

How to Be an Effective Leader

NFL Referee Triplette Offers Six Keys

By Matt Moore

When NFL referee Jeff Triplette spoke at the annual company dinner for Referee Enterprises, the company that manages NASO and NASO-ON, last November, he focused on several key points during his message. Those points applied not only to officials, but also for all employees within an organization.

While you are probably not an employee of your officiating organization, the points Triplette made can also apply to you in your role as a leader of that group.

Let's take a look at each of the key points of Triplette's remarks and apply them to your role as an association leader.

1. Passion.

To be an effective leader, you have to believe in the mission of the group you are leading. You can't be a part-time official and think that being a leader in

your association just means that you get to sit at the front of the room on meeting night.

You must be passionate about officiating to be an effective leader. The best leaders are those who are all-in when it comes to their association — the person who is willing to help with training classes, the person who will work the games with "that" partner, the person who will help organize the fundraisers.

Organizing the meeting schedule, curriculum and the end-of-year banquet are just a small part of what it takes to be a leader for your association. You have to understand that being the leader means you bring a passion and desire to the job.

The effort and desire you bring to your group — good or bad — will show. If you lack passion for what you are doing, more of the bad will shine through.

2. Communication.

Possibly the most underutilized tool of officiating association leaders is communication. It's one thing to communicate through assignments — the most common way. But what about your meetings? Are they just required gatherings, or are you delivering the message your association is looking for?

It's a strong message to expect officials to be professional on and off the court or field, but the message is weakened when you communicate your unwillingness to live up to the same standards by arriving at games in ripped jeans and a T-shirt.

You communicate your message in multiple ways, not just with the words you speak. Make sure your communications are saying what you want them to say both in words and meaning.

(See "Leader" p.5)

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REFEREE

Industry Greats to Speak at Summit

A group of distinguished leaders at all levels of the officiating industry have committed to speak during NASO's 2013 Sports Officiating Summit — Game Assignments: Right People, Right Place, Right Time, The Right Way.

The Summit will be held July 28-30 in Grand Rapids, Mich., at the Amway Grand Plaza and will again draw attendees from all levels of officiating. Attendees will have the chance to hear from some of the best in the industry.

The Summit's opening sessions really lay it out when it comes to the topic. First, during "It's All About the Assignments,"

panelists Rich Fetchiet, Mike Conlin and Mark Uyl will bring their knowledge of assigning along with research and data. Fetchiet is an NASO board member and the assigner for eight Division I baseball conferences; Conlin is the men's basketball assigner for the Horizon League and works for ArbiterSports. Uyl, also a board member, is an assistant director with the Michigan High School Athletic Association.

In the second session, you will find out what assigners really do, straight from the people who do it. The panelists (See "Summit" p.8)



The 5 Ms of Training

By Lawrence Tomei

Frederick Manske Jr., retired president and CEO of Purolator Courier, and former executive vice president at Federal Express, once said, "The greatest leader is willing to train people and develop them to the point that they eventually surpass him or her in knowledge and ability."

Officials associations need a winning game plan and strategies for training their members in the skills necessary for and success on the field and court. While balancing those sometimes conflicting demands, they must also motivate their members to remain mentally engaged. If they are not, the best game assignments in the world will not matter. Finding effective motivational techniques may be an association's greatest challenge.

Knowing that a company cannot grow until its leaders grow, leadership guru John Maxwell encourages growing leaders

through a 5M approach. He labeled the effort: Model, Mentor, Motivate, Monitor, Multiply — an undertaking that can be applied to training officials at all levels.

Model

Young officials look to their veteran counterparts as role models. Officiating provides a unique opportunity to positively influence young people. For better or worse, officials are charged with enforcing the concepts of fair play and good sportsmanship. The best thing about being an official is that you get to be on the field or the court. If you love sports, officiating is the best way to stay involved.

That brings with it some responsibility to demonstrate your commitment, involvement and passion to newer officials. The successful official is a fierce competitor who enjoys the opportunity to work with teammates toward the goal of officiating a good game. Look the part; stay in shape. Officiating requires you to make instantaneous decisions, resolve conflicts and deal with pressure; it demands well-practiced communications skills. Your fellow officials often become your friends for life. Encourage members to take a young official under their wing and develop a bond.

