



## Referee Committee

Minutes of Meeting  
December 6, 2014  
Annual Convention

### Attendance:

#### Referee Committee:

Tom Fuller – Chair  
Chris Lang – Vice Chair  
Ruth Macnamara - Secretary  
Lloyd McDonald – Regional Coordinator  
Marcus McElhenney – Athlete Representative

#### Regional Coordinators:

John Musial, MA  
Jorge Salas, SE  
Roger Frederick, MW  
Howard Meisner, NE  
Dee McComb, NW  
Lloyd McDonald, SW – Regional Coordinator to Committee

#### USRowing:

John Wik – Director of Referee Programs

#### Guests:

Open to the Convention Attendees; All 6 regions represented (17 signed in)

Tom Fuller called the meeting to order at 8:00 AM. Tom welcomed the members of the Committee, Regional Coordinators and guests.

Members and Guests introduced themselves to the group.

### 1. 2015 Rules Changes – Tom Fuller/John Wik

- Rule Changes
- Introduction to the Rules Restructuring
- Will be presented to the Board at 2:30 PM today
- Laura and Howard will be making the presentation to the Board
- If the Board adopts the restructuring, it includes any new proposed rule changes that were recommended by the Referee Committee and the new trials section.

- All of this will take place during the open portion of the Board of Directors Meeting. Anyone may attend.
2. Referee College – Basic School for 2015 – John Wik
    - 2 sessions in 2015
    - Basic Schools
    - Both in Sarasota
    - January 9-11, 2015 and February 6-8, 2015
    - Each session currently has 22 participants signed up
    - These sessions are for assistant referees with 1-4 years of experience
    - There will be hands-on sessions on the water.
    - The Sarasota Varsity athletes will be in attendance to volunteer on the water.
    - The colleges will be beta testing the new Referee Procedures Manual.

Noted: The draft of the Rules of Racing, the LOC Guidance Manual and the Referee Procedures Manual will be available to Clinicians by mid-January in time to be prepared for Spring Clinics. The final will be posted in mid-February with the goal to have printed copies in 3 ring binders. Actual dimensions and materials for binders are yet to be determined. Discussion on how to package the new rules for Candidates – answer is that when a Candidate registers to become a member of USRowing, they will automatically be sent a PDF of the rules and procedural manuals.

3. NCAA Grant – John Wik
 

USRowing has heard back from NCAA that it will be receiving a grant; the amount hasn't been communicated yet. In 2013 USRowing asked for 25,000 and received \$20,000; in 2014 USRowing asked for \$35,000 and received \$30,000; this year USRowing asked for \$45,000. This money is specifically earmarked for Referee Training. Each Regional Coordinator's budget within the proposed 2015 USRowing Budget has been recommended to increase to \$2,000 for 2015.
4. Testing – John Musial
 

Assistant Exam - We have a new Assistant's Exam. Regional Coordinators John, Lloyd and Roger, and Tom Mannle put a lot of effort into getting that done. It now needs to be updated to include the new rule changes. Projected date for the new Assistant Exam is early 2015. It will be brought to the Referee Committee for approval by the End of January 2015 and then posted on the RDS for Clinicians to use. A suggestion was made for referees to submit questions and correct answers for the exam.

Plenary Exam - This needs to be rewritten. Looking for guidance from the Committee on whether to include the IOP content in addition to the Rules, how much information from the Referee Procedure Manual and LOC Manual should be included?

Re-Certification Exam - 2008 is the last time a re-cert was done. We are more than a few years behind.

Discussion – suggestions to include: test at annual clinic; continuing education; free on-line training products – fulfills the need to standardize, keep record and it is easy to use.

Chris Lang proposes to use E Learning for online training before the Referee attends a clinic. At the clinic, the Clinicians will go over the practical use of the information taught in the E Learning training.

Tom Fuller emphasized that we need to standardize how we do things and we need to get rid of Regional differences. Everyone needs to be proficient in the Rules.

Tom Mannle stated that it is incumbent upon the Regional Coordinators to be explicit on what the expectation is of each referee in 2015. Call it a pilot program. And, if it is not in the IOP, it is not relevant.

Chris Lang proposed that for 2015 recertification, everyone take the new assistant exam at the annual clinic this year.

Recertification is necessary to demonstrate that the referee has the knowledge to maintain their license. In a 5 year period, all subjects would be covered.

Test Committee Members – John Musial (Head), Linda Muri, Elaine Roden, John Wik, Tom Mannle and Bob Appleyard (Ex Officio).

Glenn Merry joined the meeting to observe.

5. FISA Exchange Program – Chris Lang

Jean Reilly has spearheaded and coordinated this group. Jean and Chris will be reviewing and sending out to the FISA Umpires a new list of opportunities in the next week. This program allows FISA Umpires more opportunities to get additional international experience. Peter Zandbergen is working on regattas in Scandinavian countries.

There is also the National Umpire Exchange Program. This is set up for National Referees to work regattas in Canada and Mexico. If a Referee is going to work outside of the US, they need to notify their regional coordinator as well as John Wik at USRowing. This program also allows the US to host referees from Mexico and Canada. Typically, the cost of traveling is your responsibility. When the US hosts foreign umpires, we try to sponsor them.

