



Referee Committee

Minutes of Meeting
March 8, 2017
Telephone Conference

Attendance

Referee Committee:

Andrew Blackwood – Chair
Ruth Macnamara – Vice Chair, Secretary
Bob Appleyard – Referee College
John Musial – Regional Coordinator Representative to Committee
Jean Reilly – FISA
Rachel Le Mieux – Trials Coordinator
Terese Friel-Portell – Safety/Referee Utilization
Marcus McElhenney – Athlete Representative
Gevvi Stone – Athlete Representative

USRowing Staff:

John Wik – Director of Referee Programs

Guests:

Patty Hyatt, NW
Jessica McAlear, MA
Sheila Tolle, SW – joined midway through the call

Andy called the meeting to order at 8:32PM EDT. Roll call. Welcome to Patty and Jess.

1. **Referee College** – Bob Appleyard

Update on College – This is a continuation from what was presented at the February meeting. I have been receiving contacts from Clinicians asking if additional/new materials have been prepared and ready to use. The roll out of the plan began at the Clinician's Clinic at the annual Convention; further rollout is ongoing throughout this spring and summer. Pieces are being put into place.

2. **FISA** – Jean Reilly

FISA Final Report – Attachment 1

- Note changes from the FISA Extraordinary Congress on pages 7 and 8 of Attachment 1
- Information from the poll taken by FISA umpires on how to handle NTO assignments is in the report. The FISA Liaison will no longer track NTO work.
- IOP changes in the FISA Sections to be approved reflected in Appendix C of the FISA Liaison Report

MOTION: Jean made a motion to adopt and approve the changes in the IOP reflected in Appendix C of the FISA Liaison Report (Attachment 1). These proposed changes have been circulated and commented on by the US FISA Umpires.

Bob seconded the Motion.

Discussion

Jean highlighted the 3 changes to the FISA IOP Section.

Discussion

VOTE: Motion Carried 8-0

ACTION: New language to be included in the IOP - John Wik

Sheila Tolle announced she had joined the call.

3. **Trials** – Rachel Le Mieux

The four trials juries have been selected and notified by the Chiefs. All 4 juries are populated. We have been in contact with AJ re housing. He will be working with each individual chief pertaining to housing needs. Each chief is responsible for coordinating with Mike Zimmer for pre Trial conference calls and that collaboration has already begun. Ruth and I met with Mike Zimmer early last week and we provided comments on the proposed selection procedures. We are comparing the recently adopted FISA rule changes vs. the US Rules. We will produce a document reflecting where the two are different. We are also developing training materials for the chiefs and their juries.

4. **Health and Safety Working Group** – Terry Friel–Portell

The working group had a conference call three weeks ago. Rachel has agreed to be a part of the working group since she is on the USRowing Safety Committee. Dee McComb is working on this working group again this year. The working group will reach out to others as the need presents. The working group's goal is to track and measure how the referee experience is at the USRowing National Championships this year. Jean has been providing some documents and survey questions that could be utilized. The working group's next call is next week. Terry will take the document circulated last month to USRowing through John Wik to implement as many of the changes as possible for the 2017 Championships. The working group needs to examine how we structure events going forward such that referees are not being asked to 8, 10, 12, 14 hours a day. Rachel tried a new structure at the Heart of Texas last weekend.

Rachel Le Mieux – shared information about the implementation of a new structure. She asked her jury to be open to the changes and work with it as best they could. On Saturday there were 6 two hour rotations for a total 12 hours. On Sunday there were four, 2.5-3 hour rotations for a total of 11 hours. There were a total of 18 referees including the chief and deputy chief. The regatta was staffed with 16 referees plus the chief and deputy. The deputy filled in during the changeover to try and implement it as smoothly as possible. The response was all over the place. There were those who really liked it and those who did not like it at all. Rachel is interested in trying this again. She indicated that she and John Musial had discussed this new structure and that John is interested in implementing it with some minor changes at the regattas he is chiefing this spring.

5. **Regional Coordinators** – John Musial
 Coordinators Report – This is a very busy time of year for the Coordinators.
- a. **Regional Clinic updates** – We have conducted 18 clinics across the country and another 5 scheduled over 4 different regions in the next week. We have covered approximately 65-70% of the corps. A clinic on the Cooper River sponsored by the PSRA is for Candidates this coming weekend.
 - b. **National Championships** – juries have been announced and members notified. The chiefs are in the process of confirming their juries. John will have more details at next month’s meeting.
 - c. **Hot topics for the coordinators**
 - i. **A formal evaluation process.** The Coordinators are interested in having a formal evaluation process of referees. They would like something that they are able to share with the referees. The Regional Coordinators would like to see some emphases put on formalizing the evaluation process. Referees are asking for feedback.
 - ii. **Candidates.** Sharon Collins and John Wik are doing a great job bringing Candidates into the program. USRowing needs a formal process to be able to remove a license for lack of performance, not meeting yearly requirements to maintain a license, etc. Right now, there is not a specified way to remove a license. We need to be able to cover ourselves as we meet these goals of recruiting new referees; we will need a way to have a process to remove a license.
 - iii. **The RDS.** The Coordinators would like to see the RDS communicate with Regatta Central. The Committee needs to have a discussion and address issues of the RDS; not its functionality but a plan to move it to a new platform. John asked Andy to schedule some time down the road to discuss this at the Committee level; preferably at a meeting that the coordinators invited to.
 - Jess McAlear – Who is leading the clinic on the Cooper Saturday? Rich Dougert is leading it.
 - Questions about the RDS and moving forward.

DISCUSSION

ACTION: Andy will work with John Wik to include the RDS topic on an upcoming Agenda.

- d. Definition of Regatta Day and Clinic Day – The Coordinators were tasked with coming up with definitions for a Regatta Day and Clinic Requirements at the Annual Convention Meeting. This will be revisited when there are more LMS and RDS capabilities.

