

Must-See Meetings

Is It Time to Give Your Agenda a Boost?

By Lawrence Tomei

“Where is everyone tonight?”
“Same agenda, same speaker, same topic — rules, rules and more rules. Can’t we talk about something different?”

“This meeting room has a big-screen television, video player, projector, CDs — and we’re still using the chalkboard to diagram plays. C’mon already, let’s use some technology.”

Many people view meetings as a form of slow torture, so it is not surprising that officials associations face the same challenges in attracting members to their meetings. Luckily, meetings are not the only thing we do. Neither are they our most important activities. With so many demands, there is a perception that meetings are a waste of our limited time; something that can be bypassed as soon as we check off the mandatory minimums. There are several tell-tale signs

that your meetings might need the proverbial “shot in the arm.”

1. The people in the room are silent for the entire meeting.
2. Meetings are boring. There is no joy.
3. People don’t know each other well and are unresponsive or (worse) trivializing each other.
4. Someone raises a question that was asked and answered earlier in the meeting. Were they mentally away from their presentation or just not paying attention?
5. The presenter asks, “Do you agree?” or “Do you understand what we just covered?” and no one speaks up. And, the question comes up again later in the presentation or next week.
6. People do not feel an interpersonal connection as a chapter.
7. The number of attendees starts out high at the beginning of the season. By the middle to end of the season,

there are hardly enough members there to make the meeting worthwhile.

8. You never receive an invitation to a meeting. You show up because it’s always the same place at the same time.

So, what do we do?

Poor attendance and lackluster participation can make associations feel like failures; the most successful groups recognize that getting members to meetings is vital. So here are some ideas for boosting the numbers at your next meeting.

Promote the meeting.

Get the word out in as many ways as possible: newsletters, email broadcasts, website announcements and personal phone calls. Be sure to explain why members would want to participate. How will they benefit? Why should they take time to attend?

(See “Boost Meetings” p.3)

Come to the 2013 Summit
Together – and Save



The 2013 Sports Officiating Summit in Grand Rapids, Mich., is approaching fast. Have you registered yet?

If not, don’t forget that when registering to attend with a group of three or more, you’ll get the best price on registration. No one gets a better deal than a group of NASO members.

The Summit is the premier event in the industry and is sure to benefit your officiating career in profound ways. Don’t miss out.

For more information visit www.naso.org or call at 262-632-5448, ext. 124.

Your Assignment: The 2013 Summit

Game assignments are clearly what this business boils down to. Without game assignments, officials don’t have anywhere to ply their trade. No matter what level you work, it comes down to getting the best games and marquee assignments. Many associations assist with assigning as well.

The 2013 Sports Officiating Summit, presented by NASO, covers the topic of assignments from many different angles on July 28-30 in Grand Rapids, Mich., at the Amway Grand Hotel.

The Summit provides the opportunity to learn and grow in

officiating. The NASO staff is hard at work, preparing the educational program to empower officials, provide resources to state and local associations and deliver critical analysis to officiating leaders everywhere.

Here are the educational sessions scheduled for the 2013 Summit:

It’s All About the Assignments

The kickoff session to the Summit will provide a background including current statistics and numbers on assigning.

Regardless if it’s your first assignment or
(See “Summit” p.5)

Get to Know Your Members

By Carl Smith

Organizations are built by members, strengthened by members and administrated by members. How did those members come up with those skills? Maybe we should delve deeper into what members do while they're not on the court or field, and how they transfer those skills to "the game." Members come from all backgrounds and skill sets. Those tend to weave into the very fabric of who we are, and how we go about doing our jobs.

One of the best ways to get to know your members is at association meetings. Arrive early and greet the attendees as they come in. It takes just a little effort and puts everyone in a better frame of mind for the meeting to follow. Ask them about their day. If you don't already know where they work, ask. It's a rare occurrence when people don't want to talk. Be relaxed and friendly. Remember, we're doing this

because we enjoy it. Our association now serves food and soft drinks/water at our general membership meetings. Members don't feel as put out by missing dinner with their families, or inconvenienced by having to grab something and run to get to the meeting. Our meetings are just once a month, and published well in advance, so members are expected to attend. Ask for volunteers at your meetings, for specific tasks, and see who's interested in what. It'll give you an idea of what they're knowledgeable and passionate about.

