

# USA Cycling Technical Department

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USA Cycling



# Topics

- Officials Impact on Member Experience
- Officials Education Programs
- Officials Assignments



# Officials' Impact on Member Experiences

- Remember the Experience Economy
- Officials **ARE** USA Cycling to most members
- Officials are the point of contact
- 2011 was the “**Year of the Official**” as we launched many new programs
- Professionalism in Officiating
- Professional Officials Association (POA)



# Professionalism

- Professionalism piece added to level C program
- Professionalism seminar offered 3X in 2011 (summit, NorCal, SoCal)
- Expanded Evaluation of Officials
  - More evaluations
  - Evaluations by different stakeholders
  - Evaluations at regional level
- Increased focus in TD communications



# Professional Officials Association

- Officials Summit 2011
  - First one since 1987!
  - Over 120 attendees
  - Focus on Professionalism
  - Engagement of other stakeholders
- Major change to officials license fees
  - Tiered fee structure
  - Generated over \$55,000 in incremental revenue
  - Funded new officials programs
- Increased officials pay for NRC/National Championships



# National Technical Commission

- New guidelines for National TC
  - Increased turnover in NTC members (4 year term limit)
  - Members proposed by TD and approved by CEO
  - Members designated for one-year terms, to end 9/30.
  - New TC appointed by 10/7.
- NTC members represent all disciplines
- NTC members head up Regional TC (RTC)
- NTC advises TD on rules and officials programs
- NTC manages select officials programs and education



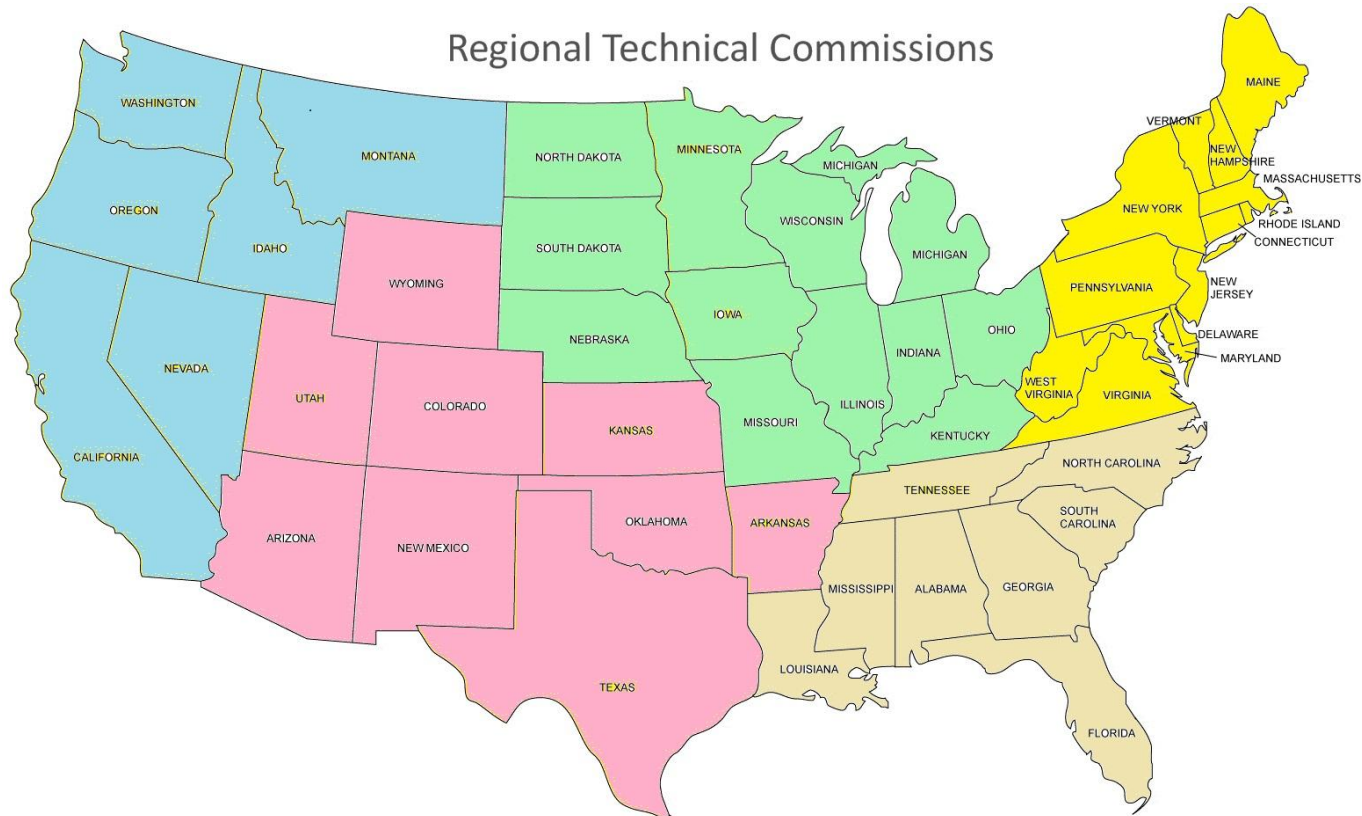
# The NTC

- Phil Miller (IC, WA)
- Dan MacLeod (NC, OR)
- Randy Shafer (IC, CO)
- Dan Thomas (IC, CO)
- Andy McCord (IC, CO)
- Heidi Mingesz (NC, WI)
- Bruce Brasaemle (IC, MN)
- Ed Dailey (A, PA)
- Tom Nee (IC, NY)
- Chuck Hodge (NC, SC)
- Steve Brady (NC, GA)
- John Pingol (IC, FL)



