

Carolina Region/USAV
August 2, 2008 Officials Advisory Board meeting
UNC-Chapel Hill



Attendees: Wade Brence, Cam Choate, John Darr, Doug Fagan, Greg Fletcher, Gary Foster, Vaughn Hastings, Tony Hill, Jeff Hoppen, Rick Laskey, Suzanne Lowry, David Mabe, Keith Murlless, Ronnie Mutter, Michael O'Connor, Dan Pickett, Greg Sanders, Mickie Six, Marilyn Thompson, Charles Tudor, Tad Watson, Brian Webb, Ron Weigand, Kevin Wendelboe, Charlie Yang

Meeting began: 3:45 pm

- I. Welcome & Introductions – Kevin opened the meeting with introductions of Wade Brence, Referee Chair; Marilyn Thompson, Score Keeper Chair; and himself as Region staff.
- II. Staff Reorganization – Kevin announced that Chuck McCracken has resigned his position with the Region to move on to new opportunities. The Region will be reorganizing its staffing structure. There will be an Executive Director position which Kevin will transition to. We will add three part-time staff positions to take over three program areas: Officials Program Director, Coaches Program Director, and High Performance Program Director. We will also add a part-time Administrative Assistant position in the Region Office to help with registrations and clinic results. This change will directly affect the officials as we will be hiring someone to oversee the Officials Program. This person will setup the clinics, train and hire the clinicians, receive the results of clinics, oversee the assigning of officials for junior tournaments, and any other aspects dealing with the Officials Program. Job Announcements for all these positions will be posted shortly on the Region website.
- III. Kevin announced that Doug Fagan had recently received his National Rating and everyone offered their congratulations.
- IV. Junior Advisory Board update – the Junior Advisory Board met on May 3. They discussed a few items of interest to the officials. First, they have amended the Platinum Playoffs procedure if all pools are consisted of four teams. We will now only accept the top two teams into the playoffs. They had been taking the third and fourth place teams also. They also approved changing the four-team pool play schedule to alleviate some complaints received about the playing schedule for team three. Finally, they approved a motion to allow coaches that were certified officials in the 13 and under divisions to perform as Second Referee or Scorekeeper. However, the Carolina Region Board did not pass this motion. Based on feedback from officials, they felt the training the kids receive even at that age is beneficial.
- V. 2008/2009 Clinic information – Wade updated the group on some National programs being implemented this season. The Officials Division of USA Volleyball is holding a “Train the Trainer” clinic in Dallas, Texas this November. Ronnie Mutter is attending for the Region. This clinic is intended to standardize the training all regions are giving each year by bringing in the

Regions to a formal clinic with national clinicians. The Region representatives will then take the information back to their region clinicians for adoption. The second program that is being offered is Regionally located National clinics. All Junior National and National rated referees are required to attend a national clinic each season. That is usually given at the end of the season before a National tournament. The Officials Division now wants to take these out to the Regions in January so the information goes out before the season. If a national official attends one of these clinics, then they do not have to attend a clinic before a national tournament. The Carolina Region has offered to host one of these clinics but we have not been notified yet whether we will have one. The cost to participants is \$20 and it is open to all officials regardless of whether they have a national rating.

- VI. Online Clinic Plans – Chuck worked hard last season to get our online clinics operational. He has agreed to continue to oversee that this season. The online clinics were available to any officials that had been certified as an official each of the past two seasons. One question we had was whether to allow professional officials the opportunity to take an online clinic. Motion by Dan Pickett, second by David Mabe that:

Motion 1: the Carolina Region develop an online re-certification clinic for professional officials. MSA

- VII. National Ratings update – The following officials are in the pipeline to go for a Junior National Rating in 2009: Tony Hill and Vaughn Hastings. We have received an application from Brian Jones to be considered for 2010. We do not have anyone in pipeline to go for a National Scorekeeper rating.
- VIII. 2008 tournament schedule update – Kevin discussed the 2009 Junior Schedule. It is posted now on the Region website for review. Due to some conflicts with National Qualifiers, we will be having Regional Championships a little earlier this season. March 14 will be an open weekend for Juniors with no tournaments. That is the Adult Regional Championships weekend, so we should not have as much issue staffing those championships. The National Bid tournaments will also be split over two weekends due to conflicts. The Jr Hi Neighbor is tentatively scheduled for April 4-5 weekend but that is also Big South Qualifier. Keith will try to confirm the date with Asheville staff.
- IX. Rating opportunities – The first two adult tournament weekends will be used to rate professional officials. Marilyn is also working with Lane to have some Friendship tournaments where we can rate officials. This led to a discussion on improving our training for officials before they attend their first junior tournament. Our meetings and clinics are now focused on rules and techniques like a normal clinic. If officials are now taking their clinics online, then we need to utilize our rating sessions and meetings to train our officials on how they should train the junior officials. We definitely need to do a better job with our new adult officials so they know what to expect both from a USA Volleyball youth sports philosophy and the tournament experience.

