Referee Committee Minutes - FINAL
April 13, 2022
7:30 PM EST

AGENDA

1. **Welcome (Jess)**
    a. **Call to Order** – *7:32pm E*
    b. **Roll Call**
        i. **Attendees** – *Bob Appleyard, Dee McComb, Elaine Roden, Eric Weir, Jess McAlear, Howard Meisner, Mike Murphy, Terry Friel Portell*
        ii. **Absent** – *Derek Blazo, Kris Thorsness, Lyn Wylder*
        iii. **Staff** – *Jules Zane*
        iv. *Jules Zane started the recording of the meeting.*

2. **USRowing Update (Jules)**
    a. **Update on Activities at USRowing** – *We have an official boat provider now. Filippi is the official boat provider for our national and para team. That's a wonderful deal for us and them. There's a significant cost savings.*
    b. **Status of Rule Books**
        i. *(Jules) They have been printed. We saved a couple thousand dollars over last year by working with a printing company in Princeton. People should get them in the mail very soon. The leftover ones will be mailed to Jules' house, so that if anyone loses one or need additional one, he can send it out.*
        ii. *(Dee) Can you send the Coordinators more? (Yes)*
    c. **Status of Confidentiality Agreement – Response to Kris's Questions** – *Attorneys are reviewing. One of them is on vacation right now. I assume they will approve the version Kris wrote.*
    d. **Status of Referee Jackets and Other Referee Clothing**
        i. *(Jules) 776BC is the new clothing provider. They currently provide for the Australian national team. They will have a store that is always open. People will get a link and keep that link. Based on the number of orders, it should take less than three months. They sent our staff a bunch of their gear to try on for sizing and for feedback. We're working with them on pricing. We'll get as close to cost as possible, if not at cost.*
        ii. *(Dee) How soon will this be available?*
        iii. *(Jules) The store should be available in a couple weeks.*
        iv. *(Elaine) Will you travel with the samples to regattas? (Yes)*

3. **Update on USRowing National Championships**
    a. **Change in Location of Masters Nationals (Jules and/or Sarah)** – *You should have seen the letter. When it came down to it, when we opened our conversation with Oakland, a lot of the stuff they offered in 2018 was off the table. A gap appeared in the budget that was insurmountable. There was close to a six figure difference compared to what they offered in 2018. They weren't willing to commit in writing everything we had before. As it fell apart, we shifted gears, and approached other venues. One venue responded, and that was Sarasota. We had emails from two dozen clubs a week asking for the location of nationals. So we pulled the trigger on Sarasota for this year and next year.*
    b. **Discuss Juries for Each National Championship (Dee)**
        i. *(Dee) Does anyone have any concerns?*
        ii. ***MOTION*** *to approve the provided slate of jury members by Dee; seconded by Eric. All in favor.*
        iii. *(Terry) I would like to see a committee member at each of the nationals.*
        iv. *(Jules) We also haven't picked the clinicians to be at the events, so we could also pick a clinician out of this group to attend. That could be a backup plan.*
        v. *(Elaine) I support your proposal, Terry.*
        vi. *(Terry) I think we should always make an effort to have a committee member as a part of the jury.*
        vii. *(Howard) I understand what you're trying to accomplish. Bob and I are trying to work on the side to have referee college members or clinicians at these events as well. It may be a big ask to have a committee member at every single event, every single day.*
        viii. *(Terry) I don't have an issue with that. I just feel that we, as a committee, need to be aware of what is happening at all of our nationals.*
        ix. *(Dee) Those members would then be representing the committee. As a jurist, do they want to take on the role on the side of evaluating how the regatta is coming together? That's a discussion point. Is that something we want to create at this point? Should we have a list of what we're looking at? It's not as easy as just saying you're going to be there.*
        x. *(Terry) My thought was that, after the disaster in Worcester, we need someone to come back to the committee to say if anything was unacceptable, or if everything was fantastic. If things go sideways with something, there's someone there they can talk to besides the chief. Someone who is aware of it and can bring it back to the committee. Let it happen organically.*
        xi. *(Howard) We wouldn't have any additional authority.*
        xii. *(Terry) No, we wouldn't.*
        xiii. *(Jules) I have already had preliminary discussions with the Chiefs and Deputies. The Youths schedule has been posted for comments. Sarah Kupiec of Nathan Benderson was on for logistics. No one will get lost after the finish line under the bridge, because that little pond has been drained. I've heard they put a full 1500m race course in the far warmup area. Buoys keep them in a straight line. Last week they ran two regattas at the same time.*
        xiv. *(Elaine) Yes, I was there. It was youths on one side, and collegiate on the other side. It worked. Neither one was huge.*