Regatta Day Definition:

A "Regatta Day" is one calendar day when a Race Official is assigned by a Chief Referee to officiate in one or more of the positions at a Registered Regatta. Multiple Regattas occurring on the same calendar day shall be considered as a single Regatta Day for purposes of licensing requirements. Further, service by a Race Official as a National Technical Official ("NTO") or International Technical Official ("ITO") at a domestic, international or FISA Regatta assigned per the above shall be considered a Regatta Day.

No discussion.

ACTION: Add to next month's Agenda. Committee members submit your comments to John Musial so he can share with the Coordinators.

Clinic Education Requirement

In order to fulfill the Clinic requirement a referee has 2 options.

1. Attend the annual clinic. The annual clinic presents **all** topics approved by the Referee Committee for the year. Additional topics may be covered in addition to the approved topics.
2. Review the changes in the rules of rowing presentation. Complete the candidate training modules located in the Learning Management System (LMS).

Discussion

Ruth made a Motion to approve the language for a Clinic Day Definition as submitted.

Marcus seconded.

Discussion – a lot of discussion around the proposed language.

Andy made a motion to table this. Marcus seconds.

Vote – Motion to table carried 7-1

ACTION: Refer this back to the Regional Coordinators. Committee Members are to forward any questions, comments, revisions to John Musial so that he may share them with the Regional Coordinators.

6. USRowing Updates: Wik

a. General

i. 2017 Candidate Recruitment

Sharon is doing a phenomenal job.

Stats –

94 Count of Candidates Entered Online Application

12 SW Candidates in SW Google Document but have not applied online

1 Candidate Applied; no longer interested

107 Total Valid Online Application Entries

- ii. Updating the "Following Referee" module on the LMS. We have begun to film the sequences. Need to film the felt river sequences. This is an ongoing work in progress.

b. **CEO / Administrative Update** – Four new Board Members Approved; Board is back up to capacity. Glenn Merry is here until April 15, 2017. He is holding weekly staff meetings. If you have any questions you would like Glenn to address, please forward to John Wik and he will take them to the weekly staff meeting.

c. **National Championship** – Jury response update – John Wik has stats for all of the National Championships that he will share with John Musial.

d. **Sub-Committee review**– Discuss status of these subcommittees:

- i. IOP – John Wik - Ruth is taking on that role. One item to be included is the FISA update that was voted on tonight. The IOP is a task that needs to be addressed immediately.

- ii. Health and Safety – Terry has addressed earlier in this meeting.
- iii. Assistant Exam – The Assistant Exam, the Plenary Exam and the Recertification Exam all need to be revised to reflect current Rules of Rowing and USRowing Structure.
- iv. Referee Evaluation – The Regional Coordinators have highlighted the need for this Evaluation Process to be created and shared with the Clinicians.

7. Other Issues; Committee Members

- Ruth - Requested that John Wik circulate a Confidentiality Statement to Committee Members and anyone else who has access to the RDS or other confidential Referee information. **ACTION:** John Wik will circulate.
- Bob – Requested that we put a time frame, which is more than 24 hours, for receiving materials to be added to the agenda. The request and supporting documentation/information has to be received by Committee Members more than 5 days before the meeting so members have adequate time to review, comment and be prepared to discuss at the Committee Meetings. John Musial asks that it be 7 days before the meetings. **ACTION:** John Wik has agreed to provide the Agenda and supporting documentation/information 7 days before a Committee Meeting, such that each member gets their request and supporting documentation to John Wik before 7 days prior to the Meeting.
- **ACTION:** John Wik stated that all materials for circulation need to go through him. He will then circulate it 7 days before the Meeting.

8. Public Comments - none received

Ruth makes a Motion to adjourn
John Musial seconded the Motion.

Meeting adjourned at 9:57PM EDT.

Respectfully submitted,

Ruth Macnamara
Vice Chair, Secretary
USRowing Referee Committee
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FISA Liaison Report

Background:

In 2013/2014 FISA sections of the USRowing IOP were updated in response to the evolution of FISA and requests from member countries. The IOP rewrite was approved by all USA FISA Umpires and subsequently approved by the Referee Committee Q1-2015.

Following, requirements of the IOP were implemented. Specifically:

- Annual USA FISA Umpire Data Sheet completion and validation with FISA (9/2015)
 - Data Sheet includes Umpire Quadrennial plans.
- FISA Regatta Reports available in the RDS.
- Robust FISA Regatta Umpire Nomination process documented and implemented.
 - Process used for 2016 and 2017 nominations.
- Exchange Regatta Program documented and implemented.
- The Exchange Program provides all USA FISA Umpires not selected for a FISA Jury and who want to work, the opportunity to work internationally. Exchanges provide these Umpires visibility, the opportunity to further develop their skills, and demonstrate commitment to World Rowing.
- USA FISA Umpire Peer Hard Rank (Active FISA Umpire peer review poll). Initial ranking was completed 1/2016. Results were validated by multiple FISA Commission members s directionally correct. Results were distributed to USRowing 1/2016 and are available to all USA FISA Umpires upon request.
- FISA Candidate Sub Committee (formed 8/2015). Members – Appleyard, Chen, Zandbergen, Tolle, Walker, Grudt (Advisory/ex Officio). All FISA Candidate Sub-Committee deliverables were completed in 2015 and updated in 2016 (list below):
 - Prospect/Applicant/Candidate Rubric of IOP (timeline format)
 - Roles and Responsibilities at World Championship Observations (timeline format)
 - Best Practices at World Championship Observation
 - Mock Written Exam questions and answer sheet (100+ questions; 2 hour exam)
 - Mock Practical Exam guidelines
 - FISA Candidate Study Manual.
 - Over 50 documents on the RDS relating to the FISA exam were removed, reviewed, and reconciled for relevance. A new 140 page study guide was created to work in connection with the FISA Rules, FISA Umpire Commission Candidate webinars, and USA mock written and practical exams. The guide has been distributed to USA FISA Candidates and Applicants.
- Additional IOP changes requested in 2015 and approved by all USA FISA Umpires were not approved by The Referee Committee.

