

2021 Officials Executive Committee Meeting Minutes Virtual Meeting via Zoom

February 28, 2021

12:00-2:30 PM

1. Call meeting to Order @ 12:10 PM
2. **Roll Call:** Phil Leake, John Shirey, Bill Bartel, Mike Bower, Ajay Padgaonkar, Bill Hawkes, Leon Glover, John Lilygren, Jim Manha, Dennis Boyle, JR Heberle, John Murray
3. CLOSED SESSION: Disciplinary Action
OPEN SESSION started at 12:29 PM
4. Chair's Report – Phil
 - A. College meets at Stanford, Cal, Sac State.
 - B. JCs are shutdown. High schools are starting.
 - C. Vaccinations are progressing.
 - D. Meet yesterday (Feb. 27) between Sac State & UCD. D1 athletes are being tested at least weekly. Officials were tested (temp. check) on way in. 5 Apprentices at meet. Phil was impressed. Started using the Mentor Forms.
5. Certification Chair Report — Ajay Padgaonkar
 - A. See Appendix 1 for full report
 - B. Potential officials to recertify 310; 104 recertified so far. Working on recerts so far. Badges available March 1 (?). The other 206 are missing at least 1 of the 4 requirements
 - C. 7 more (beyond the 104) have completed more of the recert procedures.
 - D. [158?] Have not completed the Rules Review exams
 - E. About 68 Ajay feels are a “lost cause”. Could get to 242 total (310 – 68). Bill Hawkes offered to help if it is a computer literacy issue.
 - F. Attaboys to Ajay for taking on the Certification Chair job. (Bill Hawkes, Phil, Dennis Boyle, etc.)
 - G. Dennis Boyle has ideas for simplifying the Cert Chair job.
 - H. Concerns about extra requirements this year. JR said those requirements aren't going away. Bower concerned that SafeSport is not specific to Officials. JR says that will have to come from SafeSport because it will be for officials for all bodies, not just USATF.
6. Training Chair Report — Bill Bartel
 - A. See Appendix 2 for full report.
 - B. Recertification and Training Clinic Zoom Meetings

- C. Bill, Ajay, Dennis Boyle and Joe Van Zant have spent considerable time on phones trying to save the officials who have not recertified
 - D. Learned how to present on Zoom. Thanks to people out of our association. They not only taught, they stuck around to attend other sessions to see how it worked. They learned from us.
 - E. Jim Manha – Attaboy to Bill for leading the way
7. Mentoring Chair Report – Dennis Boyle
- A. See Appendix 3 for Dennis’ full report.
 - B. Limited opportunities for 54 new mentees
 - C. 2 girls at Hillsdale High are interested in becoming Junior Officials. Shirley Connors will mentor them.
 - D. Follow up with officials after their mentorship ends. Many are stalled in their certification level and could benefit from getting assistance to move up.
 - E. Lack of clarity on what it takes to get upgraded (John Shirey). There are ways to be upgraded that don’t require long distance travel. Must be National or Master official to even apply. We must publicize the requirements so that people know what is required. This includes the recommendation letters from Master & National officials in our association (Ajay). Bill said that is why the Upgrade clinic was held. Ajay will write up the procedure for upgrading.
8. PA Board of Athletics Reports – Jim Manha, Charles Murphy, Bob Thompson
- A. No reports.
9. USATF Pacific Foundation Update – John Shirey
- A. The Foundation is in good shape. Fund raising goal in Fall was \$15,000. We raised \$17,000. Foundation assets surpassed \$200K. Still don’t know what the season looks like. Have not been able to put together an Athlete’s Grant program. Foundation will pay for athlete COVID testing if the athlete can’t otherwise get a free test.
 - B. Boyle: Should there be an annual George Kleeman grant? Shirey sees problem with who would get that grant. Process is competitive. May call all grants “Kleeman grants”. There could be more than 1 Kleeman grant every year. This suggestion will be presented to Foundation Board of Directors.
10. Awards – Leon Glover
- A. National & Association awards were handed out. The Association did not give 2 of our major awards (Horace Crow; Lori & Sonny Maynard Special Recognition Award) in 2020. If we return to a large schedule, Leon foresees handing out all of the awards in 2021.
 - B. Dennis suggested adding an Apprentice of the Year award. Would there be an award for both genders?