Another good time to get to know your members is during pregame and postgame discussions. Our association policy states that the crew will show up at the game site an hour in advance of game time (high school varsity). That allows time to decompress from the day's grind, and have a solid pregame discussion pertaining to your work ahead. If an official seems to be distracted or not participating in the discussion, draw them out. Maybe there's a family problem or a work problem that is splitting their focus. Try to get them back on track before the game starts. Speak often during the game, at timeouts and quarter splits. Help your crew stay focused.

Postgame discussions are also encouraged. Crews should cover what went well and what didn't. Where can we improve next time? That is also a good time for crew chiefs, evaluators and trainers to find out if their officials can accept constructive criticism. Most of the time that feedback is addressed to new or newer officials, but veterans don't get a "free pass." You can extend your postgame, and maybe get your crew to relax a little more by meeting them after the game for a bite to eat or a beverage. A lot of crews carpool if it's an extended drive to the game, which is another chance to get to know them.

A big benefit of knowing your fellow members as more than officials comes to play when administrating the organizational and training duties that are needed to drive your local association forward effectively. Some examples include:

- **Do you have a tax preparer, an IRS agent or successful businessperson in your association?** They would be good people to get involved with your budget set-up, long range investing/financial

planning, equipment review and purchase, CPA advisement, etc.

- **How about a teacher or guidance counselor?** Get them involved in your membership meeting training segments, or as a mentor to younger officials.

- **Everyone has an IT "geek."** They might be ready to help with PowerPoint presentations and the set-up of computer equipment or audio/visual. They might also be willing to film officials for review when they're not on the court or field themselves.

- **Do you have someone who's really in to studying, and loves to talk rules for days?** Maybe you could have them present a specific topic at a future training session.

- **How about a detail person?** Get them involved in banquet planning or whatever end-of-season event your association does. They're usually very organized, good at fundraising or getting donations/door prizes for your event.

Those are just a few suggestions. All it takes is a little time and effort. Your association will benefit from putting your membership into roles that they're comfortable with. It's much easier to learn a little about your members and put them to good use, as opposed to trying to "pound" a square peg into the proverbial "round hole."

It's takes a conscious decision on the part of your board, and members who are willing to reach out to other members. It's not for everyone. Our association is no better or worse than anyone else's. We have some members who are very giving of their time and are involved in a lot of the activities necessary to make our organization succeed. They're always ready to help. Others just want to do their games, collect their money and drift away. It's unfortunate, but a fact of life. Don't spend a lot of time trying to get them involved. It'll just frustrate you and is counterproductive.

It takes the same passion and skills to help officials get better and advance, as it does to make your association advance. Many members stand ready to "step up to the plate," if you'll recognize their skills and ask them to get involved.

Carl Smith, Anchorage, Alaska, is the treasurer and assigner for the Anchorage Sports Officials Association. □

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Boost Meetings Continued from page 1

Consider the place/time of your meetings.

There are several ways (e.g., surveys, polls, interviews) to discover what times best suit your members; variety is often appreciated. To accommodate its members' schedules, one officials association holds meetings on different days: Monday this week and Thursday next time. While consistency allows members to set aside a particular evening for meetings, often other members who routinely miss meetings because they are locked into working certain nights can make another night. And just as Tuesday night may not necessarily be the best for meetings, neither is the school cafeteria the only place to conduct association training.

Conduct a professional meeting – and that means starting on time and ending when you say you will.

Arrive early enough to allow time for final preparations so you can begin promptly. If the meeting runs long, consider tabling remaining business until next time. If you are not experienced in leading a meeting, admit it and take action. Read a book about basic meeting management, apply tips from that article and others, and become familiar with the basics of Robert's Rules of Order. Follow the agenda and leave some time for open discussion at the end of the meeting, noting the date and time for the next meeting.