USRowing Metric/Goal Delivered by the FISA Liaison and approved by the Referee Committee:

- **Metric 1 - Have USA FISA Umpires on as many FISA Regatta Juries as possible each year. Target: 1 WC; 2 Championships; 1 Coastal or World Masters.** Please note:
 - Number of FISA juries varies by year.
 - The USA is not entitled to a position on any jury.
 - In order to secure a spot on a Jury, we must put the best Umpire forward. If strong candidates are not put forward, the USA will be passed over.
- **Metric 2 - Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028 etc.**
Minimum Target by quadrennial - Umpires ready for:
 - World Championships: 2+ umpires with 4-8 years eligibility
 - U23 Championships: 2+ umpires with 8-12 years eligibility
 - Junior Championships: 3+ umpires with 12-16 years eligibility
 - World Cup: 4+ umpires with 16+ years of eligibility.
 - Candidate and Applicant pool that supports the above targets.

Context for Metrics:

- There are 151 countries in FISA
- Over 500 nominations from at least 67 countries are received annually for a maximum of 180 slots.
- There are 18 slots on a Championship Jury (54 across 3 championships annually)
- Each World Cup has 9 slots (27 across 3 world cups annually) with the remaining slots going to home or neighboring countries.
- World Cup and Championship regattas must be worked in sequence (as shown in the IOP, Appendix 55). Other FISA regattas can be worked at any time.
- FISA, without sacrificing quality, gives preference to referees with greater years of eligibility.
- FISA, without sacrificing quality, strives for gender equity in its juries.
- It is not uncommon for countries to submit one FISA Umpire name for multiple (2) events

- Historically the USA has submitted 2 names per regatta in rank order. FISA, at times has selected the second ranked Umpire.
- Historically the USA has had Jury assignments to one world cup and 2 of the FISA Championship regattas.
- Following quality, FISA looks to balance jury participation by Country; Umpire experience/development; and gender. Other factors include, but are not limited to NGB participation in FISA regattas/programs, or NGB national team performance.
- Strong candidates are those known by FISA, work consistently, bring their A+ game every time they work, are team players on and off the field of play, have decorum, have greater years of eligibility, exemplify the FISA values, have furthered the FISA mission and family.
- USA FISA Umpires that are not well known within FISA should step-up and take action to move FISA forward. Past USA FISA Umpires have contributed by:
 - Leading an USA hosted World Cup/World Championship
 - Supporting FISA development (programs in new countries, new race formats, fundraising, social causes, media coverage expansion – traditional and social)
- As a group, FISA Umpires are aging out. Younger Umpires are needed in the FISA and USA FISA ranks.
- USA FISA Umpires have traditionally stepped up to take on FISA Commission work. High impact Commission members are appointed in their mid-40s. USRowing needs to develop a plan to maintain and increase its presence on FISA Commissions.

2016 DELIVERY AGAINST METRICS:

- **Metric 1 - *OVER ACHIEVED*. Have USA FISA Umpires on as many FISA Regatta Juries as possible each year. Target: 1 WC; 2 Championships; 1 Coastal or World Masters.**
 - The 2016 FISA selection Committee members were Sam Dempsey, Rachel Le Mieux, John Walker, Ron Chen, and John McKenna.
 - USRowing nominated 20 individuals to 10 FISA Regatta Juries in 2016. Six individuals were chosen, (2 above an expected 4).
 - World University Rowing Championships: Joe Manion
 - World Cup 2 (Final Olympic Qualifier): Bob Appleyard
 - Junior-U23-Non Olympic; Chris Lang
 - Olympics: Jean Reilly
 - Coastal Championships: Peter Zandbergen
 - Masters Championships: Nikola Vajda
- **Metric 2 - Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028 etc.. Minimum Target by quadrennial – Umpires ready for:**
 - **World Championships: 2 umpires with 4-8 years eligibility: 2 Umpires – *ACHIEVED***
 - Kathleen Crowe (14 years eligibility)
 - Ron Chen (9 years eligibility)
 - Bob Willenbring (8 years eligibility)
 - **U23 Championships: 2+ umpires with 8-12 years eligibility: 4 Umpires – *ACHIEVED***
 - Chris Lang (11 years eligibility)
 - Rachel Le Mieux (11 years eligibility)
 - Kirsten Meisner (23 years eligibility)
 - John Musial (18 years eligibility)
 - **Junior Championships: 3+ umpires with 12-16 years eligibility: 2 Umpires – *NOT ACHIEVED***
 - Laura Kunkenmueller (16 years eligibility)
 - Joe Manion (31 years eligibility)
 - **World Cup: 4+ umpires with 16+ years eligibility: 2 Umpires – *NOT ACHIEVED***
 - Erin Gallagher (30 years eligibility)
 - Doug Jones (19 years eligibility)
 - **Candidate and Applicant pool that supports the above targets - *ACHIEVED***
 - Advanced to Candidate Status: John McKenna, 34 years eligibility (passed exam in March, 2016)
 - Advanced to Applicant Status: Tiffany Knapp, 28 years eligibility (completed Observation in August, 2016)
- **2016 Exchange Program Update:**
All USA FISA Umpires wishing to work in 2016 were afforded the opportunity to work and use their FISA license in 2016. The following Umpires attended Exchange Regattas.
 - Denmark** (New Program Participant)
 - Copenhagen Spring Regatta – Peter Zandbergen
 - Soro Regatta – John Wylder
 - Austria** (New Program Participant)
 - Ottensheim Regatta – Peter Zandbergen
 - The Netherlands**
 - Koninklijke Holland Beker - John Musial
 - NSRF – Elaine Roden

UK/Great Britain

- National Schools Regatta - Scott Woodworth

Norway

- East County Regatta – Doug Jones

Belgium

- Sport Ghent – Belgium International Regatta – Kathleen Crowe

The following Countries sent Exchange Umpires to USA Regattas

- **The Netherlands:** Freek Meijers to Head to the Charles
- **United Kingdom:** Sir Matthew Pinsent to the Dad Vail regatta

- **2016 NTO Update:**

- World Masters: Doug Jones & Kirsten Meisner (at the request of Denmark LOC).

