Candidate: Karen Kuhn

I recommend acceptance of this seminar paper to the Graduate College in partial fulfillment of this candidate's requirements for the degree Master of Science. The candidate has completed his oral seminar report.

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This seminar paper is approved for the Graduate College:

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Dean, Graduate College
A HISTORY OF THE MILWAUKEE
BOARD OF WOMENS OFFICIALS

by

KAREN K. KUHN

WISCONSIN STATE UNIVERSITY AT LA CROSSE

Abstract

A historical study of the formation, growth, and development of the Milwaukee Board of Women’s Officials was made. The influence of the Milwaukee Board in establishing other boards of women officials was examined. The effects on the development of the board by some of the early board members were traced.

Sources of information for this study were the constitutions of the Board, minutes of meetings, records of officers, records of ratings issued, and personal interviews with past and present members of the Board.
A HISTORY OF THE MILWAUKEE BOARD OF WOMEN'S OFFICIALS

A Seminar Report
Presented To
The School of Graduate Studies
Wisconsin State University at La Crosse

In Partial Fulfillment
of the Requirements for the Degree
Master of Science in Physical Education

by
Karen K. Kuhn
July 1968
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CHAPTER I

INTRODUCTION

Since women first began participating in athletic events, there has been a definite need for well-trained women officials. In 1898 a National Committee on Women's Basketball was formed, and its efforts, in co-operation with State Basketball Chairmen, encouraged the establishment of local bureaus in their states. In 1925, Anita Preston of Temple University was appointed chairman of the Committee on Officials by the National Committee on Women's Basketball.\(^1\) This Committee was charged with the responsibilities of the drafting of a sample constitution and the recording of rules to serve as a guide for the initial organization of Boards of Officials for Women's Basketball.

The uniting of the community boards was the result of a questionnaire distributed in 1927 by Grace Jones, chairman of the National Committee on Women's Basketball, and Elise Nelson, chairman of the Committee on Officials, using the results of the committee work of Anita Preston.\(^2\) The results showed a high interest in forming a national board of officials which would standardize examinations and allow ratings to transfer from one board to another.


\(^2\)Ibid.
After a series of meetings in New York and Baltimore in 1928, the Women's National Officials' Rating Committee (WNORC) was initiated, and Helen Shadden, of the Seiler School, Harrisburg, Pennsylvania, was selected as the first chairman. WNORC was made a subcommittee of the Committee on Women's Athletics of the American Physical Education Association. Eight boards quickly united with the WNORC. These boards were all located in the East, and the Boston board emerged as the largest and most active board. Boards of officials were directly responsible to the WNORC rather than, as the past, to the National Committee on Women's Basketball.

The main objectives of the WNORC, as established in their original constitution, were to further the best interests of sports for girls and women by providing nationally approved officials, standardizing and improving officiating, encouraging universal use of current Spalding rules for women as adopted by American Physical Education Association, and by encouraging good sportsmanship and clean play.

In the early years, when officials were under the National Committee on Women's Basketball, a minimum of five women could, with the sanction of their state basketball chairman, organize themselves into a board and examine officials. Each board constructed its own practical and theoretical examinations and the examinations were given by a recognized

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4 Koenig, op. cit., p. 23.
women's sports authority.

With the establishment of the WNORC, local boards were asked to recommend qualified women as national judges. Upon appointment by the chairman of WNORC, these judges assisted the National Examining Committee in its rating of officials. At this time national judges and members of the National Examining Committee were not required to pass national examinations or to be active referees, but were automatically given the rating of "excellent official" for the duration of their service on the committee. The members of the National Examining Committee prepared the written tests. At least one of the national judges had to be present at any national examination.

To help those who wished to officiate, the first "Technique For Women Officials As Referee Or Umpire In Girls' Basketball" was published in pamphlet form by the WNORC in 1930. The next year the pamphlet was included in the Basketball Guide. Since then, officiating material has been included in all rule guides.  

The WNORC has grown through the years with the development and establishment of the Girls and Womens Sports Divisions. When the WNORC was first organized, it was a subcommittee of the Committee on Women's Athletics of the American Physical Education Association (APEA). The chairman of the WNORC at this time was appointed by the president of the APEA.

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5Ibid.
In 1932 the APEA reorganized the Committee on Women's Athletics and entitled the new organization the National Section on Women's Athletics (NSWA). WNORC thus became a subcommittee under the Women's Athletic Rules and Editorial Committee of the NSWA. At this time the chairmanship of WNORC ceased being appointive, and the position was filled by a woman elected by the Executive Committee of Women's Athletic Rules and Editorial Committee.