Demonstrate that attendance is a responsibility, not a chore.

Some members respond to direct appeals from association leaders about the importance of their presence at meetings. Explain it this way: How can our younger members continue to mature as officials without input from the veterans like you who have so much to share? It is your responsibility to impart your wisdom gathered on the field or court to those who aspire to one day fill your shoes.

Introduce yourself and nurture new members or guests.

Don't assume everyone knows everyone else! Start every meeting with a welcome message and introductions. Most meetings are small enough that

attendees can introduce themselves; newcomers will appreciate it and feel less like outsiders. New members are often overwhelmed, bored or intimidated; it's your job to figure out which. Treat your newest members as the future officials and association leaders that they are.

Incentives are a nice touch.

Any activity such as ours in which uniforms are required is extremely limited in what it can offer in the way of special incentives to attend meetings. One association budgets a meager amount to provide rewards for those at meetings. Coins (for the opening toss), socks, belts/buckles and whistles and, at the higher end, shoes, jackets, shirts, and other accoutrements make excellent inducements to attend meetings. At the end of the year, some associations have drawings as part of their election of officers with a \$100 gift certificate going to an attending member.

Be sure to include funds for obtaining new training resources.

Organizations that underfund their meetings usually undervalue their content. Your association should have a budget for new training materials such as films and videos, updated handouts, guest speaker honorariums and the occasional book or pamphlet. Make sure that the venue is attractive and well-equipped; if necessary, spend a few dollars to locate the most agreeable location for your meetings.

Always remain alert for ways to add value to your meeting.

An association meeting that addresses rules can add training in mechanics. Too many films need to be offset with an articulate rules interpreter. The same speaker meeting after meeting can take an occasional backseat to an invited lecturer. Variety in your programming ensures members will enthusiastically anticipate and enjoy each meeting. And, member satisfaction increases attendance and membership.

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. □

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Updated Role for the Board of Directors

By Mark Alcorn

No single asset is more critical to the success of an organization than its board of directors. A board of directors that understands and agrees on its role, and shares a vision of the future, can be exceedingly powerful and effective. From the perspective of an association president (chief executive), working with a board that understands and agrees on its role is the difference between a job and a job you love.

What is the role of the board? There is no "one" answer to that question for several important reasons. For one, the needs of organizations vary, and so may the role of the board. Also, leaders may disagree philosophically on the role of the board. Unfortunately, measurement of board performance is subjective, so we cannot really know.

Since the specific role of a board does not lend itself to a one-size-fits-all approach, it is important to identify the ideals that underlie the board's role in any given organization. A traditional model, entitled "10 Basic Responsibilities of Nonprofit Boards," by Richard T. Ingram (published by the National Center for Nonprofit Boards

in Washington D.C.) suggests the following functions:

Traditional Board Functions

1. Determine the Organization's Mission and Purpose.
2. Select the Chief Executive.
3. Support the Chief Executive and Assess Their Performance.
4. Ensure Effective Organizational Planning.
5. Ensure Adequate Resources.
6. Manage Resources Effectively.
7. Determine, Monitor and Strengthen the Organization's Programs and Services.
8. Enhance the Organization's Public Standing.
9. Ensure Legal and Ethical Integrity and Maintain Accountability.
10. Recruit and Orient New Board Members and Assess Board Performance.

While that is an excellent model, it places too little emphasis on the highest level of board function (instilling vision), and too much focus on operational activities (for example, manage resources effectively, and

determine, monitor and strengthen programs and services). My suggested model for the role of a nonprofit board is as follows:

A New Role for the Board

1. Establish the Organization's Mission and Vision.
2. Select, Support and Assess the Performance of the Chief Executive.
3. Establish Strategic Goals and Objectives (entailing assessment).
4. Establish Appropriate Organizational Policies.
5. Approve Budget and Major Program Proposals.
6. Recruit and Nurture Future Leaders.
7. Promote the Organization, Its Programs and Its Ideals to Members and the Community.