Mentor

The essence of any officials association is recruiting, training and retention of new members. Larger associations often provide a formal mentoring program where younger, inexperienced officials are paired with the more-experienced veteran. Mentors schedule meetings with younger officials several times throughout many seasons, recognizing that it might take a while for a rookie to mature. Smaller associations might opt for an informal mentoring program where the "village" takes care of its newest members and network effectively with each other to ensure appropriate growth.

When selecting officials to act as mentors, the association should consider the qualifications and demeanor of the potential mentor. Does the applicant have the necessary personality traits to be a strong mentor, including strong communication and listening skills? Is the mentor professional in his or her demeanor,

dress and onfield/oncourt officiating? How many years of experience does the prospective mentor have and at what level of competition? Is the applicant willing to meet with the younger official and discuss problems and concerns that come with being a first-year official?

Motivate

Although some competitors actually respond to negative criticism, most athletes (officials included) thrive in more constructive environments. Using positive reinforcement and encouraging words to communicate the required message is a stronger motivation to repeat similar performance. Some training precepts that can be implemented include: (a) officiating is a team effort — and that effort should be formally recognized after the game; (b) members should be encouraged to acknowledge their crewmates for good calls and proper mechanics; (c) novice officials should be gently counseled that they are simply not ready for higher levels of competition; placing them in such untenable positions is not good for the contestants, the reputation of the association or the official. They should be encouraged to set a few ambitious but achievable goals. By far the most important goals are short-term; they keep focus on the benchmarks that are decisive to achieving superior performance.

Monitor

Evaluating progress toward a goal is simply good practice. Associations can use goals to monitor progress and provide members with a scorecard to achieve. Some excellent criteria for success that should be checked off include: (a) commitment to devote time and study to the rules and the mechanics necessary to render creditable, fair and unbiased decisions; (b) sufficient preparation, both physically and mentally; (c) proper appearance befitting the importance of the game; (d) demonstration of the honor and dignity of officiating; and, (e) personal conduct and relations with student-athletes, coaches, athletic directors, school administrators, colleagues and the public.

Toward that end, associations have a responsibility to train officials in the entry-
(See "Training" p.4)

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MICP Answers Association Leader's Liability Issue

There's no doubt that liability is a huge issue for schools when it comes to their officiating programs. That is one reason most insist that umpires and referees be independent contractors rather than employees of the school.

But one administrator recently took it to another level, asking the person who assigns baseball umpires if the umpires are covered (and by default, if the schools are off the hook) if an official were to suffer an illness or injury at the school.

When he was asked that question, John Magnusson, the president of Florida Collegiate Umpires (FCU), contacted NASO through the Members Information and Consultation Program (MICP). Magnusson is a longtime member of NASO and his group has also been a member of NASO-ON.

"Our umpires are required to have insurance," Magnusson said. "And they do sign a contract that releases the institutions and FCU from liability. But since an administrator asked me a question, I wanted to be certain I got him the right answer in response, so I contacted NASO."

MICP's officiating-related information and services are provided at no charge to NASO and NASO-ON members.

Current dues-paying members of NASO and NASO-ON can make up to three MICP inquiries per year. The information is handled by the NASO staff while the consultation program is handled by both the NASO staff and consultants to whom the staff may direct you.

The NASO staff reached out to American Specialty Insurance for an answer to Magnusson's question. The response was that while independent contractors sign releases that would cover a school from officiating related injuries, the release would not cover the school in the case of "gross negligence." That is, there is no release that would completely give the school protection from legal action, particularly if the school was found to be grossly negligent.

"We thought we were covered, but also thought it was a good idea for us to get validation from NASO and MICP," Magnusson said. "We can't possibly absolve schools of every liability, but as independent contractors, our umpires know that they aren't covered for ordinary injuries while umpiring."

If you have an issue and want to contact the MICP program, call 262-632-5448. □

On Your Side

Don't Let Your Officials Lose Income When Struck With Injury

It's a scenario playing out all too often in our country today: An official loses his or her primary employment and pick up as many additional games as possible to supplement their income. That extra physical activity, however, can push the body past what it is used to handling, resulting in injury.

No one likes to think about it, but injuries happen. We've all sprained an ankle or had a sore back after a game. But what happens if the injury is more serious than that? And what if the official injured is relying on those game checks to stay above water financially?