# Regional Technical Commissions

- 5 regions that match USAC structure



# Regional Technical Commission

- Manage key officials programs in their region
  - Education
  - Mentoring
  - Evaluation
  - Officials Recognition
- Funded by officials license fees
- All five launched in 2011
- Greater focus on evaluations in 2012



# Expanded Officials Evaluations

- In 2010, roughly 25 formal evaluations were done on officials at top level events.
- In 2011 so far, over 128 officials have been formally evaluated at least once. Of those, some have been evaluated two or three times.
- Evaluations are also being expanded in terms of who does the evaluations
  - Dedicated Evaluators
  - Staff
  - Race Directors
  - Riders and Teams



# Disciplinary Procedures

- Includes new section of officials performance
- Tiered response to potential issues
- Letter of concern, reprimand,
- Review committee
- Downgrading, mandatory retraining, etc.



# Education Program

- Level C program
  - All disciplines except BMX
  - Organized and administered by Local Associations
  - Distance Education option
- Level B program (road, CX)
  - Modules based on performing specific tasks
  - Finishing first full year of implementation
- Level B program (track)
  - Modules written and being tweaked
  - Due for launch in 2012



# Education Program

- Level A Program (road, track, cx)
  - Two classes given in 2011
  - Record 18 students in recent SoCal clinic
  - Three day seminar focusing on management and professionalism
- Level A MTB program
  - To be completed and launched in 2012
- National Commissaire Seminar (Road, Track, CX)
  - Scheduled for Spring 2012
  - Last of its kind



# Continuing Education

- Last piece of Professional Officials Association
  - Finalizing requirements for launch in 2012
  - Requirements for upgrading
  - Requirements for retaining license
  - Working on ratio of required vs. elective
  - Considering outside education alternatives



# Officials Assignments Guidelines

- Who makes assignments?
  - USA Cycling via TD and NTC
  - Regional Coordinators
  - Local Associations
    - Assign the whole crew
    - Assign the Chief Referee (CR) and let him assign the rest of the crew
    - Let the Race Director assign the crew



# Officials Assignment Guidelines

- What are the criteria?
  - Qualified officials (rank and ability)
  - Equity of assignments/rotation of qualified officials
  - Harmony within crew
  - Harmony with the organization
  - Harmony with USAC staff
  - Expense to the Race Director
  - Race Director wishes (or wish not)



# Officials Assignment Guidelines

- What are the goals?
  - Narrow the range of numbers of officials
  - Make it clearer who assigns whom
  - Involve NTC and RTC in more officials assignments
  - Move Local Associations toward a single model
  
- Officials Assignment Grids
  - Take into account discipline of event
  - Take into account number of participants and level of the race



# Officials Assignment Grid (draft)

Guidelines for Criterium Officials Assignments							
Position	Assigned By	Nat. Champ	NRC	A	B & C		
					<500	<1000	1000+
<i>Estimated Number of Racers</i>		<i>All</i>	<i>All</i>	<i>All</i>	<i>&lt;500</i>	<i>&lt;1000</i>	<i>1000+</i>
<i>Number of Race Starts</i>		<i>All</i>	<i>All</i>	<i>All</i>	<i>5</i>	<i>7</i>	<i>10</i>
Chief Referee	NTC	1 (NC)	1 (NC)				
	RTC			1 (A)			
	LA				1 (B)	1 (B)	1 (B)
Chief Judge	NTC	1 (A)					
	RTC		1 (A)				
	LA			1 (B)	1	1	1
Judges	NTC	1 ( B)					
	RTC	2 (B)					
	LA		3*	3*	2	2	3
Pit Referee (per pit)	NTC	1 (A)					
	RTC						
	LA		1(B)	1(B)	1	1	1
Motor Officials	NTC	2 (B)					
	RTC						
	LA		2	2	1	1	1
Apprentice	NTC	0-2					
	RTC	0-2	0-2	0 - 1			
	LA		0-2	0 - 1	0 - 2	0 - 2	0 - 2
Total		8 - 12	8 - 12	8 - 10	6 - 8	6 - 8	7 - 9

\* May be reduced by one if there is frameless photofinish or chip timing



# Time to get going!

**Your options according to Yoda.**



Do.

Do not.

Try.

Source: GraphJam.com

