

PACIFIC-10 CONFERENCE
FOOTBALL OFFICIATING PROGRAM

Introduction:

The purpose of this document is to provide background information regarding the Pac-10 football officiating program. Major elements of the program are listed below. These are divided into major categories which include recruitment, hiring, training and performance evaluation.

Development of Future Officials:

The Coordinator begins to cultivate future officials through contact with youth and high school football officiating programs.

Recruitment:

There are several methods used in the recruitment of Pac-10 football officials. Generally, a prospective official must have a minimum of five years officiating experience at the intercollegiate level, and/or in the Arena Football League to be considered.

1. Pac-10 Coordinator of Football Officials.

The Coordinator recruits officials working Arena Football League and college football games at all levels (NCAA, NAIA and Community College).

These potential officials are identified as follows:

- Through contact with other Coordinators of Football Officials
- In-person observation of prospects
- Review of game video

2. Pac-10 Officials/Observers

The Pac-10 Coordinator seeks input from the Pac-10 officiating staff, including both on-field officials and observers, to identify potential candidates. Current Conference officials work games with prospects and/or become acquainted with

them when attending the meetings of officials conducted in each service area of the Conference.

3. Others

Coaches and athletic administrators occasionally provide input on potential applicants to the Coordinator.

Applicant List:

Individuals interested in officiating football in the Pac-10 are required to complete a detailed application, which is reviewed by the Coordinator of Football Officiating. If, after review, the Coordinator believes the individual to be a viable candidate, he/she is placed on an applicant list.

Candidates who make the applicant list are assigned to a service area, which is a geographical area within the Pac-10 footprint. The service areas include Spokane, Seattle, State of Oregon, Bay Area, Southern California, Phoenix and Tucson.

1. The candidates on the applicant list are rated utilizing the following methods:
 - Candidates officiate at Pac-10 institutions' pre-season scrimmages. The candidates are rated at these scrimmages by Pac-10 observers, on-field officials and the Coordinator.
 - The National Football League Officiating Department provides the Pac-10 Coordinator with information on officials it is scouting.
 - Video review of games the applicant has officiated.

Hiring:

An individual on the applicant list may be offered a contract to officiate football in the Pac-10. The contract is valid for one year, with the official in the capacity of an independent contractor. The newly hired official then is assigned a schedule of up to 11 games during the ensuing season.

Training:

All Pac-10 football officials are required to participate in training and education on a year-round basis. The program consists of the following:

1. Pre-Season training includes:
 - Attendance at the Pac-10 Football Officiating Clinic. This event encompasses four days of training videos, lectures, individual position sessions and review of officiating philosophies.
 - Successfully passing a closed-book rules examination.
 - Officiating pre-season football scrimmages.
 - Attendance at service area meetings of Pac-10 officials. Specific training is provided at these meetings, including rules and mechanics discussion, quizzes, and video review.
2. In-season training includes:
 - Attendance at regularly scheduled service area meetings, including rules and mechanics discussion, quizzes, and video review. Additionally, game situation discussions can take place.
 - Study of play situation bulletins, which are circulated to all officials.
 - Review of the minutes of weekly conference call involving all Pac-10 referees, the Coordinator of Football Officiating and the Director of Instant Replay.
 - Participation by all Pac-10 officiating crews in a weekly video review of their prior week's game.
 - Review of a weekly training video, produced by the Coordinator, distributed to all officials.
 - Review of the NCAA football officiating training videos, distributed to all officials.

Performance Evaluation:

Pac-10 football officials are evaluated during and following every Pac-10 game they work. The following is the evaluation process utilized by the Pac-10:

1. Video review:
 - The Coordinator and his staff conduct a video review of every game officiated by Pac-10 football officials. Every call and non-call by each game official and the instant replay personnel is graded as a correct call or an incorrect call.
2. In-Person Review:
 - The official's mechanics, positioning, appearance and movement also is graded during the game by Pac-10 Officiating Mentors who are present at most of the games.
3. Review by Coaches:
 - The Pac-10 football coaches provide a post-game written evaluation of each official, which is provided to the Coordinator.
4. Pac-10 Grading System:
 - A detailed grading system is utilized to determine an official's performance based on the evaluations provided above.
 - An individual's grade at the end of the season is used to determine whether that official receives a post-season assignment and whether he/she will be offered a contract for the following season.