Your officials do not have to be afraid of injury. As an NASO-ON association you have access to low-cost Game Fee Loss Protection and Excess Accident Medical Coverage. In many cases that excellent coverage can cost your association less

than \$10 per member when your entire association signs up together.

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Public Relations: 3 Hot-Topic Questions Answered

NASO-ON associations know the importance of image for officials. Three association leaders — **Phil Watson**, past president of the Cedar Valley Soccer Officials Association and Iowa Referee Committee representative; **Bob Williams**, founder and secretary-treasure of the Detroit Metro Officials Association; **Bob Lade**, assigner for the Northwest Missouri Officials Association, shared information about their public relations approach.

	How is your association and its officials viewed by the community?	Do you use the media to get information out about your association?	Does your association have a PR plan in place in case a member is unfairly criticized in the media by a coach, etc.?
PHIL WATSON	<p>Positively, if at all. I think most fans and players have no idea what our association does. I think we are valued by the coaches who recognise the training we provide in the performances of our referees on the field. The association is also appreciated by the ADs and clubs that we schedule referees for.</p>	<p>No. Just word of mouth and notices in the club for the entry level clinic.</p>	<p>In the event of a high school coach, we would refer the incident to the state association for action. It has only occurred rarely in our area.</p>
BOB WILLIAMS	<p>Our association does not really have a specific league or area to assign games for. There is usually an assignor for a specific league or conference. That assignor often uses officials from a variety of associations. I think most people have no clue regarding an association so it is very tough to get a read as to how we are viewed.</p> <p>We invite coaches to speak at our meetings so from the coaches view many of them know what we are trying to do to teach and mentor officials. . . . I have had many coaches comment on the good things we are doing to improve officiating.</p>	<p>We do not really use the media for our association; we do religiously send information about clinics or “rookie” training but we are at the mercy of the actual sports writer. Occasionally they will put a blurb in.</p>	<p>We do not have an official PR plan in place. The sports writers usually do not say much about the officiating. When there is a situation involving controversy, I or a member of our board will investigate and talk with the official to get facts. We will also request film; we do that to ensure that we all learn from the situation. If the official was wrong on a rule, we will have a conversation with the coach ensuring him that we have corrected the problem. We do not get involved with judgment calls. We really feel that you cannot win going back and forth with the media.</p>
BOB LADE	<p>I believe we are well respected for the service we perform. Most people realize you need two teams <i>and</i> officials or a contest cannot take place.</p>	<p>We have the local radio put out information about our local association when we have our fall meeting each year.</p>	<p>If an official is unfairly criticized we report that to the state office. They in turn contact the reporting party to discuss the situation. That usually takes care of it. However, we have not had anything like that take place for probably 10 years or more.</p>

Training Continued from page 2

level skills needed to enjoy officiating at lower level contests. Always work to develop their skills and experience to preside over contests at higher levels.

Multiply

Training provides an opportunity to affect the future; you pass on a part of yourself to each person you train — skills, ideals, integrity, and professionalism. It constitutes a legacy that continues long

after you retire. And it’s a process that can multiply your influence as new officials step into training and mentoring roles. In its purest form, training helps others while benefitting sports. And it furthers the status of your sport. Let’s face it, the “good ol’ boys” network is alive and well in some areas. A solid training program levels the playing field when it comes to receiving the best games and rewarding chapters with playoff berths.

Finally, we all learn best by teaching. No matter how knowledgeable you may be on a subject, there is always something more to be learned. In a solid association training program, you evaluate your methods, practices and knowledge base. *Lawrence Tomei is the associate provost for academic affairs and a professor of education at Robert Morris University in Pittsburgh. He has been a member of the West Penn Football Officials Association since 1994. □*

Leader Continued from page 1

3. Resiliency.

Being an association leader isn't for the faint of heart. There will be times when you will be tested.

The tests are obvious if you are the assigner — doing the initial schedule, handling the games that get rescheduled and dealing with the upset officials and coaches when things don't go exactly right.

But all leaders will deal with tough times. And that's more than deciding the fight over what's being served at the postseason banquet! Members will cross the line with their actions, and when they do, you will have to step up and do what's necessary to ensure the problems go away. You will have to act as a mediator between officials. You will have to adjudicate disputes between the assigner and officials.