11. Old Business

- A. Status of CIF, NCAA, USATF meets for 2021
- B. Association Junior Officials Program Chair – (Dennis Boyle)
Shirley Connors will assume lead role with two new prospects.
- C. Officials Evaluation Process to aid Certification reviews and recommendations for Major meet selections (Jim)
 - Reviewed the Evaluation form
- D. PAUSATF Officials Website Revamp and Update – (John Lilygren)
 - Outdated information was deleted.
 - The Forms page and Training/Tools/Rules page were more clearly organized and formatted with ordered lists and subsections highlighted in bold text.

12. New Business

- A. Starter's Draft (JR)
 - Starter Upgrade procedure. JR & Jim Manha worked on it.
 - Ajay likes the Starter in Training level
- B. Officials Exec Committee Elections Nominating Committee (Phil)
 - Do we have to update our Operating Procedures to change election dates?
No. John Murray investigated this last year and the conclusion was we do not have to update our Operating Procedures.
- C. Certification Sub-Committee (Ajay)
 - Wants to form an ad hoc committee to review recertification
 - There already is provision in our Operating Procedures for such a committee. Ajay will start a sub-committee.
- D. NBN Masks-(Phil)
 - PAUSATF Officials masks are on the NBN website in the accessories section. They are \$14 for single masks and are discounted for multiple. They come in red, white and blue with the USATF Pacific Certified Officials Logo.
- E. Calendar – Hawkes proposes splitting the Calendar into California & Nevada postings. This was **approved**.

13. Anything Else?

- A. Bill Hawkes asked if we could bulk order rule books. John Shirey remarked that Jim Hume had a difficult time getting books to people even when they ordered them. 2 years ago we decided that everyone is on their own.
- B. John Lilygren will post Phil's Newsletter to the website.

C. Jim Manha:

- Board of Athletics – Youth group would like to have a Youth Officials Coordinator.
- Deri Bowen is retiring as Cal Poly Officials Coordinator

D. 2022: Cal will be hosting the Pac 12 Championships

14. Next Meeting: May 23 at 1 PM

15. Adjournment

A. Motion by John Shirey; seconded by Bill Bartel; adjourned at 3:26 PM

Appendix 1: Certification Chair Report

2021 Feb 28, Pacific Association Ex-com meeting - Cert Chair Report: - Ajay Padgaonkar

Potential Officials including 2020/2021 new officials – **310**

Recertified/Valid as of Feb 28, 2021: **104**

2020/2021 officials needing 3 way compliance or such help – 41 Action: Ajay

7 more officials recently completed actions, need Olympiad fee and recert – Action: Ajay

Of the remaining 158:

121 lack recertification application

23 completed rules review but not recert application

98 also lack rules review

30 are advanced rules review (many have committed to finish)

The rest 68 are probably lost cause!

Of the remaining 37 who have completed recert app (158-121):

10 lack rules review

13 lack 3-way compliance

14 have photo issues

Forecast:

We could get to 202 fairly soon, 242 if all 40 expected rules reviews finish

Help needed:

Urging officials to complete the recertification application and the rules reviews

Review upgrade requests and help with advancement, Propose ad-hoc sub-committee

Appendix 2: Training Chair Report

Training Report for February 28, 2021 Ex Com Meeting**The Prep:**

I'm sure you all aware by now that Training does have a Zoom Pro license. Maximum participation on the Zoom Pro account is 100 people

We had three Recertification Reviews on Zoom - Attendance was decent, especially among Master/National level Officials. Ajay will speak about the numbers

Lots of phone/email time spent by Ajay, Jim Manha, Joe Van Zant, Dennis Boyle and me working with individuals to get them through the process. Given the significant numbers we are losing, it's been a concentrated effort to save who we can.