In 1942 the WNORC became a standing committee of NSWA rather than a subcommittee of the Rules and Editorial Committee. As a result, chairmanship of WNORC was decided by the vote of the legislative board of NSWA. The chairman was elected for a four-year term.

In 1953 the NSWA was changed to the National Section for Girls and Women's Sports (NSGWS), and the term of office for the chairman of the WNORC was cut to a less demanding two years.

The next change in delegation of responsibilities and election procedures came about in 1957 when the National Section for Girls and Women's Sports became a division of the American Association of Health, Physical Education and Recreation (AAPHER). With this change in structure the officiating section was created as one of the five sections of the Division of Girls' and Women's Sports (DGWS) and the WNORC became a standing committee of the officiating section.  


regulations, section chairmen were elected at the business meetings of the section during the AAHPER National Convention. The term of office was changed at this time to one year. However, a person really worked three years: one as a chairman-elect, one as chairman, and one as past chairman, with the many duties being divided among the three officers. At this time the chairman of the Officials Section was also chairman of the WNORC.

With the growth of the new officiating section, WNORC functions were absorbed by the more expanded organizations. At the 1962 executive meetings of the officiating section, it was voted to drop the WNORC, since it had ceased to operate as a separate committee.

In 1963 the DGWS Executive Council voted to structure the major divisions into areas rather than into sections. What had been known as Officiating Section was now referred to as Officiating Services Area. The chairman was now elected during the AAHPER Convention and the elected chairman presided over what can be thought of as a much expanded WNORC.

From its beginning in 1928, with eight boards to form the WNORC, the organization of women's officials grew to twenty-two in 1929, to forty-eight in 1934, one hundred twenty-seven in 1952 under NSWA, to one hundred forty-eight in 1955 under NSGWS, to one hundred sixty-six in 1957 under DGWS, and is still expanding today.\(^8\)

In keeping with the original objectives of the WNORC, the officiating

\(^8\)Koenig, op. cit., p. 24.
Services Area aims to promote desirable sports programs for girls and women through improved officiating. Its work concentrates on improving sports' officiating through the establishment of standards for officials in nine sports: badminton, basketball, gymnastics, softball, swimming, synchronized swimming, tennis, track and field, and volleyball. It works through clinics, convention meetings, and publications to develop interest in officiating among physical education teachers, recreation leaders, and students.

Major portions of the task of improving sports' officiating are carried on by the local boards and by the thousands of women throughout the country who are active officials. Boards are located in nearly every state, making it possible to receive ratings in almost any section of the country. Members of these boards are rated officials who are interested in developing and maintaining desirable officiating of sports for girls and women.

Each board has its own constitution and elects its own officers. The main functions of the boards are to extend knowledge and techniques of officiating in their own area, to rate new officials, to renew ratings, and to supply a list of rated officials to anyone desiring one. Boards are encouraged to hold sports' officiating clinics and workshops to teach DGWS officiating techniques.

In order to give national ratings, a committee of three examiners must rate each candidate. For the first two years, in sports other than basketball and volleyball, examiners need not hold ratings of any
kind. After a board has given national ratings in a specific sport for two years, all examiners shall be required to have national rating.

Officiating ratings are based on high standards of performance and knowledge of official rules. Each candidate must pass a written national test and be observed at work by three national officials for one or more games of the sport in which she is being rated. Candidates must pass both the written and practical examinations to receive a rating. The rating is commensurate with the combination of the two scores. Qualified candidates may earn one of the following ratings: Intramural, Associate, Local, Junior National, National, or Honorary. Each rating is designed to fulfill two basic requirements, namely, to meet the needs of various levels of sports events, and to stimulate interest in those who desire to officiate.

The need for more and better women officials will be of vital concern as college women in 1968 compete for national championships. The development of full intercollegiate athletic competition for women will provide opportunities for college women to compete in such sports as tennis, golf, archery, gymnastics, volleyball, basketball, badminton, track and field, and swimming.

The DGWS has formulated plans for holding national championships in gymnastics and track and field in 1969, and speed swimming, badminton, and volleyball in 1970. When women compete, there is a need for qualified women officials.
Statement of the Problem.