It's easy to lead when everything is running smoothly. But as you know, there's a lot of turmoil that comes with being an association leader. How you handle it will determine your ability to lead.

4. Respect.

When you assume a position of leadership in your association, it automatically comes with respect. However, that will be short-lived if you don't earn it. And at the same time, you have to respect the people in your association who aren't in your position — those on the board you work with and the members you serve.

Understand that for most, officiating is an avocation and not the main source of income. Officials cannot be expected to put the sport ahead of their main job or their family. You have to respect those limits when you are planning meetings or setting expectations on how many games an official will work.

By being a leader, you are put into a position of trust in your association. Work hard for the benefit of all members and you will earn their respect. You won't make everyone happy with every decision, but over time, people will see you as the leader you are.

5. Focus.

Officials have different goals. Some work strictly for the enjoyment of the games.

Others are interested in moving up to the next level, using your games and association as just a stepping stone.

Because you have moved into a leadership role with your group, it's imperative that you are able to focus on your group. While your personal officiating goals may stretch outside the association's boundaries, you must be dedicated to your group. That means there will be times when you might have to put your personal goals to the side for the group's benefit or give extra time in running a clinic, making a presentation or taking a lower-level game to work with an up-and-comer.

Your association has "invested" in you by making you a member of the leadership team. You will have to repay that investment by giving them extra attention, even when it's not something that is to your own greatest personal advantage.

6. Fun.

No one is saying that leading an organization is like attending a big game or just a night out with your buddies.

But if you don't enjoy what you are doing as a leader, then you won't be effective.

Fun can be seeing the success of others in your group as they earn state tournament assignments or watching the rookies you trained become your peers on the highest stage.

Officiating is work. But if there's not some enjoyment attached to that work, your performance as an official and as a leader will suffer.

Matt Moore, Referee associate editor, has umpired baseball for more than 20 years at the high school, college and professional levels. □

▶ How to ...

How to Regain Respect After a Bad Decision

We all make mistakes, right? But when you're in a leadership position, your bad decisions are often on display for all to see. For example, if you encourage your association to start a camp or clinic to help earn extra funds and your group loses money on the endeavor, you're in the hot seat. So how do you recover after leading your association down the wrong path?

Have a good track record.

All great leaders have made a mistake sometime along the way. The best way to encourage members to forgive and forget is by pointing out your solid reputation — what you've done in the past. If you have built respect from members over months or years, they will be more understanding when a decision doesn't work out.

Accept responsibility for the error.

The only thing worse than making a mistake is making excuses for it or casting the blame to others. Own up for your decisions. Accept responsibility and apology for messing up. That will earn respect.

Learn your lesson.

So you tried to incorporate more members as speakers and the ones you selected were terrible. Learn from your mistake. In the future, find out if a member has past speaking experience or work closely with a member on his or her presentation to ensure it will be successful. Learn and move on. Those are signs of a good leader.

Be open to other suggestions.

Sometimes the best way to follow up a poor decision is to not make another decision right away. Step back and get suggestions from other members. Use their input and ideas.

Make up for your mistake.

While you might want to wait a short time before pushing another of your ideas, you have to move forward at some point. And members will want you to keep leading. Make up for your error by pursuing another idea and working to make sure it is successful. You'll regain member support and you'll improve your confidence.

ON ... Meeting Distractions

Don't allow side conversations or socializing once the meeting starts. Distractions cause delays. Make sure your leadership is strong enough to demand that attention stays focused on agenda items. Nothing causes hard feelings faster than having to explain something to someone who simply wasn't paying attention.

The Pulse
Local Association News Nationwide

Philadelphia Lacrosse Association Honors Official

The Philadelphia Lacrosse Association's Hall of Fame Class of 2013 includes veteran scholastic and collegiate official R. Noel Turner, a past president and assigner for the Pennsylvania and Delaware Lacrosse Officials Association. Turner, who played at Hamilton (N.Y.) College, began officiating in 1965. He worked five Pennsylvania Scholastic Lacrosse Association championship games. He also was chosen to officiate the NCAA Division III final.

