ACTION:** Map out terms for Committee members.*
4. Review of Action Items Assigned to Committee (noted below)
 - a. What does it take to maintain a referee license? And what is a "Regatta Day"?

DEE ACTION: Send recommended wording for regatta day from work by regional coordinators previously.
 - b. Code of Conduct – *There is a USRowing Code of Conduct which does mention referees and we should not have conflicting codes. In addition to the question of if we referees have a Code of Conduct, who is the enforcing body? It should not be the Referee Committee.*
 - i. *Similarly, revoking licenses may not be something the Committee should be doing. USRowing is the body who issues licenses and revokes licenses, at the recommendation of the Committee. Our mission (IOP 1) as a committee is to make recommendations to the CEO, but not to be police for referees. Patrick still is using the mission for the committee from IOP.*
 - c. We are an organization that does not tolerate harassment – *Wording is being updated in IOP to say that the committee and referees will comply with USRowing's anti-harassment and anti-discrimination policies.*
 - d. *Open Items – have a to do list.*
5. Other Issues or Items for Discussion - None
6. Next Meeting Wednesday May 8th at 7:30 PM Eastern – *Lyn and John aren't available. Move to Wednesday, May 1 or have Terry run the meeting –*
 - a. *Weds, May 1 will be next date, 7:30p E. Dee cannot make.*
 - b. *Jules unavailable April 18-24.*
7. Kris moves to Adjourn at 9:03p E. Terry second. All in favor.

ACTION ITEMS FROM MARCH 2019 MEETING

Jules ACTION: Provide timeline for FISA Liaison election.

Jules ACTION: Jules puts regattas into RefCorp and will ascertain regarding RDS, Regatta Central and Membership.

Jules ACTION: Jules please work with the developers and report back how you can track the days and we can revisit this item.

Jules ACTION: Jules send 'newsletter' with meeting notes.

Jules ACTION: Jules will check CEO regarding difference between staff or agents and athletes with regard to harassment issues and situations.

Jules ACTION: Jules check with other sports regarding what they have/do regarding a separate policy for referees.

Jules ACTION: Check with John Wik regarding if harassment is part of SafeSport. Jules will check with John as to if Harassment is part of SafeSport. Is SafeSport always part of USOC? Is SafeSport only against athletes?

Jules ACTION: Jules get Emeritus pins from John and send them to Emeritus referees.

Jules ACTION – Please send extra rules books to Regional Coordinators.

Jules ACTION: Tell new SW clinician.

Jules ACTION: Check clinicians in RefCorp (SE maybe not accurate)

COMMITTEE ACTION: Respond to Jules FISA Liaison nomination draft letter - COMPLETE

COMMITTEE ACTION: Consider how an Indoor Day counts toward annual regatta days.

COMMITTEE ACTION: Define a regatta day.

COMMITTEE ACTION - update: Committee should review the 2017 Referee Code of Conduct with an eye of incorporating it into the IOP and the USRowing Code of Conduct.

COMMITTEE ACTION: Should committee make a statement that we are an organization that will not allow harassment.

One opportunity could be that once the first part of the IOP review is done, if anything is changed or included regarding harassment or conduct, we could highlight that new wording. In short term, 8:58, Not clear that SafeSport covers everything; SafeSport really is very coach and athlete oriented.

COMMITTEE ACTION: Have a meeting to discuss what the IOP revision scope should be. - COMPLETE

COMMITTEE JULES ACTION: Add a section in RefCorp for running open items. Also, add a consolidated box at bottom of notes. Changed to Jules to do.

Action Items from April Meeting

JULES ACTION: Send out FISA Liaison nominating letter.

JULES ACTION: Get a newsletter out to Referee Community.

JULES ACTION: Send out extra rulebooks.

JULES ACTION: Order Emeritus pins.

JULES ACTION: Have RefCorp create a report of who is attending clinics and also one for the online clinics.

JULES ACTION Regional Reps need a dashboard of who is in overall compliance etc.

JULES ACTION: Provide list of past recruiting events and upcoming.

JULES ACTION: Check if there is any update on the Junior Lightweight review.

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JULES/COMMITTEE ACTION: Map out terms for Committee members. **COMMITTEE ACTION:** Regional Coordinators send Jules recommendations of regattas to attend for recruiting.
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COMMITTEE ACTION: Please send items to Kris to add to list for deep dive on IOP.
IOP Group ACTION: When Phase 1 is completed, send IOP and list of 'deep dive' items.

Note: Recorded in Zoom on Susan Smith's account.