

How can we help you help your  
State and Local Umpire  
Association succeed?



of Iowa



# PRESENTERS

- Steve Nelson, Deputy Director of Umpires
- Steve Riswold, Region 8 UIC & South Dakota UIC
- John Orłowski, Region 7 UIC
- YOU!



# Your Role in the Career of the Umpire

- Recruit
- Register
- Train
- Mentor
- Assign
- Evaluate
- Retain
- Advance

# How Can We Help Your Local Umpire Association Succeed?

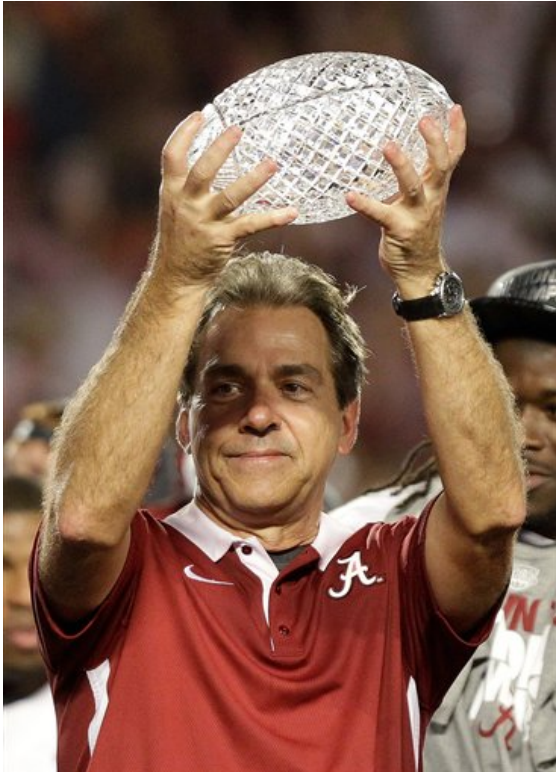
RECRUIT

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# RECRUITING

**“We devote time everyday of the year to recruiting. It is our life blood”**



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**“This game is not as much about the X’s and O’s as it is the Jimmys and Joes**



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# RECRUITING SUCCESSES

## Roseville, CA (Sacramento)



## Northern Region



# 2018 SUCCESSES

## Adult Umpires

- Chicago +30%
- Montana +30%
- Tennessee +25%
- So Cal +18%
- Arkansas +17%

## JO Umpires

- Arkansas +70%
- Nor Cal +40%
- Massachusetts +60%

# RECRUITING CHALLENGES

- Competition
- Economy
- Millennials
- National Trends



Ideas?

Suggestions?

Comments?



# LOCAL TRAINING

## HOW CAN WE HELP YOU??

- **LOCAL UMPIRE RULE CLINICS** – Start with rules you want to cover with power point, white board, etc. Encourage roundtable discussion. Break into groups if possible and have groups report.
- **LOCAL UMPIRE MECHANICS CLINICS** – School agenda is developed by the RUIC in coordination with the State/Local UICs
- **INFORMAL GATHERINGS AFTER GAMES** – Pizza Nights, etc.



# INSTRUCTIONAL CAMPS, SCHOOLS, CLINICS

- UMPIRE CAMPS – For both FAST PITCH and SLOW PITCH
- NATIONAL UMPIRE SCHOOLS – Covers rules and mechanics of both SP & FP  
\*\*\*We introduced a new format in 2017\*\*\*
- REGIONAL UMPIRE SCHOOLS – School agenda is developed by the RUIC in coordination with the State/Local UIC's
- LOCAL ASSOCIATION SCHOOLS and CLINICS – One-day or Two-Day Clinics originated by the Local Association UIC with the RUIC who is usually invited as a clinician



# TRAINING GUIDES and AIDES

- USA SOFTBALL RULE BOOK
- USA UMPIRE MANUAL
- USA UMPIRE CASE BOOK
- POWER POINT PRESENTATIONS
- DVD's (Umpire Mechanics, One-Umpire System, Two-Umpire System or Three-Umpire System in both Fast Pitch and Slow Pitch)
- PLAYS and CLARIFICATIONS (Monthly update of umpiring issues; found on the *USA Softball* website)