Those functions focus the board on its highest tasks: to focus on the values and ideology of the organization, on policy and on the future, rather than operational and administrative matters. Don't get me wrong: operational matters are important and must be handled well. But most boards are easily caught up in the detail, cannot resist the lure of hands-on involvement and lose sight of the bigger picture. Operational activities can and should be delegated with much more frequency (even if only to a committee). The higher functions cannot be delegated, and a board could not possibly spend too much time on them.

The role of the board should be reviewed by the board periodically, perhaps as part of an annual orientation or training meeting. Better still, an agreement of the board concerning its role is advisable.

Every board is different. What works with one board might be ill-timed, or otherwise inappropriate for another board.

Mark Alcorn is a Sacramento-based lawyer and management consultant. Alcorn Associates focuses on meeting the legal and management consulting needs of non-profit organization executives and their boards. Alcorn can be reached via email at mark@alcornlaw.com. □

On Your Side

The Best Associations Promote Protection to Their Members

Every year more officials are faced with the challenge of defending themselves in a lawsuit or assault from an incident during their officiating. Every time your members step on the court, field or diamond, they put themselves at risk. They also put your association at risk, as perceived misconduct can escalate from the individual to the assigner to the association quickly.

No official, regardless of level, should take a game without some form of liability and assault insurance. The best coverage available anywhere is from the National Association of Sports Officials. Not only is it the best, but it is the only insurance that covers officials "Any Game, Any Time, Anywhere." If your officials work high school and youth, or do AAU or church league or small college ... NASO covers them for every game they do.

As an NASO-ON association, you already recognize the benefits of having support from the nation's oldest and largest officials group serving all sports and levels. All your officials should have that support as well. That's why NASO is offering special discounts for associations whose officials sign up as a group. We're not talking small potatoes here either. The *best possible price* anyone can get on NASO membership is when an individual joins as a group through their association.

Make sure every one of your members has the best coverage, and make sure they get it at the best possible price. For group membership details, contact Ken Koester, business development specialist, at 262-632-5448, ext. 132.



Summit Continued from page 1

1000th, know the components of what goes into assigning.

What Assigners Really Do

An experienced panel comprised of professional, collegiate and high school assigners shares their thoughts and personal experiences from the assigner's seat. What are the challenges that an assigner faces on a daily basis? How much pressure is there from schools, leagues and conferences to put the best product on the field consistently? Is it the job of an assigner to try to be "fair"? How do assignments differ among the amateur ranks?

Mad About Media

Where is media taking us? Experts will weigh in on how media changes and impacts officiating. Games at all levels are more closely scrutinized, for better or worse. Replay has entrenched itself in our industry. Should officials officiate to "what the tape will show"? The big eye in the sky doesn't lie!

I Thought I Was Covered: Assigners, Assignments and Risk

An annual look at officiating through the eyes of NASO's foremost legal and insurance experts with a focus on the assigning component. What defines an assigner? Who is liable for what? How can an assigner minimize his or her risk? There are legal aspects and ramifications that assigners (and officials) must know before games are given out.

Sport-by-Sport Interactive Clinics

The down-and-dirty of officiating. Concurrent sessions on baseball, football, basketball, softball, soccer, lacrosse, volleyball and hockey will allow you the opportunity to sit with fellow officials and veteran officiating leaders to review video and analyze rules, mechanics, philosophy and hot topics — the nuts and bolts of working your games, evaluating your performance and being a better leader among your peers.

Let's Go to the Video

Several presenters will bring video of a play they were a part of and will show you how they break it down — real analysis of a real play from the big stage.

You'll find out what really happened on the play from the official who was there to make the call.

The Player Safety Mandate: Its Impact on Officiating

Rules regarding safety are being implemented across all levels of sports at unprecedented rates. Hear from officials and assigners how the process is being implemented on the field. To what extent are officials responsible for athlete safety? Are these new rules and procedures being universally accepted by the on-field officials? What do assigners and conference leaders think?

