



Referee Committee NOTES
May 1, 2019
7:30 PM EST

AGENDA

1. Lyn

- a. Welcome - Lyn called the meeting to order at 7:37 p.m. EDT
- b. Roll Call – Bob Appleyard, Derek Blazo, Howard Meisner, John Musial, Elaine Roden, Terry Friel Portell, Lyn Wylder, Jess McAlear (joined at 8:27p)
- c. Absent: Dee McComb, Eric Weir, Kris Thorsness. We do have a Quorum.
- d. Announcements – Josie McNamara has had to resign her position and after discussions with Josie and others, Patrick McNerney has appointed Elaine Roden to fill the SE Regional Coordinator position through the end of Josie’s term.
- e. Review of Action Items (see below)
 - i. **COMMITTEE ACTION:** Consider how an Indoor Day counts toward annual regatta days. **AND COMMITTEE ACTION:** Define a regatta day. – The Regional Coordinators worked on this already so should be done other than getting approval from the committee. These are being included in the IOP deep dive. This will be a lengthy discussion along with defining regatta days and licensure, etc.
 - ii. **COMMITTEE ACTION:** Committee should review the 2017 Referee Code of Conduct – There should not be a Code of Conduct for specific groups within USRowing. Kris Thorsness will be contacting John Wik to work with him on rewriting the USRowing Code of Conduct for all members. We should make sure that the document which was approved by the referee committee is included in that work. Will someone from Board be participating on that since they will have to vote on and approve? Jules: “I assume so.” Part of what we should be asking is that we (referee committee) be involved and be able to give input on one overall USRowing Code of Conduct and not have a separate one for the referees.
 - iii. **COMMITTEE ACTION:** Should committee make a statement that we are an organization that will not allow harassment. That was covered last month.
 - iv. **JULES/COMMITTEE ACTION:** Map out terms for Committee members. – Lyn needs to send Jules some info for this. Will carry forward to next meeting. Lyn will talk to at-large committee members before presenting that at next meeting.
 - v. **COMMITTEE ACTION:** Regional Coordinators send Jules recommendations of regattas to attend for recruiting. – Jules only received one for May which was not possible. Please send suggestions.
 - vi. **COMMITTEE ACTION:** If you have ideas for convention, please forward to Jules. – Howard has sent very good suggestions which Jules is working on.

- vii. **COMMITTEE ACTION:** Please send items to Kris to add to list for deep dive on IOP.
- viii. **IOP Group ACTION:** When Phase 1 is completed, send IOP and list of 'deep dive' items.

2. Referee Program Update - (Jules)

- a. Updates from USRowing – May 15 is AJ Dominique's last day at USRowing. He is leaving for a position with US Bowling in Dallas. Jules has not been told succession plan. We need to make sure our Chiefs for National Championships are aware of this and that we support them. Jules stated that the chiefs for National Championships have been informed of this change. James, Megan, and Alexandra are still there and Brett will be traveling too.
- b. Update of Jules Action Items (see below)
 - i. **JULES ACTION:** Send out FISA Liaison nominating letter. – Jules has comments back. We just need the date and time and then we can send out the letter. Do need to double check that any IOP changes are synched with this letter. FISA Liaison is not a member of the committee.
 - ii. **JULES ACTION:** Get a newsletter out to Referee Community. – Once meeting notes from April are approved, he will send out a 'newsletter' with the meeting minutes and a welcome for Elaine.
 - 1. What happened to Referee Spotlight? People missed deadlines and it slipped.
 - 2. Have you seen the new FISA communication vehicle? It might be something we could use domestically.
 - iii. **JULES ACTION:** Send out extra rulebooks. - Done
 - iv. **JULES ACTION:** Order Emeritus pins. – Done
 - v. **JULES ACTION:** Have RefCorp create a report of who is attending clinics and also one for the online clinics. – Jules would like to set up a meeting with the committee to work with the RefCorp team to work out reports, etc. 389/579 have done clinic this year it seems, based on RefCorp numbers. Could end up with @75 people who will have attended the online clinics.
 - 1. How do we let people know what is available (features) in RefCorp? Jules can send a note when there are updates.
 - 2. How are we monitoring cases closed or in progress for you and for the person who made the request? The team would need to circle back to them and communicate.
 - vi. **JULES ACTION** Regional Reps need a dashboard of who is in overall compliance etc. – Jules talked to John Wik regarding SafeSport and background checks which everyone did in 2018. There is a 10 minute refresher course for people which we can ask people to do near the end of our data call year this year in the fall (2019) so they don't need to do the whole 2 hour course in the spring of 2020. Committee is not in support of this and Jules should take that back to John and Patrick.
 - 1. How long would the refresher be valid? Not sure.
 - 2. We as a Referee Committee, need to be clear at a high level, of what is going on at a higher level and there are forces beyond our control making this difficult. We have to find a way to get through this so it doesn't cause us to lose people. The messages can't keep changing.

JULES & LYN ACTION: Take back to John Wik that we are not happy about the decision to have referees refresh on SafeSport in Fall of 2019.