Manjone Honored by NFHS

Dr. Joe Manjone, NISOA director of the Interscholastic Division, was selected as the NFHS Officials Association National Distinguished Contributor for 2012. The award is given to someone who is not an active official, but who has made contributions to high school officiating throughout a long and distinguished career. Recipients exemplify the highest standards of sportsmanship, ethical conduct and moral character and are endorsed by their state associations. The awardee may have improved officiating as an administrator, media person, physician or educator.

All-Female Crew Makes History

In December 2012 at the Holiday Classic basketball tournament in Fayetteville, N.C., three members of the Southeastern Basketball Officials Association made history. Patsy Malloy of Fairmont, Constance Lee of Fayetteville and Barb Wheeler of Linden officiated a girls' game between Jack Britt and Terry Sanford. They were the first all-female crew of basketball officials in the association to call a high school game. "It was just a situation where we assigned three capable officials who happened to be female," said Brad Allen, booking agent for the association.

Assignments for the Holiday Classic are based on officials being either Class 1 or 2 officials who have attended rules clinics regularly, scored well on tests and gotten good observation reports.

Florida Officials Honor Soldier, Ex-Basketball Player

Members of the Pinellas Area Referees (PAR) played important roles during the jersey retirement ceremony that honored Brittany Bria Gordon, 24, an Army intelligence officer killed Oct. 13, 2012, in a suicide bombing in Afghanistan.

Gordon had been a standout basketball player at St. Petersburg (Fla.) High School and many members of PAR had worked her games.

During the ceremony, PAR donated several basketballs and pinned flowers on both of Gordon's parents. PAR member Reggie Smith helped procure and deliver the American flag used during the presentation of colors by the Admiral Farragut Academy Color Guard; such flag was flown over the late Brittany Gordon's military base in Afghanistan.

SOURCES: DELAWARE COUNTY DAILY TIMES, NISOA, FAYETTEVILLE OBSERVER

Your Rights and Responsibilities

Closing the Door to Membership the Right Way

By Donald C. Collins

Q: The economy has led to many new officials joining our association. We no longer need officials. In fact, we don't want any others to join our group. There are barely enough games to go around right now. Is it OK for us to close membership to our non-profit association? We do not want to face any liability.

A: An officials association can close its doors to new members if its bylaws allow it unless an entity greater than the association forces the association to open its doors. The things that could force an association to open its doors are a state governing body, public relations and business demands, and the possibility that the association could be open for charges of illegal discrimination.

I will briefly cover how (a) bylaws; (b) state governing bodies; (c) public relations and business demands; and (d) the possibility of discrimination can impact an association's decision.

A. Bylaws. An association's bylaws should address the procedures required to bring in new members. The bylaws should state who has the power to accept or reject applicants, and what steps they have to take in order to do so. The procedures will likely provide a combination of mandatory provisions such as passing a test combined with some discretionary provisions that the association uses in accepting or rejecting applicants.

The association should review its bylaws to make sure that it doesn't compel the association to accept applications, train prospective members or even to accept new members. As long as the association doesn't violate its own bylaws, it is probably safe in refusing to bring in new members unless, of course, the state governing body, public relations and business demands or the possibility that the association is illegally discriminating compels the acceptance of new members.

B. State Governing Bodies. Associations may have to meet state governing body contractual or licensing requirements. There are times when the interests of the state governing body may

member information
[micp]
consultation program

NASO members who have questions concerning situations pertaining to their officiating now have access to the Member Information and Consultation Program (MICP). MICP provides members with articles or information on specific topics. NASO can also put members in touch with an expert to discuss officiating-related information up to three times a year through MICP.

conflict with the association's desires. Where that occurs, the association may be compelled to accept members even if it does not want to.

State governing bodies probably haven't had much cause to compel associations to accept new members. The historical problem in officiating has been ongoing shortages of officials. The economy has led some associations to see an influx of new officials. That is a relatively new trend in our industry.

C. Public Relations and Business Demands. Associations don't operate in a vacuum. Media pressure, public relations' needs, school desires, competition, the threat of competition and other factors may persuade an association to accept new officials even if it really doesn't want to. In a field with a lot of public exposure, a reliance upon the local community and few barriers to competition there are times when an association will benefit from admitting a few extra members.

D. Illegal Discrimination. An association should consult with counsel to make sure that declining to accept members does not leave it vulnerable to charges of illegal discrimination. Turning down people whose color, gender, race, religion, national origin, age or disability group are either underrepresented or are receiving a disproportionately low number of games could leave an association vulnerable to charges of discrimination.