- X. Recruitment and Retention – Ronnie and Rick asked to be put on the agenda to address this topic. Rick asked how we are going to attract new officials. He suggests attending High School officials meetings and handing out our information. Develop online clinics for the High School officials also so it is easier for them to come into our organization. He also suggested recruiting from college club programs. This could be a way for college students to stay involved with the sport and make some extra spending money. Other ideas to come out of this topic were for the Region to develop a mentoring program for the new officials that enter into the program. Experienced officials should come along the newer officials to encourage them and help train them. It was also suggested to have a non-working Head Referee assigned to tournaments so they can work with the adult officials. A question was asked about how many officials we assign to tournaments. Kevin and Marilyn replied that we always strive to have 1.5 officials per court so there can be some breaks. This is not always possible but it is the goal. A suggestion was made to raise the officials pay substantially to attract more officials. Kevin pointed out that the region is already subsidizing official pay from other parts of the budget. Tournament entries do not cover even two officials at a two court tournament once you factor in the per-tournament pay and mileage. A significant raise in pay would require a significant raise in the tournament entry fee and there are other factors in play that preclude us from doing that now. Kevin added he would address the officials pay in an upcoming topic.
- XI. Communication Issues – Rick asked to be put on the agenda for this topic. He asked whether it was possible to put Board of Director minutes on the website quicker. Kevin replied that minutes cannot be posted for the public until the Board approves them at their next meeting. Since they are only meeting in person two times a year, it creates an automatic delay for the posting of the minutes. We have investigated whether we can take electronic votes in between meetings to decide issues like the minutes, and we can if we write it into the Bylaws. Kevin will bring this issue up to the board so they can change the bylaws and then minutes will be posted quicker. Kevin reminded all that any actions passed by the board that affect the membership is written about in each issue of the online newsletter. Rick also asked if we could put a listing of professional officials on our website with emails. Kevin mentioned that he was hesitant to do that as it would violate our Privacy Policy. It was also brought up that a list is available in the password protected Assign By Web site that the Region uses to assign tournaments. Most felt that was an appropriate way to get the contact information.
- XII. 2008/2009 Officials Pay and Travel Policy Update – Kevin mentioned that he is planning on a raise for officials this next season subject to approval by the full board of directors. The raise will be built into budget without raising tournament entry fees so the region will just subsidize the officials even more from other parts of the budget. He currently plans to ask for a per-tournament rate of \$140 for Provisionals; \$145 for Regionals; and \$150 for Jr National and National officials. The mileage reimbursements will raise \$7.50 across all

mileage categories. Kevin promised to look at raising the pay even more if it can be worked into the budget.

XIII. Advisory Board Committee Updates:

- A. Updating our training for adult officials working with our junior officials - this was addressed earlier in this meeting. The committee has not done any work on this topic so far. Kevin will direct the new Officials Program Director to jump start this project.
- B. Junior Regionals Rating Process and Guidelines – The committee has not done any work on this topic. Kevin will direct the new Officials Program Director to look at this topic as well.

XIV. Old Business:

- A. Scorekeeper Good Standing Policy – we have not had any work done on this so far. The Officials Program Director will be charged with looking into creating this policy for the Carolina Region and bringing it to the Officials Advisory Board for approval.

XV. New Business – none:

- XVI. Elections – Doug Fagan’s one-year term ended with this meeting. We need to elect someone to represent the Officials Advisory Board to the Carolina Region Board. Nominations from the floor were Doug Fagan and Rick Laskey. The candidates left the room while the other attendees voted. Doug Fagan was elected as the rep for another one year term.

XVII. Adjournment - Motion by Dan Pickett, second by Michael O’Connor to:

Motion 2: adjourn the Officials Advisory Board Meeting at 5:23 pm. MSA

NEXT MEETING

In conjunction with July/August, 2009 OTP clinic. Time and site TBD

ACTION ITEMS:

- Chuck/Region – Develop online clinic(s) for professional officials
- Officials Program Director (when hired) – facilitate recruiting and retaining programs for the Carolina Region; develop training program for new officials; create a Junior Regional rating process and guidelines; create a Scorekeeper Good Standing Policy.