# DISCUSSION

**GROUP: What would you like to see from the national staff in terms of training ?**

**HOW CAN WE HELP YOU?**

**Schools?**

**Training Aids? Videos? Powerpoints?**

**How do we get them to you?**

**How do we market USA Softball better?**



# HOW DO WE RETAIN?

- **Mentoring system – veteran umpire with a new, inexperienced umpire**
- **Off-field socialization – pizza after games, etc.**
- **Rewarding the new umpire with certificates of achievement, etc.**
- **Helping the new umpire by providing umpire equipment – new or used**
- **Reward (?) them for recruiting a new umpire(s)**
- **Be understanding of their requests for umpire scheduling**



# HOW DO WE RETAIN?

- **What are some of your retention techniques and strategies at your local level? (What works best for your area and why?)**
- **How can USA Softball help your Local Association retain our recruits and keep the veterans interested and excited?**



# HOW CAN WE HELP YOU IN ADVANCING the UMPIRES and UMPIRING IN YOUR LOCAL ASSOCIATION?



# OPPORTUNITIES FOR ADVANCEMENT

**As the Local Association UIC you must develop a plan for your umpires to advance**

- **Help each umpire set a goal and help them by developing a plan so that they can reach their goal.**
- **Get them to a National Umpire School for training and exposure to the National Staff**
- **Work to get them out-of-town using the Host Exchange process to get them evaluated by other UIC's (we'll talk more about this in a minute).**
- **Communicate regularly with your Regional UIC on the progress of your umpires; only the RUIC can nominate an umpire for an At-Large National Tournament slot.**
- **Work with the RUIC to get your umpires to the ELITE status and beyond.**





# OPPORTUNITIES FOR ADVANCEMENT

- **Using the HOST EXCHANGE process to get more umpires to National Tournaments**

Example: A Local Association umpire may be approved to work a National Championship as a host umpire through an agreement between the Local Association's Commissioner and the hosting Commissioner of the National Championship.

- **Providing transportation help for the HOST EXCHANGE umpire**

Example: Host Exchange umpires must provide their own transportation (expenses) to and from a National Championship, so asking for some help from the Local Association Commissioner, or Regional Commissioner, might be possible.



# OPPORTUNITIES FOR ADVANCEMENT

## Getting More Umpires in National Championships

- **Starting the process of recruiting umpires for a National Tournament EARLY!**

Example: Umpires are unable to get time off work, or change family vacation plans, so if the assigning is not done early the Local UIC may have a difficult time finding Host umpires who are available to work.

- **Increase the # of games by reducing the umpire factor**

Example: Instead of using a 6-person umpire schedule (for 3-person games) use a 5-person umpire schedule; instead of using a 4-person schedule (for 2-person games) use a 3-person umpire schedule.



# OPPORTUNITIES FOR ADVANCEMENT

- **Allowing ONE umpire position to be split between TWO umpires**

Example: ONE umpire would commit to working the first three days of a Championship, another the last four days (neither umpire would be required to take an entire week of vacation from work).

- **Allowing HOST UMPIRES to work evenings (work part time)**

Example: This would allow the full-time umpires to still work 3-4 games a day with additional umpires taking the last couple of games of the evening (allows full-time umpires to rest & be ready for the next day).



# OPPORTUNITIES FOR ADVANCEMENT

- **Umpires can now work (code change) multiple National Championships**

Example: ONE umpire could work a SP National Championship and a FP National Championship in the same year. Multiple championships should be in different divisions of play, and we should NOT take away opportunities from other umpires.

- **Umpire pay for National Tournaments HAS INCREASED!**

Example: FP umpires now (code change) earn a minimum of \$40 a game and SP umpires now earn a minimum of \$30 a game. The increase in minimum pay may also increase the number of umpires who can now afford to work a National Championship, creating more opportunities for advancement.



# RULES

- How Does an Idea become a RULE?
  - Who, What, When & How
- Considerations in Proposing a Rule?
  - Does it make the game better?
  - How does it impact all games?
  - How does it impact all participants?

Got Any Ideas?



# Mechanics

- How does a thought become a new Mechanic?
  - Who, What, When and How
- Considerations in Proposing a Mechanics Change
  - How does it improve the game?
  - How does it effect the umpires?
  - How does it impact the participants?
  - What games does this change effect?
  - Does this change work at all levels?
  - Is it teachable to everyone?
- Any mechanic changes you would like to see?



# Register

- Methods
- Issues
- Background Checks
- Safe Sport

What can **WE** do to make the registration process easier and more efficient for you?

**WE**= All of US

THANK YOU

Closing Comments

Questions