- vii. **JULES ACTION:** Provide list of past recruiting events and upcoming. – Jules owes us this still.
 - viii. **JULES ACTION:** Check if there is any update on the Junior Lightweight review. – No details with the comment noted in the Board minutes in January (?). The workgroup is formalizing what their recommendation will be. The workgroup is not done. The goal is for the group to bring their recommendation(s) to the June Board meeting.
 - ix. **COORDINATOR ACTION:** What is the criteria for moving candidates into RefCorp? Coordinators have 3 weeks (May 1) to get Jules list of active candidates to move over into RefSport. – Derek sent info. Still needed: Others please review candidate list for region and let Jules know who should migrate or not.
 - c. RefCorps Update – see above
 - d. Status of Online Clinics -see above
 - e. Update on Recruiting Activities – see above
 - f. Discussion on Recruiting Plan – see above
3. Discussion on IOP Update - (Lyn and Howard – Kris won't be on the call) – Howard summarizes: Over the course of 5 weeks and 16 hours, the group went through the IOP line by line dealing with grammatical issues, clarity, intent, etc. Document has been completely cleaned up and only needs some formatting before it can come to the Committee to review. In addition to sending the document for review, there will be a list of the items to be included/considered on the 'deep dive'. Kris suggested that we not begin work on the 'deep dive' until after the collegiate season.
4. Discussion on Sending Sensitive Information (Bob) – Question for committee: I was recently asked for my SSN for a regatta I'll be chiefing. (Aside – Chiefs and deputies will receive bonus beyond reimbursement which must be reported for taxes.) How are we supposed to send information like a SSN? If USRowing needs in this info, should they provide a secure method to transfer such info rather than over email? Can it be put in RefCorp? Should it all go to the CFO and he manages it and keeps it all secure? What about Arbiter or the payment programs used by collegiate programs? USRowing needs some procedures around transferring sensitive info. **JULES ACTION:** Ask at USRowing about how the organization handles sensitive personal information such as SSN
5. Other Issues or Items for Discussion
- a. Do we ever have a representative attend the USRowing Board meetings? Former Board members have indicated that it would be worthwhile to have a representative attend. We do have one referee who is a Board member, but we have no communication with him. **JULES ACTION:** Ask Patrick if Referees should be considered in Board discussions. Should there be a referee member of the board; aren't we a very large constituency? (We do happen to have a referee currently, but that is not because that person is a referee.) Or, just short of that, when Board meetings are being organized and the agenda set, if there is a topic related to referees, encourage Patrick to allow the Referee Committee to have a person participate to provide input and answer questions, etc.

- i. Another idea would be for the Board to make a recording of the Board meeting available to the membership.
 - ii. Do we need to be posting our meeting time on the web and call-in info? Yes. Let's get back to that. **JULES**
ACTION: Post Referee Committee meeting times and call-in info on USRowing website for upcoming meetings.
 - iii. Board meeting is in Sarasota at during Youth Nationals.
6. Next Meeting Wednesday June 12th at 7:30 PM Eastern
- a. Motion to Adjourn by John Musial. Second by Howard Meisner at 9:04pm EDT.

Action Items			
When?	Who?	What?	Status?
May	Jules	ACTION: Fix queue visibility of requests and/or set up process to inform person who created request	
May	Jules & Lyn (Chair)	ACTION: Take back to John Wik that we are not happy about the decision to have referees refresh on SafeSport in Fall of 2019.	
May	Jules	ACTION: Ask at USRowing about how the organization handles sensitive personal information such as SSN	
May	Jules & Lyn (Chair)	ACTION: Ask Patrick if Referees should be considered in Board discussions and we'd like to have a voice when issues affect us.	
May	Jules	ACTION: Post Referee Committee meeting times and call-in info on USRowing website for upcoming meetings.	
April	Jules	ACTION: Send out FISA Liaison nominating letter.	
April	Jules	ACTION: Send out extra rulebooks.	Completed
April	Jules	ACTION: Order Emeritus pins.	Completed
April	Jules	ACTION: Have RefCorp create a report of who is attending clinics and also one for the online clinics.	In Progress
April	Jules	ACTION: Regional Reps need a dashboard of who is in overall compliance etc.	In Progress
April	Jules	ACTION: Provide list of past recruiting events and upcoming.	
April	Coordinators	ACTION: What is the criteria for moving candidates into RefCorp? Coordinators have 3 weeks (May 1)	

		to get Jules list of active candidates to move over into RefSport.	
April	JULES/COMMITTEE	ACTION: Map out terms for Committee members.	Review in May
April	COMMITTEE	ACTION: Regional Coordinators send Jules recommendations of regattas to attend for recruiting for summer and fall.	Ongoing
April	COMMITTEE	ACTION: If you have ideas for convention, please forward to Jules.	Ongoing
April	COMMITTEE	ACTION: Please send items to Kris to add to list for deep dive on IOP.	Ongoing
April	IOP Group	ACTION: When Phase 1 is completed, send IOP and list of 'deep dive' items.	
March	Jules	ACTION: Provide timeline for FISA Liaison election.	
March	Jules	ACTION: Jules please work with the developers and report back how you can track the days and we can revisit this item.	
March	Jules	ACTION: Jules send 'newsletter' with meeting notes.	
March	Jules	ACTION: Jules get Emeritus pins from John and send them to Emeritus referees.	Ongoing
March	COMMITTEE	ACTION: Consider how an Indoor Day counts toward annual regatta days.	Ongoing
March	COMMITTEE	ACTION: Define a regatta day.	Ongoing
March	COMMITTEE	ACTION: Committee should review the 2017 Referee Code of Conduct.	
April	Jules	ACTION: Check if there is any update on the Junior Lightweight review.	Completed. No update.
April	Dee McComb	ACTION: Send recommended wording for regatta day from work by regional coordinators previously.	Completed
March	COMMITTEE	ACTION: Should committee make a statement that we are an organization that will not allow harassment.	Completed.
March	Jules	ACTION: Jules check with other sports regarding what they have/do regarding a separate Code of Conduct policy for referees.	Completed