4. **Update on Survey of Referee Corps and of USRowing Owned Regatta Referees (Terry/Jules)**
    a. *(Jules) Did everyone have a chance to look at that, and what are your thoughts?*
    b. *(Dee) For number 3 of the event survey, why would I recommend this event to a friend, and not to another referee?*
    c. *(Jules) That's what it means; I'll rewrite it to make it clearer.*
    d. *(Dee) What about number 5? The options don't make sense.*
    e. *(Jules) I'll add the same options as in number two.*
    f. *(Dee) What about the second question in the general survey? Why is 65 the magic age number?*
    g. *(Jules) This was written during Covid.*
    h. *(Terry) Age might be relevant if you break out the standard intervals. 65 is not relevant this year.*
    i. *(Eric) For number 5 of the event survey concerning organization, can we add a short answer box?*
    j. *(Jules) I did some editing. Let me screen share. My thought that after they rate the organization of the event in question three, then they can make comments in question four about what can be improved.*
    k. *(Howard) In question two, one of the items being rated is "quality of food provided at venue." What about off venue?*
    l. *(Jules) We can add that. Or we can just simplify it to quality of food.*
    m. *(Terry) No, I think we should specify at the venue.*
    n. *(Howard) If what we really care about is the quality of food provided by the LOC, then let's just say "quality of food provided by LOC."*
    o. *(Jules) Got it.*
    p. *(Howard) I would separate rating the LOC staff and the volunteers.*
    q. *(Terry) Instead of "Not Applicable," you should have "Don't Know."*
    r. *(Howard) I would separate rating the organization of the Chief and the Deputy in question three.*
    s. *(Eric) Can we include reimbursement speed? Hopefully this is good news.*
    t. *(Jules) Well, there shouldn't be any reimbursements. But I'll add timing of compensation received.*
    u. *(Dee) What about people driving?*
    v. *(Jules) Well, that is the one exception. If people let us know at least ten days in advance what address they are driving from, we can include that reimbursement in their compensation so that they don't receive two separate checks.*
    w. *(Terry) I think we should add a rating for the travel agent.*
    x. *(Jules) Looking further at the general survey, I removed the questions hyper-specific to Covid.*
    y. *(Howard) I would like a question added about whether compensation is considered a factor. I don't know how to phrase it, but something like, at what point is it just not worth it? I think that might be really interesting data.*
    z. *(Bob) Jules, if you're going to develop that, I'd ask specifically about housing first. Then ask about a dollar amount. I wouldn't put it at an hourly, but at a daily basis that reflects the reality of how we work.*

5. **RefCorps Update (Dee)**
    a. *(Dee) The safety checklist has one more adjustment to it, then it will be published online. It will be in an editable format so that the Chief just needs to complete it and post it. I have a list of a couple of other things that I'm going to put together and send out to the coordinators to get a response in regard to priority.*
    b. *(Howard) We had some back and forth about the annual clinic, and how it's tracked. Who's sending out information to everyone about how that information is tracked? Am I giving you reports in the interim if you're not doing anything with them?*
    c. *(Dee) The alert that's on the dashboard currently should instruct folks that when they've taken the annual clinic, they need to go to the Clinic tab to put their participation in.*
    d. *(Howard) Let's start with communication first. When something is on the homepage, there's no notification that goes out. I'll use myself as an example. I spend as little time in that system as humanly possible. I never even read that homepage. It's just a long list of text. I can't be bothered. If that's where we want to put the information, fine, but we need to tell people where to go.*
    e. *(Jules) I can write an email to everyone asking them to enter the clinic themselves. The system doesn't keep people from duplicating their entry if it's already been uploaded. Then it has to be manually removed.*
    f. *(Dee) What we haven't told RefCorps to do is to give Clinicians trigger permission to enter participants themselves. Yes, we have to figure out a way then to have a news thing that goes out. I'm the one that does the wording, but I don't put the info on the page myself.*
    g. *(Mike) Can there just be an email?*
    h. *(Eric) Can we just archive some of that stuff on the homepage? If they can't read it in twenty seconds, they're not going to read it.*
    i. *(Howard) Do you still want a report monthly? If you're not going to upload until the end of the year, then why bother?*
    j. *(Dee) Well, the coordinators are checking on those in their region. Your report is important to the coordinators.*
    k. *(Elaine) I agree; I think it's important to see the progress in the region.*
    l. *(Mike) I got a question about candidates.*
    m. *(Dee) Have you looked at that since Monday? The issue got fixed. You and I both had a candidate that had the same issue. They figured it out and made a correction on the backend. Now my candidate can do what she couldn't, and I can see it.*
    n. *(Mike) I'll get back to you on that. There was some kind of issue where there were two different things loaded in. It was all messed up. That wasn't the issue. I was verifying someone's observations, and I couldn't see them.*
    o. *(Jules) Mike, if you send that screenshot to Dee, can you cc me?*
    p. *(Dee) The only other issue is green/red on background check and SafeSport. I thought we came to the conclusion that we could see dates. I have no way of knowing if someone has done SafeSport or Background Check. The user has to put that date in themselves.*
    q. *(Jules) If they're in RefCorps, then they are active, and we have not pulled their license. We're overhauling a lot of that reporting. Let's put this on the agenda with the RefCorps team.*
    r. *(Dee) That's a question for the coordinators. They're just going to assume they're in compliance. Is that the idea? (Yes)*