(See "MICP Q&A" p.8)

GET SET.

There are those who argue that tests are not the most reliable method of determining an official's rules knowledge. How much stock you place in that idea is generally reflected in your scores. If you ace your tests, you probably think they're the greatest thing since sliced bread. Score poorly, and you are likely to take the position, "The questions were worded poorly. I'd get the right answer in a game."

Here are some test-related tips that may turn you into a quizmaster and make the process more enjoyable.

Study, study, study. It's like starting out with a flashlight. But knowledge is a flashlight. The better you know the rules, the easier the questions are.

Back to the test. You may not know the rule, but you may know the context. Crap, you're in a bind. The rule is best described as a bit of a... cl...

For example, if you're asked for the game equipment, you may know less of your own knowledge to learn and apply. The fact that the football rule is between 14 and 15 ounces, great. But observing about that at the expense of knowing the penalty for illegal touching of a forward pass won't help you come test time.

Familiarity breeds success. If you're lucky enough to have opted for book testing, knowing how the book is laid out will help you go to the proper section quickly. For instance, in the baseball book, rule seven is all about batting and rule eight is dedicated to baserunning. So if a question about batting out of order pops up on the test, you know right where to go.

Take 'em at face value. Some of the questions will be tougher than others, regardless of how well you know the rules. You may be asked to unravel a situation that, if it actually occurred in a game, would set the sports world on its ear. That is the test writer's attempt to see how well you can ascertain

how different acts call for different interpretations of the rules.

Yet the vast majority of questions are designed to be straightforward and uncomplicated. Don't make things harder for yourself by reading into the question.

For example, say a true/false question provided the statement, "A fair ball that settles on fair territory is never fair." You quickly bubble in "true" if you're not

reading too much into it. If you're like me, you'll start thinking about the fact that the rule says "fair ball" and "fair territory" and "never fair."

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quiz? It ain't as easy as it may appear. In your mind, you may know exactly what you are trying to convey. But it might not be all that clear to those on the other hand.

Here are some tips for those of you who conjure up those killer quizzes.

Keep it simple. Don't use words that are too obscure or too technical. If you're asking a question about a rule, make sure you're using the correct terminology. If you're asking a question about a rule, make sure you're using the correct terminology.

For example, if you're asked for the game equipment, you may know less of your own knowledge to learn and apply. The fact that the football rule is between 14 and 15 ounces, great. But observing about that at the expense of knowing the penalty for illegal touching of a forward pass won't help you come test time.

Familiarity breeds success. If you're lucky enough to have opted for book testing, knowing how the book is laid out will help you go to the proper section quickly. For instance, in the baseball book, rule seven is all about batting and rule eight is dedicated to baserunning. So if a question about batting out of order pops up on the test, you know right where to go.

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Conversely, you'd be unwise to argue with the statement, "You should never continue a game if lightning is visible."

In sum, rarely say never or always and you'll be in good shape. We often think about taking tests. But what about administering them? Ever had to write a rules

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EVERY MONTH, STARTING
AUGUST 2013

Summit Continued from page 1

will include Curtis Shaw, who assigns for multiple NCAA D-I basketball conferences; Julie Voeck, an assigner for the Professional Association of Volleyball Officials; and Bill Carollo, who assigns football for the Big Ten and Mid-American conferences through the Collegiate Officiating Consortium.

In the third session, “Mad About the Media,” the speakers will take a look at the media and it’s impact — both good and bad — on officiating. The panel will include Mike Pereira (Fox Sports), Matt McKendry (MLB director of umpire administration), John Adams (NCAA men’s basketball officiating national coordinator) and Ralph Swearngin (Georgia High School Association executive director).

One of the most popular sessions, covering legal issues, will feature attorney

Alan Goldberger and Drew Smith from American Specialty Insurance breaking down the risks of assigning games.

During Monday’s lunch time, the annual Officiating Industry Luncheon will give attendees a chance to hear from NASO President Barry Mano and NFHS Executive Director Bob Gardner.

Monday will wrap up with the sport-by-sport breakouts and “Let’s Go to the Video,” the video breakdown session. One of the presenters will be SEC football referee Tom Ritter, who officiated the SEC championship game in 2012 between Alabama and Georgia.