2017 DELIVERY AGAINST METRICS:

Note: Metrics have been updated to reflect the increase in Umpire retirement age from 65 to 70 as approved at the 2017 Extraordinary Congress.

- **Metric 1 – *OVER ACHIEVED*. Have USA FISA Umpires on as many FISA Regatta Juries as possible each year. Target: 1 WC; 2 Championships; 1 Coastal or World Masters –**
 - The 2017 FISA selection Committee members were Ron Chen, Chris Lang, Jean Reilly, Peter Zandbergen, and Tiffany Knapp. John Walker ran the voting process and communication of results to USRowing.
 - USRowing nominated 13 individuals to 8 FISA Regatta Juries in 2017. Five individuals were chosen, (1 above an expected 4).
 - John McKenna - World Cup 3 (Lucerne)
 - Joe Manion - Junior World Championships
 - Bob Willenbring - Senior World Championships
 - Bob Appleyard - World Masters
 - Lyn Wylder - Coastal Championships
 - In addition, 2 USA Umpires were named as Jury alternates
 - Erin Gallagher - Alternate to World Cup 1 (Poznan)
 - Kirsten Meisner - Alternate to U23 World Championships
- **Metric 2 - Ensure that the USA will have FISA Umpires qualified for all World Championships and for the Olympics in 2020, 2024, 2028. Minimum target by quadrennial – Umpires ready for:**
 - **World Championships: 2 umpires with 4-8 years eligibility: 3 Umpires – *ACHIEVED***
 - Kathleen Crowe (13 years eligibility; 18 with increase)
 - Chris Lang ((10 years eligibility; 15 with increase)
 - Ron Chen (7 years eligibility; 12 with increase)
 - Bob Willenbring (7 years eligibility; 12 with increase)
 - Lyn Wylder (2 years of eligibility; 7 with increase)
 - **U23 Championships: 2+ umpires with 8-12 years eligibility: 3 Umpires – *ACHIEVED***
 - Rachel Le Mieux (10 years eligibility; 15 with increase)
 - Kirsten Meisner (22 years eligibility; 27 with increase)
 - John Musial (17 years eligibility; 22 with increase)
 - **Junior Championships: 3+ umpires with 12-16 years eligibility: 2 Umpires – *ACHIEVED (was Not Achieved prior to retirement age increase)***
 - Joe Manion (30 years eligibility; 35 with increase)
 - Laura Kunkenmueller (15 years eligibility: 20 with increase)
 - Annette Forster (was 10, now 15 years of eligibility)
 - Ruth Macnamara (was 9 now 14 years of eligibility)
 - Elaine Roden (was 8 now 13 years of eligibility)
 - **World Cup: 4+ umpires with 16+ years eligibility: 3 Umpires – *ACHIEVED***
 - John McKenna (34 years eligibility; 39 with increase)
 - Erin Gallagher (29 years eligibility; 34 with increase)
 - Tiffany Knapp (27 years of eligibility; 32 with increase)
 - Doug Jones (18 years eligibility: 23 with increase)
 - Alice Henderson (was 13 now 18 years of eligibility)
 - **Candidate and Applicant pool that supports the above targets - *ACHIEVED***
 - Advanced to Candidate Status: Tiffany Knapp, (32 years eligibility), passed exam in December, 2016.
 - Under review for Applicant Status: Jess McAlear, 36 years eligibility

It should be noted that the USA has additional FISA Umpires that are not listed above because they do not currently align to one of the metrics. There is also one exception on completion of the FISA progression.

- Kris Grudt, Member of the FISA Umpire Commission is not counted in the above metrics (13 years eligibility)
- The following USA FISA Umpires are not counted because they have completed the FISA progression and Olympic Games. These Umpires are eligible to work any FISA Regatta except the Olympic Games:

- Peter Zandbergen – 6 years eligibility
 - John Walker – 6 years eligibility
 - Bob Appleyard – 7 years eligibility
 - Nikola Vajda – 6 years eligibility
 - Jean Reilly – 13 years eligibility
- The following USA FISA Umpires are eligible to work FISA Regattas, but due to age are not counted in the metrics. Umpire years of eligibility and next progression regatta are listed next to the Umpire's name.
 - Scott Woodworth (6 years of eligibility – next regatta World Jr Championships)
- Of Note: Ron Chen has worked an Olympic Games, but not a World Championship so is in process of completing his FISA progression but is not eligible to work an Olympic Games (12 years eligibility).
- **2017 Exchange Program Update:**
 - The USA will be sending the following FISA Umpires to 2017 Exchange Regattas
 - UK – Tiffany Knapp – Junior Championships
 - Norway – Alice Henderson – East County Regatta Aaragun
 - Denmark – Kathleen Crowe – Copenhagen Regatta
 - Netherlands – Scott Woodworth – Holland Beeker
 - We were able to accommodate all who wanted to work an exchange regatta in 2017.
 - The following Countries have elected to send FISA Umpires to USA Regattas
 - UK - Martin Levey - SDCC 2017
 - UK – Ben Helm – NW Junior Championships
 - Netherlands – Freek Meijers to SRAA
 - Belgium 2017 - Patrick Rombaut – Head of the Hooch
 - Belgium – Yves De Jorge – SDCC 2018
- **2017 NTO Update:**
 - Ruth Macnamara has accepted an NTO position at World Cup 1 in Serbia.
 - Lyn Wylder, John Musial and Ruth Macnamara will be serving as NTOs in Lithuania.
 - John Walker will be running the NTOs at the World Championships in Sarasota.
 - Positions will be decided end of February and communicated in March
 - Sarasota Worlds will include NTOs from – Austria, Puerto Rico, UK, and Chile
 - USA has been asked to host the Junior Pan Am Games in Oklahoma City in Q4-2017. Information on Jury and NTO opportunities to follow separately.
 - SANCA has asked Kirsten Meisner to lead the NTOs for the 2018 World Masters.
 - The FISA Umpire Commission does not track or use NTO work when selecting Umpires to serve on FISA event Jurys. Moving forward, the FISA Liaison will not report on anything related to NTOs (this section of the report will be removed).
- **FISA Candidate Subcommittee**
 - The FISA Candidate Study Guide was updated in November 2016 by John McKenna in accordance with the update process outlined in the Guide. Next update is scheduled for summer, 2017. Tiffany Knapp will provide the 2017 update.
 - The Candidate Observation Guidelines have been updated in January 2017 with input provided by the 2016 participants (Jean Reilly, Chris Lang, and Tiffany Knapp).
- **IOP Changes Requested by FISA Umpires**
 - In January, 2017, USA FISA Umpires reviewed and approved the changes to the IOP set forth in Exhibit C attached. It is requested that the Referee Committee approve the 3 IOP changes in Exhibit C, and have them added to the USRowing IOP effective immediately.
- **Additional Updates:**
 - SANCA has advised that the **FISA Umpire Seminar is scheduled for Wednesday 27th** (time TBD) in the Team Manager room at the venue. Brett Johnson is on point to provide updates relating to scheduling. The Seminar was tentatively scheduled by FISA for the afternoon of the 25th and the 27th. Definitive information will follow when logistics are finalized. Please note that you must attend a Seminar in person every 4 years to keep your license. The online clinics that Kris Grudt holds for FISA Umpire Candidates do not count as your 4 year seminar. It is likely that a FISA Umpire exam will be offered in Sarasota before or after the World Championships.
 - FISA Umpires were asked to provide feedback on 2 schools of thought relating to handling of NTO assignments. Feedback received has been reviewed and results communicated to all FISA Umpires. It has been determined that no IOP changes are necessary relating to NTO assignments.
 - 2018 World Masters will be held in Sarasota Florida. FISA has asked Robert Appleyard to be President of the Jury and Jean Reilly to be Deputy President.
 - An “All USA FISA Umpire” meeting had been suggested. No items were identified for discussion. Therefore, no conference call meeting will be held.
 - The FISA Extraordinary Congress was held in Tokyo February 11-12, 2017. Conference sessions are available on YouTube. Items of note include:

- FISA is the oldest federation in the Olympic Sport family. FISA celebrated its 125th anniversary in 2017.
- Para-rowers will now race 2000 meters instead of 1000 meters, the previous situation. This will be the case at all World Rowing events as well as the Paralympic Games, and makes for better integration of para-rowing into the regatta programs.
- Either males or females may serve as coxswains regardless of whether the boat is a women's crew or a men's crew. The minimum weight for a coxswain is now 55kg and the maximum amount of deadweight is 15kg.
- American Samoa became FISA's 151st member national federation and is seen as a growth of rowing in the Oceania region.
- In order to achieve gender parity, it was recommended that the Lightweight men's 4 be replaced in the Olympic program by the Women's 4. It should be noted that the IOC determines what sports and events will be held in an Olympic Games (not FISA).
- The age of retirement for Umpires has been increased from 65 to 70. This takes effect in 2017 and applies to those umpires who are still umpires (born in 1952 or after) and is not retroactive.
- The newly adopted bylaws raise the maximum age for a person to sit for the FISA Umpire Examination. Under the previous bylaws, a person had to be 56 or younger to sit for the examination. This has been raised to 61 years old or younger.
- It has been proposed that all FISA Umpires participate in a seminar to review the Tokyo decisions prior to being considered for a 2018 jury. Decision will come in March, 2017.
- Changes were made to the FISA Statutes, Rules, and Bylaws. Clarifications on all changes are forthcoming (target of April, 2017). The FISA Umpire Commission will distribute documentation outlining the changes. Kris Grudt has graciously offered to provide an online clinic to all USA FISA Umpires at an appropriate time. Modifications include, but are not limited to:
 - New Statute section relating fair sporting conditions and the support of clean athletes.
 - Statements on inclusion and non-discrimination were strengthened to reflect the principles of the Olympic Charter.
 - Changes to membership requirements, rights, obligations and debts. Continental rowing confederation recognition.
 - FISA Council member elections and qualifications to serve; new Sub Committees; Council member term limits.
 - The Americas have been combined under new statutes into one continent. This was done to align FISA to IOC guidelines. There will be 1 Continental Representative.
 - Penalties and financial compensation have changed (now back to Yellow and red cards for warning and exclusion).
 - Protests and Appeals must be accompanied by 100 Euros (was 100 SF).
 - New Appendices for: Event Regulations for Rowing Tours, Indoor Rowing and Beach Rowing.
 - Revised Championship Bid process; attribution of World Rowing Championships.
 - Athlete eligibility with respect to
 - changing nationality; dual nationality; junior racing; Executive Council ability to grant exceptions;
 - Lightweight weights (proposed to eliminate averaging in 2021)
 - Para-rowing – changes to definition of eligible impairment; classifications; boat designs to go with move to 2000 meter race.
 - Boats and Equipment
 - Sectional 8 length; foot-stretchers; relegation ranking of multiple boats underweight
 - FISA has ongoing studies relating to bow-balls (safety and color)
 - Pre-start area for Masters
 - Advertising (more of it on new items; details to come)
 - Consequential substitutions
 - Time trials (now 41 entries or more)
 - Start (can start any time after 2 min call)
 - Finish – Crews can be given same time but different rankings; Umpire may exclude a crew at finish
 - Umpires may impose penalties without warning a crew
 - Changes and clarifications for Zonal Umpiring

APPENDIX A: 2017 FISA Regattas Process

USA Selection process is outlined in the October 2015 IOP posted on USRowing.org and performed in alignment with the FISA rules.