How the Pros Make Their Assignments

Explore how assigning is done at the professional level and how what they do can serve as a guide for you. What are the restrictions on how many times a crew sees a team/goes to a city? How are postseason assignments made? Do the officials have a say in their schedule? What are the policies concerning off days and travel days? Learn the intricacies of how the entire process works.

When It's Time to Go

How do we handle it when the time comes for an official to hang up the whistle? Is there any planning done by assigners to give an appropriate "farewell tour"? Assigners must face this difficult reality when the time comes to bring a career to a close.

Right People, Right Place, Right Time

What works and what can we do better? How does an assigner put all the pieces together to satisfy all of their requirements? At the end of the day, what can an assigner do to make this process go as flawlessly as possible? What are the things to avoid?

Let's Hit the Play Button

All through the country, there is great officiating happening at every level. We've invited several organizations and leagues to present real plays — from great calls to fantastic no-calls. Celebrate all the right things officiating has seen in the past year.

(See "Summit" p.8)

▶ How to . . .**Network With Area Associations**

There is much to be gained when local associations reach out to each other. That is true even in places where boards or associations are competing with each other for assignments.

Discuss Common Issues

If your members are having trouble with a local school — perhaps checks aren't being issued in a timely manner or there have been a number of issues with fan behavior — a call to a neighboring chapter can produce results. Although the administrators at the troublesome school should be approached in a measured, professional manner, indicating that more than one association is experiencing problems will lead to quicker results.

Have a Combined Meeting

It is common for attendance at meetings to dwindle as the season goes on. The end of the schedule is a good time to set up a joint meeting with another association. Instead of two mostly empty rooms, there will be one mostly filled.

Combine Efforts on a Good Cause

It's beneficial to your hometown, not to mention good public relations, to get out and do something positive. Whether it's helping out at a homeless shelter, raising funds for a charity or participating in a food drive, teaming up with other officials for the common good is a positive for the community.

Share Material

If you come across some video or printed material that is especially beneficial, don't hoard it. Share the information with another association. If you develop an exchange program with other groups, you won't find yourself scrambling to find something worthwhile to present at your meetings.

ON . . . Clinic Signups

The success of any clinic depends in large measure on word-of-mouth for its promotion. As such, telephone/email rosters for your association and area groups, Internet websites and Facebook notifications offer ready avenues for encouraging one-on-one contacts. Online registration is the way to go for signing officials up.

The Pulse
Local Association News Nationwide

SCSOA Celebrates 50 Years

The Southern Connecticut Soccer Officials Association (SCSOA) completed 50 years of service in November 2012. Over those past five decades a number of distinguished educators from the Norwalk area has served as president of the board. They include Robert Stirling from Wilton, Brian Kelly and Tom Kretsch from Westport, Steve Benko of New Canaan, and Norwalk residents Earl Richardson, Don Wilson, Bob Grant, Mark Kurimai, Jim Twitchell and Gary Klar. The group's first president was Vito Cascia.

The organization has officiated soccer games at all levels in the public and private schools in southern Connecticut. It has grown to almost 80 members.

Volleyball Association Awards Scholarships

In December 2012, the West Michigan Volleyball Officials Association (WMVOA) awarded its annual scholarships to four Grand Rapids area senior players — Godwin's Myrline Bruno, Calvin Christian's Kelsey Krus, Creston's Mallory Robinson and Unity Christian's Libby Walters. Each athlete received \$1,500 in scholarship funds.

The WMVOA has awarded more than \$91,000 to 78 student-athletes who personify the balance high school athletes maintain in academics, athletics and community service. The scholarships are funded by the numerous tournaments sponsored by the WMVOA each season.

RLOA Hosts Holiday Tournament

The Racine (Wis.) Lakeshore Officials Association (RLOA) held its annual Holiday Basketball Tournament for area high schools on Dec. 7-8, 2012. The tournament raises money for the community.

All the help in the tournament, from officials to scorekeepers to security, is on a volunteer basis. Since the tournament began in 2004, it has raised more than \$52,000 in donations.