It was the purpose of this study to trace the history and development of the Milwaukee Board of Women's Officials. The intent of this study was: (1) to discover the motivating force behind the establishment of the Milwaukee Board of Women Officials, (2) to record the history of the development of the board up to the present date, (3) to determine the influence of the Milwaukee Board of Women Officials in establishing other boards of women officials, and (4) to examine the backgrounds of some of the leaders of the board and their accomplishments.

Definitions of terms.

Intramural Rating. A student rating, given in schools and colleges by a qualified teacher. Student officials may not officiate games outside their own school, may not accept fees, and must receive higher than the minimum grade of seventy on both the national theoretical and practical examinations. There is no age requirement, and the rating is for two years. 9

Associate Rating. A rating which permits the official to accept minimum fees and to officiate games in any situation which does not call for experienced officials. At least one national official must be on the rating committee. This rating is transferable. Individuals must receive no lower than an average score of seventy-five on both

the national theoretical and practical examinations, with a minimum of seventy-four on the theoretical and a minimum of seventy-five on the practical. There is no age requirement and the rating is good for two years.\textsuperscript{10}

**Local Rating.** This rating permits the official to accept fees as established for a national rating. At least two national officials must be on the rating committee. This rating is transferable. The minimum grades are seventy-eight on the national theoretical and eighty on the national practical to form an average of eighty. There is no age requirement and the rating is good for two years.\textsuperscript{11}

**National Rating.** This rating signifies that the holder is capable of officiating any game anywhere in the United States or Canada. This rating is for the most highly skilled official, one who has maturity and experience. At least three national officials must be on the rating committee. This rating is transferable. An individual must score a minimum of eighty-five on the national practical examination and an average score of eighty-five. A person must be a minimum of twenty years old, and the rating is current for two years.\textsuperscript{12}

**Junior National Rating.** This rating is for a person below the age of twenty years. To obtain this rating the official must pass the

\textsuperscript{10}Ibid.
\textsuperscript{11}Ibid.
\textsuperscript{12}Ibid.
minimum requirements for the national rating. This rating automatically becomes a national rating when the individual becomes twenty years old.\textsuperscript{13}

**Honorary Rating.** This rating is given, upon application, to an individual who has held a national rating in one sport for ten or more years. Once a person attains an honorary rating, she need not take any more tests to be a currently qualified official.\textsuperscript{14}

**Delimitations.**

This study pertains specifically to years in which Milwaukee has had a board of women officials and is concerned only with the Milwaukee Board of Officials and its activities.

**Limitations.**

The writer was not able to control any biased opinions or memory lapses which may have influenced material obtained from personal interviews. Records and minutes of all board meetings were made available to writer, but some years' records were missing. Since some of the leaders had either retired or moved away, they were not available for interviews.

\textsuperscript{13}Ibid.

\textsuperscript{14}Ibid.
CHAPTER II

REVIEW OF THE LITERATURE

Bell and MacKinnon, in an article in the *Journal of Health, Physical Education, and Recreation*, gave a brief introduction to the founding, growth, and activities of the Boston Board of Women's Officials in 1939.15

Nogues presented the history of the development of boards of officials of the San Francisco area in the 1930's and 1940's. She outlined briefly the factors leading to the establishment of San Francisco boards and related some of the activities.16

Seary presented a history of the DOWS and the development of rules and conduct of sports for girls and women which are used as guideposts in establishing rules today.17

Conlish listed elements in girls' sports activities which were considered undesirable in the 30's and 40's and are today found to be very desirable in developing the well-balanced girl. The author stressed the importance of athletics for the production of important

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17Paula Seary, "Organization and Functions of the Division for
mental and physical growth. 18

A brief history of officiating services and the scope of activities that are carried on by the Officiating Services Area was developed by Koenig. 19
CHAPTER III

FORMATIVE YEARS OF THE BOARD

1933-1939

In Milwaukee the women in the area of physical education and recreation felt a need for a natural channel for getting to know people in their own field. In 1933, these women met to form an organization primarily for professional development, but also to establish friendly and social contacts with others in the profession. When a school system is large, and when there are numerous individuals and private organizations working alone and toward their own ends, these contacts are very often not present. This organization was not developed to stop the work of other groups already established. It was rather to integrate the personnel of such organizations as the YWCA, the Milwaukee Municipal Recreation Department, the physical education departments of public grade and high schools, and of the private schools and colleges. The organization formed was known as the Women's Physical Education Club.