The following USA FISA Umpires put in to work on 2017 FISA Juries:

10/7/2016		2017 FISA Regatta Selection Committee Election Sheet							
Umpire Name	WRC 1 SRB 5-7 May	WRC 2 POL 16-18 June	WRC 3 SUI 7-9 July	WR U23 Championship BUL 19-23 July	WR Jr Championship LTU 2-6 Aug	World Masters SLO 7-10 Sept	WR Sr Championship USA 24 Sept - 1 Oct	World Coastal Championships FRA 13-15 Oct	
Bob Appleyard						1			
Ron Chen									
Kathleen Crowe			3	2			1		
Annette Forster			2		1	3			
Erin Gallagher	3	1	2						
Kris Grudt									
Alice Henderson	3	2	1						
Doug Jones	1		2					3	
Laura Kunkemueller			3		1, 2				
Chris Lang									
Rachel Le Mieux				2			1	3	
Joe Manion	3				1	2			
John McKenna	2	1	3						
Ruth Macnamara					1	2		3	
Kirsten Meisner				1, 2, 3					
John Musial				1				2	
Jean Reilly									
Elaine Roden	2			3	1				
Nikola Vajda	3		2				1		
John Walker									
Bob Willenbring							1, 2, 3		
Scott Woodworth				2	1	3			
Lyn Wylder			1			3		2	
Pete Zandbergen									

Seventeen individuals were nominated by USRowing to represent the USA as a Jury member at the 8 FISA Regattas held in 2017. Results were presented to the Referee Committee, approved, and submitted to FISA by John Wik under signature of Glenn Merry.

USRowing nominated the following USA FISA Umpires to serve on 2017 FISA Juries:

2017 FISA Regatta - USA FISA Umpire Nominations								
Selection	WRC 1 SRB 5-7 May	WRC 2 POL 16-18 June	WRC 3 SUI 7-9 July	WR U23 Championship BUL 19-23 July	WR Jr Championship LTU 2-6 Aug	World Masters SLO 7-10 Sept	WR Sr Championship USA 24 Sept - 1 Oct	World Coastal Championships FRA 13-15 Oct
1	D Jones	J McKenna	J McKenna	K Meisner	J Manion	B Appleyard	B Willenbring	L Wylder
2	E Gallagher	E Gallagher	D Jones	R LeMieux	L Kunkemueller	J Manion	K Crowe	J Musial
3						L Wylder		

APPENDIX B: 2017 Exchange Program

2017 USA Exchange Regattas have been determined. USA will be offering the following regattas to Countries previously participating in the Exchange Program:

REGATTA	LOCATION	DATE	CONTACT	COMMENTS
San Diego Crew Classic	San Diego, CA	April 1 - 2	Lloyd McDonald	
SIRA - Southern Intercollegiate Rowing Association	Oak Ridge, TN	April 14/15	Kirsten Meisner	Friday and Saturday
NEWMAC - New England Women's & Men's Athletic Conference	Lake Quinsigamond, MA	29-Apr	Gary Caldwell	Date to be confirmed; Women Championship
Women's Eastern Sprints	Lake Quinsigamond, MA	30-Apr	Gary Caldwell	
NERC - New England Rowing Championships	Lake Quinsigamond, MA	6-May	Gary Caldwell	
ECAC/NIRC - National Invitation Rowing Championships	Lake Quinsigamond, MA	12-May	Gary Caldwell	Friday
Dad Vail	Philadelphia, PA	May 12/13	John Musial	Friday and Saturday
USRowing NW Junior Championships	Vancouver, WA	May 19-21	Lyn Wylde	3 days
SRAA - Scholastic Rowing Association of America Championship	Cooper River, NJ	May 26/27	John Musial	
ACRA - American Collegiate Rowing Association	Gainesville, GA	May 27/28	Sam Dempsey	
USRowing NW Masters Championships	Vancouver, WA	June 23-25	Lyn Wylde	3 days
Head of the Hooch	Chattanooga, TN	November 4-5	Lyn Wylde	

Head of the Charles has been withdrawn as a regatta due to security reasons. International Umpires can apply to work the event through the Volunteer site.

NTO positions at the World Championships in Sarasota were not offered as an exchange opportunity.

Countries participating in the Exchange Program include:

- United Kingdom (5 years)
- The Netherlands (4 years)
- Norway (2 years)
- Belgium (2 years)
- Denmark (1 year)
- Austria (1 year)

Appendix B detail

2017 USA/EUROPE EXCHANGE PROGRAM FINAL SUMMARY (As of February 16, 2017)

USA UMPIRES TO EUROPE

- 25 FISA Umpires sent info on GBR and NED on December 28, 2016 with another e-mail adding DEN and NOR on January 1, 2017
- 16 responded – 9 responded no
- 3 said no but to get back to them on specific regattas if there wasn't any other interest but later declined
- Responses are listed below with the people selected for a regatta listed in bold

DENMARK - Only have seat for one umpire

- **Copenhagen Regatta, Lake Bagsværd -- 13-14 May**
 - **Kathleen Crowe – one of many choices**
- Sorø Regatta, Lake Sorø (huge junior regatta) -1-2 July
 - Jean Reilly –only choice– but later removed her name from consideration
 - Kathleen Crowe – one of many choices