Preparation for the Training Clinics started in earnest after the annual convention in December with the email I sent most of you seeking thoughts/permission on exploring the idea of using Officials from outside the Pacific Association as instructors. The response was all positive, so that is when I started reaching out to "outside" instructors.

Zoom preparation was very intense as we were attempting to do something we hadn't done before on a platform most of us were unfamiliar with. Many hours were invested into practice Zoom sessions, research on the internet, and watching tutorials. Thanks to Jim, J.R., Ajay, Dennis, and others (including my children) who sat in on these sessions. Jim, J.R., and Dennis also put in numerous hours prepping for the Starter and Referee Clinics.

It became obvious fairly quickly that the Training Zoom was not going to work for the main training clinics due to the attendee limitations. We, therefore, were fortunate enough to be able to use the Pacific Association Zoom license which could handle more than 100 attendees. We had a couple of bumpy moments with Zoom, but the issues were overcome with the result of learning a little more about what works and what doesn't.

The People:

I'm sure you are all aware of who our guest instructors were, but I think it's fitting to give them their due one more time.

Bill Kelly from Oregon - High Jump

Joan DeLoretto from Oregon – High Jump

Doug Allen from Kentucky – Throws & hung around for the Upgrades/Resumes/Championships

Mark Heckel from Pennsylvania – Throws/Safety & hung around for the Upgrades/Resumes/Championships

Marty Johnson from Colorado – Horizontals

Paula Everdell from Pacific Northwest – Horizontals

Rich Schornstein from Colorado – Pole Vault & hung around for the Upgrades/Resumes/Championships

It should be noted that Bill Kelly and Marty Johnson attended the first clinic on January 9 in order to better prepare for the February 21 clinic – a testament to their professionalism.

I also want to thank from within the Pacific Association:

Bob Podkaminer – As usual, an invaluable giver of advice and time - Rules Update, Starter, Referee

Jon and Beth Price – Race Walk (twice)

Ajay Padgoankar - Upgrades/Resumes/Championship Meets and everything else he did

Mike Bower - Introduction to Track & Field (twice)

Jim Manha – Upgrades/Resumes/Championship Meets, Introduction to Track & Field, Starter, Referee, and everything else he did.

J.R. Heberle – Rules Update, Starter, Referee, and everything else he did behind the scenes

Rory Osborne – Safety

Irene Herman – Insurance coverage/concerns

Dennis Boyle – Referee, Introduction to Track & Field, and everything else he did.

Mike Brown – Starter

John Busto – Starter

The trouble with thanking individuals is the probability of leaving someone out. I apologize if I missed your name. There were undoubtedly others who gave their time and effort into these clinics. Thank you.

The Numbers:

January 9

Meeting/Rules Update	111 Attendees
Intro to T & F	13 New, 2 Other, 2 Instructors
Race Walk	3 New, 4 Current, 2 Instructors
Throws	34 Attendees, 2 Instructors
Pole Vault	25 Attendees, 1 Instructor
Upgrades/Res/Champ	59 Attendees, 3 Instructors
Total for the Day	129

January 17

Starter (Experienced) 37 Attendees, 3 Instructors = 40

January 23

Starter (Open) 22 Attendees, 2 Instructors = 24

January 31

Referee Clinic 26 Attendees, 4 Instructors = 30

January 31

Referee Recertification 21 Attendees, 4 Instructors = 25

February 21

Meeting/Rules Update 54 Attendees

Intro to T & F 15 New, 2 Instructors

Race Walk 5 Current, 2 Instructors

Horizontal 24 Attendees, 2 Instructors

High Jump 21 Attendees, 2 Instructor

Safety/Insurance 34 Attendees, 2 Instructors

Total for the Day 83

Total number of Officials who attended at least one clinic = 186

Total number of new officials provided everything is completed = 29 T & F, 3 Race Walk

If you are doing the math you will see there is one additional new Official who was unable to attend a clinic but was able to complete some additional requirements. That new Official is *Joy Upshaw*.