Tuesday morning starts off with the hottest topic in sports today — player safety. “The Player Safety Mandate: Its Impact on Officiating” will feature panelists Bob Colgate (NFHS), Steve Shaw (SEC) and others.

Also Tuesday, “How the Pros Make Their Assignments” will include officiating leaders of various sports. And in “The Right People, Right Place, Right Time,” Joan Powell (NCAA volleyball officiating national coordinator), Brian Kersey (NCAA men’s basketball assigner) and others will explain how to make the assigning process run smoothly.

Another session that is always popular is the great video plays of the year. Participants will include Dana Pappas (New Mexico Activities Association), Charlie Obermeyer (U.S. Lacrosse), Joe Borgia (NBA) and Dick Runchey (NCAA baseball).

Following the educational sessions, the Summit will conclude with the Celebrate Officiating Gala.

For more information on the Summit, contact NASO at 262-632-5448. □

MICP Q&A Continued from page 6

An association that senses an undercurrent of member dissatisfaction may want to have a local counsel look at the makeup of the association, and its assignment and evaluation patterns and procedures before turning down people.

Ultimately an association’s decision to turn down new members should stem from its bylaws, but there are some practical considerations that go beyond the bylaws. A wise group will consider those practical — and legal — considerations.

Donald C. Collins is executive director of the San Francisco section of the California Interscholastic Federation. He is a longtime basketball official and lawyer. This material is for informational purposes and is not legal advice. □

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- Bank of America – Silver
- Big East Conference – Silver
- Big Ten Conference – Silver
- California Basketball Officials Association – Bronze
- Canadian Football League – Bronze
- Chief Zebra Enterprises – Silver
- Cliff Keen – Silver
- Colorado High School Activities Association – Silver
- Dalco Athletic – Silver
- Florida High School Athletic Association – Silver
- Fox 40 International – Gold
- Fox Sports – Gold
- Georgia Athletic Officials Association – Bronze
- Georgia High School Association – Silver
- Hertz – Bronze
- Honi’s Whistle Stop – Silver
- Hudl – Silver
- Idaho High School Activities Association – Silver

- Illinois High School Association – Silver
- Immersion Media – Bronze
- Indiana High School Athletic Association – Silver
- IAABO, Inc. – Bronze
- Iowa High School Athletic Association – Silver
- Kentucky High School Athletic Association – Silver
- MLB – Platinum
- Major League Soccer – Bronze
- Michigan High School Athletic Association – Silver
- Mid American Conference – Silver
- Minnesota State High School League – Silver
- Missouri State High School Activities Association – Silver
- Missouri Valley Football Conference – Bronze
- Montana High School Association – Silver
- NBA – Platinum
- NBRA – Gold
- NCAA – Gold
- NFHS – Gold
- NFL - Officiating Department – Gold
- NFLRA – Gold
- NFL - Youth Football Fund – Platinum
- NHL – Platinum
- NHL - Officials Association – Silver
- NIRSA – Bronze
- NISOA – Bronze
- Nevada Interscholastic Activities Association – Silver

- New Mexico Officials Association – Silver
- Ohio High School Athletic Association – Silver
- Oregon Athletic Officials Association – Platinum
- Oregon School Activities Association – Silver
- Productive Knowledge – Bronze
- Professional Association of Volleyball Officials – Bronze
- Professional Rodeo Cowboys Association – Silver
- Purchase Officials Supplies – Silver
- Referee Magazine – Platinum
- Sports Officials Canada – Bronze
- Sun Belt Conference – Silver
- The Umpire School – Silver
- Ultimate Fighting Championship – Bronze
- Ump-Attire.com – Silver
- U.S. Lacrosse – Bronze
- U.S. Soccer Federation – Bronze
- U.S. Specialty Sports Association – Silver
- U.S. Tennis Association – Bronze
- USA Hockey – Bronze
- The Vizual Official – Bronze
- Vokkero Sports Audio Systems – Gold
- Washington Interscholastic Activities Association – Bronze
- Washington Officials Association – Silver
- Western Athletic Conference – Silver
- Western Men’s Basketball Officiating Consortium – Silver
- Wisconsin Interscholastic Athletic Association – Bronze