NORWAY

- Stokkavannsregattaen - Stavanger (West Coast) 27.- 27. May - National Regatta
 - No requests
- **East County Regatta - Aarungen (outside Oslo) 10. – 11. June - Scandinavian Regatta**
 - **Alice Henderson's first choice**
- National Championships - Aarungen (outside Oslo) 9. 20. August - National Championship
 - Tiffany Knapp's first choice

GREAT BRITAIN – One place for 1 USA Umpire at one of the following regattas:

- Pete Zandbergen maybe to one of these but later removed his name for consideration
- Strathclyde Park Regatta – Strathclyde County Park, 22/23 April

- No requests
- British Universities and Colleges Sport Regatta – Nottingham, 29/30 April and 1 May
 - No requests
- Nottingham City Regatta – Nottingham – 13/14 May
 - No requests
- National Schools Regatta – Eton Dorney - 26/27/28 May
 - Scott Woodworth's second choice
- Metropolitan Regatta – Eton Dorney – 3/4 June
- British Rowing Masters Championships – Nottingham - 10/11 June
 - Alice Henderson's third choice
- **British Rowing Junior Championships – Nottingham – 15/16 July**
 - **Tiffany Knapp's second choice**
 - Kirsten Meisner maybe – later removed her name from consideration
 - Kathleen Crowe – one of many choices

NETHERLANDS

- Hollandia Regatta - Amsterdam (1 umpire) - April 22/23
 - No requests
- Damen Rowing regatta - Rotterdam (1 umpire) – May 6/7
 - Kathleen Crowe – one of many choices
- Westelijke Regatta - Amsterdam (1 umpire), Dutch championship small boats – May 20/21
 - No requests
- ARB (Amsterdam Rowing federation) - Amsterdam (1 umpire) - June 3/4
 - No requests
- ZRB regatta - Tilbrug (1 umpire) – June 10/11
 - No requests
- **2017 Koninklijke Holland Beker regatta - Amsterdam (12 umpires; Belgium-2; Great Britain-2, Germany-2, Danmark-1; Italy-1, France-1, Switzerland-1, US -1, Norway -1) June 24/25**
 - **Scott Woodworth's first request**
 - Alice Henderson's second request
 - Kirsten Meisner maybe
 - Kathleen Crowe – one of many requests
- 2017 NSRF regatta in Amsterdam (1 umpire) - July 1/2
 - No requests

BELGIUM

- Belgium provided their list of regattas on January 31, 2017 and the information was sent to 25 FISA Umpires with requests due back on February 7, 2017.
- The regattas are:
 - Gent Spring Regatta (April 8/9)
 - Gent May Regatta (May 6/7)
- Four umpires responded but in the end no one was able to attend either regatta.

EUROPEAN UMPIERS TO USA REGATTAS

The following regattas were offered to the international umpires:

2017 US EXCHANGE REGATTAS				
REGATTA	LOCATION	DATE	CONTACT	COMMENTS
San Diego Crew Classic	San Diego, CA	April 1 - 2	Lloyd McDonald	
SIRA - Southern Intercollegiate Rowing Association	Oak Ridge, TN	April 14/15	Kirsten Meisner	Friday and Saturday
NEWMAC - New England Women's & Men's Athletic Conference	Lake Quinsigamond, MA	29-Apr	Gary Caldwell	Date to be confirmed; Women Championship
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ECAC/NIRC - National Invitation Rowing Championships	Lake Quinsigamond, MA	12-May	Gary Caldwell	Friday
Dad Vail	Philadelphia, PA	May 12/13	John Musial	Friday and Saturday
USRowing NW Junior Championships	Vancouver, WA	May 19-21	Lyn Wylder	3 days
SRAA - Scholastic Rowing Association of America Championship	Cooper River, NJ	May 26/27	John Musial	
ACRA - American Collegiate Rowing Association	Gainesville, GA	May 27/28	Sam Dempsey	
USRowing NW Masters Championships	Vancouver, WA	June 23-25	Lyn Wylder	3 days
Head of the Hooch	Chattanooga, TN	November 4-5	Lyn Wylder	

THE FOLLOWING INTERNATIONAL REFEREES WILL BE COMING TO USA REGATTAS:

- GBR – Martin Levy to San Diego Crew Classic
- GBR – Ben Helm to Northwest Junior Regionals (holdover from 2016 exchange)

- NED – Freek Meijers to SRAA
- BEL – Patrick Rombaut to the Head of the Hooch

INTERNATIONAL FISA UMPRIE NOT ACCEPTED THIS YEAR

- BEL – Yves De Jonge requested San Diego but the available spot was already taken by GBR so he was offered another regatta or an opportunity to attend San Diego in 2018

Appendix C:

Requested Updates to USRowing IOP as unanimously approved by USA FISA Umpires in January, 2017. Proposed Language (addition/deletion in red below)

Update 1: Appendix 55-B.

Nomination Process for US FISA Umpires

1. Submission of Intent to Work Each US FISA Umpire shall have both a quadrennial and an annual work plan. The quadrennial plan is to assist both the Umpire and the Referee Committee in multi-year planning and prioritization. The annual plan shall consist of a rank-ordered list of FISA and FISA Exchange events the Umpire is prepared to work at, if selected. An Umpire may also choose to opt out from submitting any work requests in a given year. Decisions reflected in the annual plan shall be consistent with the Umpire's quadrennial plan, and also remain in accordance with FISA and USRowing guidelines given below.

2. FISA Guidelines To qualify for nomination for jury selection to FISA events, US FISA Umpires must be in full compliance with FISA requirements to maintain licensure. In addition, the US FISA Umpire Annual Assignment Sub-Committee and the Referee Committee shall both utilize and follow FISA mandates and guidelines for Umpire qualifications and jury nominations, including but not limited to those delineated in Appendix 55.

