

2018 US Open Umpires Selection Guidelines

US Open Officials Selection Committee:

The US Open Officials Selection Committee (“Committee”) is responsible for the selection of all Line Umpire applicants for the US Open. The Committee shall advise the USTA on pre-tournament assignments of Line Umpires. Review Officials and Assistant Referees are not selected by the US Open Officials Selection Committee.

Committee Members:

Greg Allensworth
Tracy Crossland
Larry Mulligan Gibbs
Sandi Pardon
Joan Vormbaum
Woodie Walker

Consultants to Committee:

D.A. Abrams, Chief Diversity Officer, USTA
Brian Earley, Referee, US Open
Andrew Walker, Deputy Chief Umpire, US Open
Jake Garner
Soeren Friemel, Chief Umpire, US Open

Any available information from ITF, ATP, WTA, and National Federation personnel may be taken into consideration by the Selection Committee.

The general selection process for the US Open:

1. A list of all Umpires who timely applied to the US Open is sent to the Selection Committee. The following additional information may be reviewed:
 - USTA certification
 - ITF badge level
 - ATP rating average for the previous two years
 - ATP rating average for the current year which also shows number of evaluations
 - The US Open Chief Umpire rating that was used for assigning Umpires at the previous year’s US Open. This rating determines an Umpire’s assignment each day based on evaluations from the USTA evaluators, feedback from the Chair Umpires and previous work record.
 - Previous US Open evaluations

Prior to the Committee meeting, feedback on Line Umpires from the United States may be collected from:

- Section Chairpersons
- US Open Chief Umpire Staff

Prior to the Committee meeting, feedback on International Line Umpires is collected from:

- ITF Officiating Department
 - Grand Slam Chief Umpires
 - Lists from International Federations rating their Officials who applied
2. All feedback is sent to the Committee for their review.
 3. A chart is created that provides the anticipated number of Officials required for each day of the US Open Qualifying Event and Main Draw. This is based on the following information:
 - The Match Schedule Plan (MSP) issued by the Referee Staff of the US Open
 - The projected number of courts used each day
 - The crew configuration needed for the type of matches being played
 - Number of spares needed
 - Number of Chair Umpires required for all matches
 4. The Committee meets in April/May to make selections for Line Umpires. Applicants who applied after the application deadline are added to the list of Officials not selected to create an “alternates list” should positions become available at a later date.

The selection process for Chair Umpire positions at the US Open:

Chair Umpires at the US Open (other than the US Open Junior Championships, US Open Champions Invitational and US Open Wheelchair Competition), require an ITF White Badge Chair Umpire Certification or higher. All United States and International Chair Umpire selections for the US Open are determined by:

- Feedback provided to the Referee and Chief Umpire by Grand Slam Supervisors and ATP/WTA representatives
- Tentative selections are made by the US Open Chief Umpire and US Open Referee with final approval by the US Open Referee as per the Grand Slam Rulebook

The selection process for Line Umpire positions at the US Open:

Note: USTA certification levels, from high to low, are Professional Line, National Line, USTA Line, Sectional Umpire, and Provisional Umpire.

1. Officials from the United States who are certified as Professional Line and National Line are generally approved for selection unless one or more of the following reasons apply (listed in no particular order):
 - Lack of working assignments in the current year
 - Late application
 - Officials Code of Conduct violation(s)
 - Poor performance based upon evaluations at other professional events
 - Previous less-than-satisfactory US Open evaluations

2. All Officials from the United States that are certified as USTA Line, Sectional Umpire, or Provisional Umpire are reviewed based upon:

- Strong work record
- Satisfactory evaluations information reviewed including:
 - Availability
 - Work record
 - USTA and ATP evaluations and ratings
 - Timely application
 - Feedback from:
 - US Open Chief Umpire Staff
 - Sectional Chairpersons
 - USTA Pro Circuit Personnel

3. The Committee seeks an overall consensus in order to select an Official. No one member of the Committee can select or reject an Official.

4. All International Line Umpire applicants are reviewed by the Committee based upon:

- Grand Slam work record within the last two Grand Slam cycles
- Strong recommendations by the ITF Officiating Department, National Federations and Chief Umpires from the Australian Open, French Open, and Wimbledon
- ATP ratings for those who have worked ATP tournaments in the United States
- Recommendations from selected ITF and ATP Chair Umpires
- Recommendations from the US Open Chief Umpire's Staff who hold an ITF Chief
- Umpire certification

5. Tentative selections for all Line Umpires are made by the Committee with final approval by the US Open Referee as per the Grand Slam Rulebook.

Initial assignments of selected Officials:

1. During the selection and assignment process in April/May, tentative assignments of Line Umpires for initial days of the US Open are determined by ratings from the previous year's US Open and recent USTA and ATP evaluations/ratings.

Assignments for the final days of the US Open

1. Line Umpire assignments for the final days of the US Open are based on Line Umpire evaluations from that year's US Open from:

- US Open Technical Advisors
- Gold and Silver Badge Chair Umpire evaluations
- Hawk-Eye evaluation information
- US Open Chief Umpire's Staff

There is no guarantee that any individual Line Umpire (either previously assigned or extended) will be assigned to any match in Arthur Ashe Stadium.

2. All Chair Umpire assignments for Main Draw Men's and Women's Singles/Doubles and Mixed Doubles matches (including the final days of the US Open) are determined by the US Open Referee in consultation with the US Open Chief Umpire. All other Chair Umpire assignments are determined by:
 - Previous year's US Open chair evaluations from ITF certified chair umpires
 - Overall Chair Umpire experience
 - USTA Pro Circuit Supervisor feedback
 - Level and quantity of events worked during the current year

The US Open Referee, in consultation with the US Open Chief Umpire, is the final authority on all daily assignments, as per the Grand Slam rulebook.

These US Open Officials Selection Guidelines are subject to change at the discretion of the USTA. Any changes will be posted accordingly.

The USTA recognizes diversity as essential to achieving our mission to promote and develop the growth of tennis. We are committed to achieving greater diversity throughout the sport and fostering a tennis environment that is more inclusive.

The USTA does not permit discrimination on the basis of gender, race, or any other prohibited basis in the selection and assignment of Umpires to tournaments and matches.

All qualified Umpires will be afforded equal opportunities to officiate both men's and women's matches. The USTA Officiating Department, where it has the authority to do so, will seek to assign qualified Umpires to matches, including late round matches, in numbers approximating their demographic representation (e.g. gender, race) in the qualified pool of applicants available for such matches.

US Open Umpire Selection Criteria for ITF Gold and Silver Badged Chair Umpires

The primary, but not exclusive, Criteria for Gold Badge and Silver Badge Chair Umpire selections for the US Open (in no particular order):

- Competency on both Men's and Women's singles matches
- Evaluations from the ITF/ATP/WTA
- Grand Slam and ATP/WTA Tour Experience Hard Court and Grass Court Experience Hawk-Eye Experience
- Past performance at the US Open
- Selection of Gold/Silver Badge Chair Umpires will be in accordance with the USTA's Diversity and Inclusion policies