



**Officials Committee Q4 Meeting  
November 5, 2025**

**USA Swimming Mission:** USA Swimming is the National Governing Body for the sport of swimming. We administer competitive swimming in accordance with the Olympic & Amateur Sports Act. We provide programs and services for our members, supporters, affiliates and the interested public. We value these members of the swimming community, and the staff and volunteers who serve them. We are committed to excellence and the improvement of our sport. We are committed to providing a safe and positive environment for all members.

**Officials Committee Mission:** To conduct programs to recruit, educate, train and certify a diverse team of USA Swimming officials to provide the highest quality and consistent officiating for athletes at all levels of swimming.

**USA Swimming Priority Results:**

1. USA Swimmers achieve sustained competitive success at the Olympic Games and other high-level international competitions.
2. Members have and use resources for sustainable success.
3. There is growth in swimming participation and interest.
4. USA Swimming is recognized as the “Best in Class” National Governing Body.

**Officials Committee:** Dana Covington (Chair), Kevin Hogan, Jason Johnson, Trish Martin, Mike Murphy, Curtis Myers, Jack Swanson, Marianne Walling, Noah Berryman (Athlete), Hannah Cousins (Athlete), Colin Gibbons (Athlete), Dylan Nelsen (Athlete), Kathleen Scandary (ex officio) Taylor Rogers (ex officio), Jay Thomas (ex officio), Judy Sharkey (ex officio), Macie McNichols (Staff), Maggie Vail (Staff)

**MINUTES**

1. Introductions & Housekeeping
2. Approval of meeting minutes – TBD and do over email
3. Athlete updates: No updates.
4. AO Junior Official Approval Status Update – NB gave update to group on status of AO Junior Official. Working with Zach Toothman to approve new position for JO.
5. Implicit Bias – Leland Brown presented to the group on implicit bias and officiating: what are biases in swimming, how to identify, and how to act and change.
6. Ex Officio Updates:
  - Rules and Regs – no updates.
  - P&E – Kathleen’s term concludes at EOY. Committee thanked KS for service to the organization.
  - World Aquatics – Jay is transitioning to AQUA’s ROC.
7. Working Group Updates
  - Communications – Newsletter overview; LSC officials chairs survey in progress.
  - P&E – No updates.
  - Education – call for article ideas; survey responses reviewed.
  - Mentor – Updates on N3i/f list. Reviewing mentorship applicants to add new/recerts.
  - Open Water – No updates.
  - LSC Officials – Working to post OC Handbook.



- Testing – Online tests and situations & resolutions. Open Water testing coming soon.
  - OTS – EOY statistical update.
8. Adjourned 6:58pm