3. USRowing Guidelines US FISA Umpires must hold an active USRowing Referee license and be in full compliance with the requirements to maintain USRowing licensure to qualify for nomination for jury selection to FISA events. In addition, the following criteria must also be taken into consideration: a. Annual and quadrennial plans as submitted by the individual FISA Umpire. b. Prioritization to assist each US FISA Umpire's equitable progress through the progression of FISA events delineated in Appendix 55, guided by the following considerations:

- 1) An individual who is qualified to work at a particular event for the first time will have priority over one who has already worked that event;
- 2) An individual who has not had a recent FISA assignment may have priority over one who has had more recent assignments;
- 3) When both of the above have been met on an equal basis for two individuals, priority may be given to the individual who has provided more recent service to USRowing as an active Referee and/or Clinician.
- 4) Whenever priority is assigned based upon seniority, the number of years holding an active FISA license, and not the age of the Umpire, shall be utilized. c. Individuals approaching the mandated FISA retirement age may receive priority for a final assignment; however, such consideration shall not be employed to displace another individual from their normal progression in terms of frequency of assignments and the opportunity to advance through the normal progression of FISA events.

5) If as a result of the Umpire Nomination selection process for FISA events an Umpire is ranked number one for more than one event for the year,

- **The Umpire's name will be moved forward and submitted for the Regatta that the Umpire ranked as their first choice on their submission form; and**
- **The Umpire will become the alternate for the event that they ranked as their second or third choice on their submission form.**

6) If as a result of the Umpire Nomination selection process for FISA events there is a tie in the numerical ranking,

- **The Umpire who received a higher ranking when ranked against the Umpire they are tied with will be placed above the other Umpire in rank order (e.g. In case of a tie between Umpire X and Umpire Y: if Umpire X was ranked above Umpire Y by 3 of the 5 selectors then Umpire X would be placed above Umpire Y in rank order for selection.**

Reason for Submission:

- *It is not the intention of USRowing to have one USA FISA Umpire work multiple events in a year. For the past two years, Umpires have been ranked number 1 in multiple events. This clearly states what will happen moving forward when the situation occurs.*
- *Currently there is no process to break a tie should there be one. There needs to be one and the above suggestion is fair (and is common sense).*

Update 2 - Section 55-C Section 4A

Preparation to Qualify as a FISA Candidate

a. Obtaining Applicant status conveys that the individual has achieved a level of experience and competency through their domestic work to justify subsequent expenditure of resources and effort in preparation to successfully pass the FISA Umpire examination. The time spent as an Applicant in preparation for advancement as a FISA Candidate shall include:

1. Mentoring of the Applicant by USRowing FISA Umpires

2. Attendance **at a Under 23 or Sr. World FISA Championship** that is outside of North America **AND where a US FISA Umpire is on the ITO jury.**
 - If practical, the Championship is paired with a FISA Congress that the Applicant may also attend.
 - If possible, preference should be given to the Sr. World Championships.
3. Successfully completing a mock written and practical Umpire exam given by a panel of active and/or retired FISA Umpires.

Rationale for the request:

- *Having a US FISA Umpire on the ITO jury really has paved the way in the past two years for our USA Applicants to have a stellar experience. This stellar experience has positioned our USA Applicants to very successfully pass the FISA Umpire exam.*
- *Eliminating Junior Championship - this is usually the first "big" regatta as an ITO for a US FISA Umpire, they have a lot going on (worrying about their own performance) to take on the additional responsibility of shepherding an Applicant.*

Update 3 - Appendix 55-C

5. Advancement from Applicant to Candidate Status

1. A FISA Applicant is advanced to Candidate status when nominated by the CEO of USRowing to sit for the FISA Umpire examination. The Referee Committee shall convey to the Director of Referee Programs to forward to the CEO its recommendation of individual Applicants who are prepared and deserving of this status. ~~The decision to recommend one or more FISA Applicants to the CEO is made annually at the December meeting of the Referee Committee.~~ The Referee Committee will consider only those who are in the current pool of active FISA Applicants for its recommendation to the CEO.
2. A current Applicant ~~may petition petitions~~ to be advanced to Candidate status through a written request to the Chair of the Referee Committee **with a copy to the FISA Liaison no later than September 1 of each year. This petition must include the anticipated timeframe for taking the Umpire examination, stating a preferred venue and date if already known from the FISA calendar.** The Chair will then consult with the FISA Applicant and Recommendation Panel to request their opinion as to the current level of preparation and readiness of any Applicant who petitions through this process. ~~It is expected that any Applicant who submits their own petition will be prepared and capable of taking the Umpire examination in the following calendar year, should they receive a recommendation and nomination as a result of their petition.~~
4. ~~Ahead of its December meeting the~~ **The Chair of the** Referee Committee will direct the FISA Liaison to circulate among all current and retired FISA Umpires within the US the name of any Applicant it is considering for advancement to Candidate status, to solicit their informed input on the merit and readiness of the Applicant for embarking upon a successful FISA career. Such input will be considered alongside reports of progress and achievements made since obtaining Applicant status.
5. Any Candidate nominated to FISA to sit for the Umpire Examination will be expected to fulfill that obligation **within a specified timeframe, in the calendar year for which they are nominated.** Should a Candidate fail to go forward with the examination, the FISA Liaison and the Chair of the Referee Committee shall consult with the FISA Applicant and Candidate Recommendation Sub-Committee and prepare a recommendation for the Referee Committee, who will decide whether that individual returns to the Applicant pool or forfeits a future opportunity for re-nomination. If a Candidate fails their examination, the Committee will decide whether they are returned to the Applicant pool for a minimum of one year before re-nomination, or are removed from the Applicant pool at that juncture. Any Candidate who fails the examination on a second attempt but who is again returned to the Applicant pool by Committee decision must wait a minimum of three years before re-nomination. A third attempt at passing the examination shall be the final attempt (re: FISA Bye-Law to Rule 87).

Rationale for the request:

- *Alignment with recent FISA policy changes on where and when FISA Umpire Exams are given.*