6. **Suggestion to Write a "What Referees Want Every Coach and Rower to Know" (Terry)**
    a. **Sample from Swimming:** **https://swimswam.com/7-things-every-swim-official-wants-coaches-swimmers-parents-to-know/**
    This is on hold. We need to work with the marketing committee.

7. **Action Items (Jess)**
    a. ***Select National Juries*** *– DONE*
    b. ***Share feedback on Nationals Survey*** *- DONE*
    c. *Send out General Survey (Jules)*
    d. *Dee send Jules final final jury selection list. (Dee)*
    e. *Send out notification for jury list to individuals (Jules)*
        i. *A general email with a link of names?*
        ii. *Or a specific email with congratulations?*
    f. *Contact Regatta Print and get new assistant referee packet reinstated (Jules)*
        i. *Track when it stopped – 2019?*

8. **Other Items or Issues for Discussion**
    a. *(Elaine) I'm getting a lot of requests from new assistants for a name tag, patch, and welcome letter. Can we reinstate the welcome package? When can we do that?*
    b. *(Jules) In the past, that was done by RegattaPrint. Jess, add it to the Action Items. I'll reach out. At San Diego Crew Classic, I had a conversation with NK about watches at a bulk price down from the $150 it currently is. Nothing has been formalized. They suggested that as part of the USRowing/NK agreement, that NK give out a certain number of watches a year. I'm moving that along with my team. That was good news. Another item to note. In the past, only events committee traveled to events. Rich wants to come to two or three of our youth regionals. He'll be in OKC and Sarasota. This will be an opportunity to meet people in person.*
    c. *(Elaine) We had discussed possible recruiting events at regionals. Is Dogwood still happening?*
    d. *(Jules) Now that's the weekend I'm moving, but we should have a discussion offline. We would have a tent at the event with snacks and drinks. By setting a time and making it worthwhile, we'd have people show up. It can come out of my budget.*
    e. *(Dee) One quick question for Howard. If a candidate has completed their observations, are we considering the online clinic as their rules training?*
    f. *(Howard) Yes. Two quick reminders. We're finally getting the IOP updated. If you have candidates ready to take their exam, we'll get them setup. And two, please don't send candidates to the old Thinkific. Go to RefereeCollege@Thinkific.com.*
    g. *(Elaine) So Kelly is taking care of that?*
    h. *(Jules) Kelly is out for two weeks for hip replacement surgery. Jules is her backup.*
    i. *(Dee) I have three candidates that are ready to take their exam. So I just sent the college an email with their info?*
    j. *(Howard) Yes.*

9. **Next Meeting – ~~April 27 (not needed) and~~ May 11 (regular schedule)**

10. **Adjourn –** ***MOTION*** *to Adjourn by Eric; seconded by Terry. All in favor. 9:19pm.*

Referee Committee Action Items
April 13, 2022

When?	Who?	Item	Due Date	Status
April 2022	Dee	Confirm final jury selection list with Jules	4/20/22	In Progress
April 2022	Jules	Send out nationals juries notification	4/20/22	In Progress
April 2022	Jules	Send out general survey to referees	5/11/22	In Progress
April 2022	Jules	Contact RegattaPrint about New Assistant packets	5/11/22	In Progress
~~March 2022~~	~~Reg Coordinators~~	~~Select Nationals juries~~	~~4/13/22~~	~~DONE~~
~~March 2022~~	~~Comm Members~~	~~Share feedback on Nationals Survey~~	~~4/13/22~~	~~DONE~~