The Milwaukee Association of Women's Officials was established in 1934 as an outgrowth of the Women's Physical Education Club. During the early 1930's girls' basketball and softball teams were very popular in the Milwaukee area, but the girls were playing boys' rules, were being coached by men, and the games were being officiated by men. With the establishment of the Milwaukee Association of Women's
Officials, the Physical Education Club hoped to stop these practices by providing skilled women officials.

The main objectives of the Milwaukee Association of Women's Officials were to further the best interest of sports for women: (1) by providing a list of approved officials, (2) by standardizing and improving officiating, and (3) by encouraging the universal usage of the latest official rules as adopted by the American Association of Health and Physical Education.20

In 1935, the board started to function in the area of basketball. Gelinda Vescolani, who held a national basketball rating from Columbia University, was instrumental in helping the Board to make this start. An executive Committee consisting of the president of the physical education club, the chairman of the board of officials, the chairman of the basketball committee, the secretary, and the treasurer was formed to author a written basketball examination to be used locally, since the Board had to function a year before being eligible for affiliation with the National Women's Officials' Rating Committee.

In the spring of 1936, Viva Rooney, Theresa Statz, Gelinda Vescolani, and Jane Whitney went to Madison to take the National Basketball Officials' examinations at the University of Wisconsin. The University of Wisconsin had, at this time, an affiliated board of the

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20 Excerpts of the Minutes of the Milwaukee Board of Women's Officials, 1934, and are on file with the current chairman of the Milwaukee Board of Women's Officials, Milwaukee, Wisconsin.
WNORC. Milwaukee women came back from Madison with four nationally rated officials. The same year nine local basketball ratings were given to Milwaukee women. That spring the constitution of the Milwaukee Association of Women's Officials was written and approved by both the local Board and the WNORC. Since there were nationally rated officials on the board, and since the constitution had been approved, Milwaukee was established as an affiliated board of the WNORC. It could now rate officials. Miss Gelinda Vescolani was appointed chairman of the Basketball Rating Committee of Milwaukee by Miss Elizabeth Beall, national chairman of the WNORC. National judges appointed by Miss Beall were Miss Elliot and Miss Vescolani.

In the fall of 1936 the board gave its own national ratings. Seven people received national ratings and ten people received local ratings. The women were judged on the basis of a written test over current basketball rules and a practical examination involving the refereeing of a game. The following factors were also taken into consideration:

(1) Knowledge and execution of rules as demonstrated by refereeing.

(2) Personality, attitude and cooperation.

(3) Appearance. (No definite costume was required but the candidate had to be suitably dressed).

(4) Voice.21

21Ibid., 1936.
After the board was established, one of the first problems was the concern about girls playing in sports using boys' rules. For the next three years the board encouraged the recreation department of Milwaukee County, the YWCA, and the University of Wisconsin Extension Division to adopt girls' rules. As a result of letters, personal contacts, and clinics on rules, many teams began to use girls' rules, and, whenever possible, to obtain women officials. Due to the leadership exhibited by the Milwaukee Board, Madison and many of the outlying districts of Milwaukee also changed to girls' rules and women officials.

The Milwaukee Association of Women's Officials stimulated interest and membership in the organization through officiating throughout the area and by conducting clinics and demonstrations on rules and fouls at schools and colleges in Milwaukee.

By 1938 the board had grown to thirty-four rated officials. Local ratings were given for one year. The board set its own standards. The board gave local ratings in softball and national ratings in basketball and field hockey, as women actively participated in refereeing in the Milwaukee recreational program and in the intramural and extra-murals of the high schools and colleges of the area. The main burden of the officiating was carried by the women in the recreation department, which had a large program of activities for girls which included: badminton (open doubles, intermediate doubles, and novice doubles), basketball (major AAA, major AA, major A, minor and industrial teams), freethrow tournaments (senior and junior division), indoor softball
(open, major AA, major A, minor and industrial teams), outdoor softball
(major and minor teams), swimming meets (advanced, intermediate,
beginners swimmers and diving), table tennis (open and novice division),
and volleyball (major AAA, major AA, major A, and minor teams). All
teams were divided first by whether or not the girls were still in
high school or had graduated and then by ability.22

As more people became actively involved in the board and the
activities of the board, the executive committee set up the duties
and responsibilities of the members of the board as follows:

(1) to complete a list of officials approved by the board
to referee in each sport,
(2) to interpret rules to both players and coaches,
(3) to strive to create a more favorable public opinion
toward women officials,
(4) to discourage interscholastic competition - but if
it continues to try to regulate it under the best
possible conditions,
(5) to stress health, character development and fair
play,
(6) to encourage a strong mental attitude toward sports,

22Annual report of the Milwaukee Women's Municipal Athletic
Program, 1938, and are on file with the Division of Municipal
Recreation of the Milwaukee Public Schools, Milwaukee, Wisconsin.
(7) to help women participating in sports to do so without losing natural feminine charm.  