For SafeSport compliance for any Umpire coming to the US, USRowing requires a letter from their NGB stating they are in good standing. The US also certifies that our umpires are in good standing before working in other countries.

Question: Who is on the Selection Committee – it is evolving. We need to keep some anonymity to preserve the integrity of the process. This year, two of the members were Chris Lang and Tom Fuller.

BREAK

9:15 reconvened

1. IOP – Lloyd McDonald

- The Regional Coordinators proposed removing the second deputy from Youths, Clubs and Masters Nationals out of the IOP but leaving the funded spot on the jury. This was approved by the Committee yesterday.
- Jorge Salas and Dee McComb will review and propose a plan on how to allocate the 3 extra spots created from removing the second deputy, and the use of alternates. They will report back to the group by the end of March 2015.

- Referee Standards Committee – Dee McComb, John Musial, Lloyd McDonald, Howard Meisner, Ruth Macnamara and Chris Lang (Head for this committee TBD).
  - Look at the IOP:
    - Define the authority of the Committee and Regional Coordinators
    - Clean up the inconsistencies throughout the IOP
    - Look at how we delegate projects and to whom
    - Structural Cleanup – example: finalization of the Juries of National Championships. Put like subjects together.
    - Guidelines for all – an Operating Manual
    - One Specific Section deals with an age issue: Section 41 – remove this Section completely. Age requirement: Instead of using age, develop performance standards that have to be met, regardless of age.
  - John Wik – fully supports this suggestion; he acknowledged we have licensed assistant referees who are older than age 65.
  - Tom Fuller – fully supports this suggestion. It was initially put into the IOP following FISA’s requirement of mandatory retirement at age 65.
  - IOP Committee: Lloyd (head), John Wik, Roger, Ruth and Kitty Grubb.
2. FISA IOP – Chris Lang
- Bob Appleyard has produced the final copy. It has not been distributed to the group. Tom Fuller will forward a copy to the Committee Members and Regional Coordinators for review.
3. SafeSport IOP – John Wik
- Presented a draft document to be included into the IOP in the Standards Section.
  - Discussion
- Lloyd made a motion to approve the SafeSport Document to include #s 29 and 30 in the IOP as amended.  
 Marcus seconded.  
**Approved 5-0**

Open Session:

Question and Discussion

Rachel Le Mieux – Curious to see how the evaluation process goes. There is a lack of transparency of the Referee Committee Budget and how it pertains to the referee training programs. I would like to see a copy of the budget and how the money is spent.

Tom Mannle – Tasks of Clinicians – Spell out the expectations and criteria. This needs to be more explicit in the IOP. The title of Clinician is not a rank in the referee structure.

Lloyd McDonald – Spoke with Bob Appleyard and the role of clinicians will evolve over time with the new evaluation process in place. For example, if a clinician is unable to give feedback, they have not met one of the requirements to be a clinician. May need to eliminate clinicians and start over and apply the new criteria.

Tom Mannle – Some of the more important stuff clinicians do is not tracked. Clinicians work in many different ways: giving support and feedback while working, recruiting, testing, etc. Not just presenting at clinics.

Annette Forester: Mike wants to know the update about the Snowflake Regatta. Answer – There is not much to report at this time. It is still an ongoing investigation. Discussion ensued.

Out of the discussion, some of the major points were:

- Would like to put a positive spin on any publicity our sport gets.
- When we have to shut down a regatta for unsafe conditions, would like to have a written process statement to refer to.
- There is a need for clear collaboration between the Chief, LOC and Coaches.
- Have a relationship with the LOC and plan before regatta day.
- Kitty Grubb offered:
  - o 1. There is a need for the “soft underbelly of volunteers” to sign a USRowing waiver to work at a regatta.
  - o 2. Referee Safety is Rower Safety. There have been more referee injuries in the sport of rowing than any other sport. Kill switches are a MUST.
  - o 3. Pre-set the parameters of the regatta before you arrive there. Go into the regatta knowing and having planned as much as possible. Define what safety is. An URGENT review of referee safety is a must.
- Chris Lang – Set standards for a regatta. The Safety Committee has hard and fast advice for Registered Regattas and USRowing has to support it.

ACTION: Tom Fuller – Rachel Le Mieux – can you convene the Safety Committee and send suggestions back to the Referee Committee how to precede with a plan for Referee Safety.

- Tom Mannle – has to be some relief for the referees.
- Lloyd McDonald – We need to ask for what we want. I was given 10 more slots at Clubs the year the entries jumped.
- Need to train chiefs how to make assignments for long day regattas, i.e. spend half the day on the water and the other half on land.
- Two “in person” Referee Committee Meetings per year. Tom Fuller will look into the feasibility of that.
- John Wik shared with the group a card and package from John Wylder.
- Rich Dougert suggested a Referee Fitness Program that would be tailored to what would benefit a referee’s for performance and safety. Discussion ensued.

Ruth made a motion to adjourn the meeting.

Lloyd seconded.

Meeting adjourned at 11:50 A.M.

Respectfully submitted,

Ruth Macnamara  
Secretary  
USRowing Referee Committee  
[carczar01@aol.com](mailto:carczar01@aol.com)  
703-201-4547