NYMISOA Presents Service Award

The New York Metro Intercollegiate Soccer Officials Association (NYMISOA) awarded Steve Meyers the Dennis Botsaris Service Award. Meyers was honored at the group's annual awards dinner in Bethpage, N.Y. on Nov. 12, 2012.

Meyers, a member of the NYMISOA executive board, lives in Danbury, Conn. He has been refereeing for the past 18 years. "Steve is a dedicated and reliable member of our executive board," NYMISOA President John Puglisi said. "He works selflessly and tirelessly for the members. He is the kind of person who is the bedrock of a voluntary organization and we are very lucky to have him with us."

Botsaris was a beloved referee, assigner and NYMISOA vice president before dying from pancreatic cancer in 2011. He was honored in 2005 with the NYMISOA Service Award that now bears his name.

SOURCES: THE HOUR (NORWALK, CONN.), MLIVE.COM, JOURNAL TIMES (RACINE, WIS.), BIGAPPLESOCCER.COM

Your Rights and Responsibilities

Keep Discipline Matters Private

By Donald C. Collins

Q: Our league has a policy to keep all discipline matters regarding officials private. Per the policy, the league is not allowed to comment on actions taken against officials. My crew was recently suspended one game for errors we made during a rivalry game. The league commissioner announced the suspension and commented about it. What action can we take against the league?

A: An official has little chance of winning a lawsuit against a league when the commissioner informs the media of discipline against an official in violation of a league policy. However, the official and his association may be able to work with the league's board to obtain an acknowledgement of the breach of policy.

The official probably can't win a lawsuit because league policies don't often give officials enforcement rights. That seems a bit odd since a league confidentiality policy certainly protects officials. However, the official and his association are not members of the league. Therefore, they are not part of the agreement between league members.

Third parties don't generally get to enforce contracts between other entities even when the third party is the beneficiary. A league policy is the equivalent of a contract between league members, and officials are not usually members. There are, of course, some exceptions to that general rule, and an official should consult with local counsel to see if they apply. There are occasions where officials are league members or representatives of a member. However, there are also sports where some neutral arbiters are employees or volunteers of the league member as opposed to representatives of a separate association or independent officials. Those neutral people could range from school-provided linespeople in volleyball to the team-provided table crew in basketball. Those people are defined as officials under some laws, and some sports rules, and they could have rights the average official lacks.

Officials may not be league members, but they might have contract rights of their own. Officials and associations often

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.

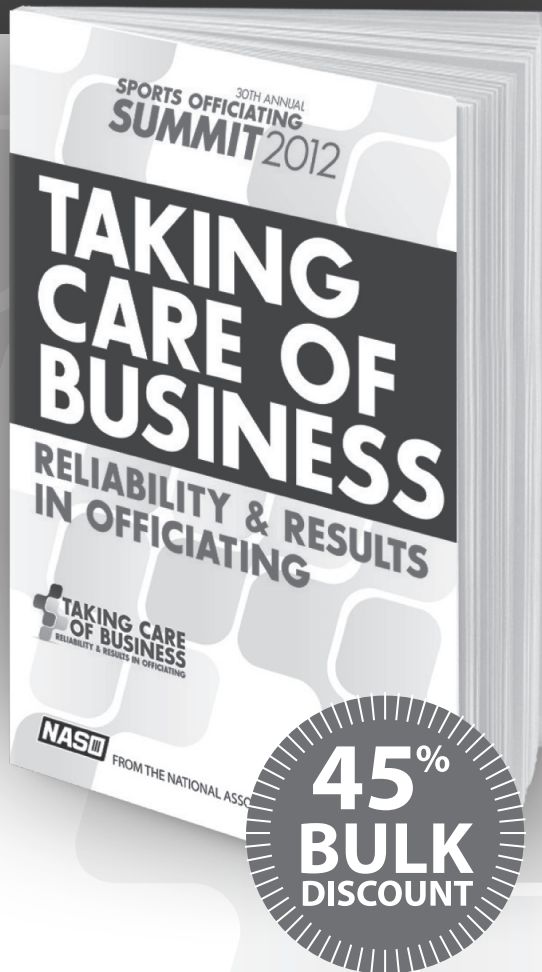
have contracts with leagues and with teams. Many of those contracts are silent on discipline against officials. However, many contracts grant the right of assigning officials to an officials association. Where that occurs, the league may not be able to impose discipline against any official unless the contract provides it. Indeed, most discipline against officials probably is the legal equivalent of a league simply saying that it will not contract with a vendor for a certain period of time. So if the officials' contract gives an assigner or association the assigning rights and doesn't contain restrictions on those rights, the league may be out of line with both the discipline and the announcement of it.