Thirty-one new Officials after a year of no events, and classes taught virtually. That is an astounding number. Some missed the clinic last year, some were sent to us by the UC Santa Barbara coach, several came from Mike Curry at Golden State Throwers, and Joy Upshaw has been beating the drum in her circle of Masters athletes.

The Wrap:

While COVID-19 has had devastating effects on the world in general, and in our case, Track & Field in particular, it did open some doors that were previously closed. In my five years of being the Training Chair I have not seen attendance anywhere near what we had this year. While we all hope for the day when we can resume in-person training, we are now well aware of the strengths and shortcomings involving virtual training. I envision a future with a mix of in-person and virtual training. This will not
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go away. In fact, we are scheduling another Zoom session to assist with Recertification on Wednesday, March 3 at 7:00 p.m. We are also holding a Marshal clinic on April 6 from 6:00 p.m. – 8:00 p.m. which will be taught by Rory Osborne. If anyone has any other training ideas, please let me know.

Clinics like ours are now going on all over the country, and I like to think that we were one of the leaders. Congratulations and thank you to the Pacific Association for strong leadership and a willingness to try new ideas.

Appendix 3: Mentor Chair Report

Report from the Mentor Chair, Dennis Boyle
Pacific Association USATF Officials Executive Committee Mtg
February 28, 2021

1. Numbers of officials needing mentoring
 - a. 28 from 2021
 - b. 36 from 2020 (received minimal mentoring in Covid-19 times)
 - c. **A Total of 54** who need mentoring – a very large number
 - d. I will be looking for mentors to help me with these officials
 - e. There are limited opportunities in gaining experience this year.
2. Contact has been made with the 28 from this year by the Mentor Chair
3. Joe Van Zant very helpful with the transition – thank you, Joe!
4. **Junior Officials Program** –
 - a. I am a member of the committee at this point and have been in touch with Mike Trego the Chair of the JOP
 - b. We have two high school twin girls (Clare & Colleen) from San Mateo's Hillsdale High School with their Father Chris who is an Apprentice Official.
 - c. Shirley Connors may serve as their JOP Mentor
 - d. JOP is in its infancy.
 - e. The materials are of high quality and
 - f. The task is **time intensive**.
5. The **Mentor Program** that I put into place with the assistance of then Official's chair, Bruce Colman, in 2004, needs to be restructured based on observations over the last 17 years.
 - a. Original purpose was directed toward NEW officials only
 - b. Observations over the years:
 - i. New official mentoring needs to be its primary purpose but . . .
 - ii. Mentoring needs to continue into the apprentice level and additionally, something new could be added . . .
 - iii. Reviews and Advisement of Association/National/and Master officials could become part of continual improvement program for improving officials' skills and advancement
 - c. We need to consider **three types of mentoring/review/advisement** for:
 - i. On the job mentoring for new and apprentice officials
 - ii. Certification Upgrade mentoring (advising may be a better choice)
 - iii. **Annual or biennial reviews/advisement** on a regular schedule.
Presently, too many officials are stalled at their certification level. In my opinion, this weakens the opportunity to strengthen our Association.

Mentoring and reviewing with advisement, periodically scheduled, would grow the quality of our officials.

Along with this, those who are involved on the administrative level of this restructuring, could also be involved in **assisting our certification chair**, possibly as a **subcommittee**, in following through with officials who need certification help. The Certification Chair would call them together and meet with them on an “as needed” basis to assist with:

- recommendations on the readiness of officials requesting upgrading,
- assisting in gathering the paper work for certification especially in the year of re-certification and
- making recommendations for clinic topics each year.

d. This means that **more of us need to take part in mentoring/reviewing/advising** our officials

- i. A number of us (**Ajay Padgaonkar, Jim Manha, J.R. Heberle, Bill Bartel, Jon Price, John Murray, Dave Soeth, John Shirey, and myself**) have discussed all or parts of these thoughts.
 1. Could we establish Certification/Mentoring Assistants?
 2. If so, they would assist our Certification and our Mentoring Chairs with the **enormous amount** of work which must be done each year.