Officials may find their best recourse is not legal but administrative. An official and his association have the option of pursuing matters with a league's board of directors. Commissioners are usually hired, elected or appointed by a board. An association who pursues matters through the board may gain the satisfaction of having the board acknowledge — and even apologize for — a breach of league policy.

Going through a board instead of suing may sound like a political solution. However, discipline against officials is often just as much of a political and PR issue as it is a legal issue. Officials should take that into account in assessing options.

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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Keys to Succession Planning

By Jeffrey Stern

Many officials don't have to be told it's time to retire. They know it. Their bodies give them constant reminders. They no longer have the time. Or they just lose interest. From an association and assigner standpoint, those are easy.

It's a lot tougher when officials don't know their best days are in the rear-view mirror and want to continue. In those cases, succession planning can assist.

Since amateur officials are independent contractors, an association can stop offering games to anyone it deems is no longer capable of the job. But there is no need to be cold-hearted, especially to someone who has given many years to the avocation. Succession planning allows a group to ease rather than push a member into retirement.

The first step is to determine a departure timeline. Ideally, the official will choose his or her own retirement date. Failing that, negotiation may be necessary. It is unfair to have that discussion mid-season. Give the member processing time.

Beyond a watch or other token the association might present to a retiring official, the group can provide a "victory lap" of sorts by giving the member some say in assignments for the final season. Perhaps he or she wants to work one last

game at the place his or her career began. Maybe there is a rivalry game that draws a big crowd. Make it clear, however, that postseason games will be assigned on merit, not sentiment. The association will honor a reasonable request to work the final game at a specific spot, but only if it is within the official's ability level.

A departing official can, in his or her final season, get games that don't require a 125-mile drive each way. Likewise, an official may request the opportunity to work with an old friend a number of times during that last season or perhaps mentor a family member just joining the avocation.

As the retiring official advances through the final season, an association can help honor him or her. The host school may agree to make an announcement that the member is wrapping up a long career. Association members can also attend games to show support for the official.

The final year, through a succession program, can be an enjoyable and memorable one for the official.

Jeffrey Stern is senior editor of Referee. He is a veteran high school and college football official. The NASO Summit session "When It's Time to Go" will cover more on this topic. Visit www.naso.org for more information on the Summit. □

Summit Continued from page 5

And there will be more also!

The 2013 Summit will once again feature a vendor area where attendees can see the latest in officiating products and services. Attendees will have the chance to spend time speaking with the people who can help you improve your officiating and officiating programs. There will also be several hands-on workshops, including one geared to local association leaders.

And the Officiating Industry Luncheon will feature the leaders of NASO and the NFHS providing a "state of the union" update on the issues, challenges and accomplishments of the officiating industry during the past year.

The 31st annual Summit will be one you won't want to miss. Every official is impacted by the assigning process; knowing how assigners work can give you a better perspective on your schedule, while learning the best practices can do nothing but improve your officiating program.

Don't miss out on what is certain to be the event of the year in officiating. For more information on Summit registration, contact NASO at 800-733-6100. Information on the Summit is also available on the NASO website at www.naso.org. □

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 Missouri State High School Activities Association – Silver
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 NCAA – Gold
 NFHS – Gold
 NFL - Officiating Department – Gold
 NFLRA – Gold
 NFL - Youth Football Fund – Platinum
 NHL – Platinum
 NHL - Officials Association – Silver
 NISRA – 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
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 Washington Interscholastic Activities Association – Bronze
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 Wisconsin Interscholastic Athletic Association – Bronze