By 1939 the board had grown to forty-one members, with the Misses Gelinda Vescolani, Helen Webster, and Jane Whitney serving as national judges and guides for the local examining board. The officiating fees approved by the board at this time for games using two officials were $1.50 a game for officials holding local ratings, and $2.50 a game for officials holding national ratings.

The board was now holding regular monthly meetings during the school year. Members of the board took over meetings and set up demonstrations of fouls, discussions of rules, demonstrations of refereeing and umpiring techniques, and discussion and demonstration of zone defense. The examining committee was actively functioning by offering both evening and Saturday morning clinics to all those who desired to improve their officiating techniques enough to obtain a rating.

The Milwaukee Association of Women's Officials had served to bring together a large group of people. As a result, new ideas were exchanged and incorporated into the women's athletic programs. As the Association of Women's Officials began to grow, it made its place known in girls' and women's athletics in the Milwaukee area.

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23 Minutes of the Milwaukee Board of Women's Officials, op. cit., 1938.
CHAPTER IV

GROWTH YEARS OF THE BOARD

1940-1957

The Milwaukee Board of Women's Officials was formed for the purpose of standardizing officiating as a means of promoting and maintaining high standards in sports for women. Therefore, in November, of 1940, at the State Teachers' Convention, Elizabeth Ludwig presented a clinic on women's officiating. The demonstration of girls' basketball was presented with the express purpose of acquainting interested men and women with girls' rules and with the demonstrating of the officiating techniques of nationally rated women officials. The clinic, a tremendous success, was attended by a large number of men and women.

In 1928 volleyball rules had first been published by the American Physical Education Association. By 1938, under the leadership of Norma M. Leavitt, of the University of Missouri, and as an outgrowth of the basketball examining board, national ratings were established in volleyball. In 1940, the Committee on Women's Athletics of the American Physical Education Association issued a statement strongly encouraging the inclusion of volleyball in physical education and recreational programs because:

(1) it is not too strenuous,

(2) it can be enjoyed without waiting to develop a great
deal of skill,
(3) it can be adapted to large numbers,
(4) it can be safely indulged in by girls physically unable to take part in more strenuous sports and games,
(5) it offers possibilities for all types and degrees of skill,
(6) it can be developed into a highly skillful game,
(7) it can be played by all ages,
(8) it can be safely engaged in by business and professional women and by girls and women not striving to develop physical fitness, and
(9) it is a safer game than basketball for the rapidly growing girl or the girl a trifle under par physically.\textsuperscript{24}

For these reasons the Milwaukee Board of Women's Officials urged that volleyball be included in each physical education program of instruction, in intramurals, and in the program of the Milwaukee Recreation Commission.

In 1941, in order to continue to meet the need for women officials, the constitution of the Milwaukee Board of Women's Officials was changed to conform with national standards. In 1942, national volleyball ratings were established, and in 1943 national softball ratings were added. At

\textsuperscript{24}Rachel E. Bryant, "Volleyball Rule Changes Background Information," Division of Girls' and Women's Sports, 1957.
this time insignias signifying the rating held by the official were issued for each sport. These were handled by the Malone and Albright Company of Philadelphia.

In 1941 the board had a busy year. As a result of the interest in officiating generated by the clinic presented at the State Teachers' Convention, the board was busy conducting more clinics around the Milwaukee-Madison area. Using films from the Basketball Committee of the APEA as a basis, fouls, violations, and general officiating techniques were discussed. Most of the girls' basketball teams of the area were now using girls' rules, so the board directed its efforts mainly towards girls' softball leagues sponsored by commercial enterprises. These teams had male coaches, used men's rules, and traveled with only men as chaperones. As in basketball, after extensive effort on the part of the board, most teams turned to girls' rules and women began to travel with the teams. Also in 1941, the Milwaukee Association of Women's Officials cooperated with La Crosse Teachers' College and rated teachers and students in basketball and field hockey.

In 1942 eight women on the Milwaukee Board became national volleyball officials. In 1943 national examinations were given in softball for the first time and four women passed with sufficiently high grades to qualify for national ratings. The equipment that was required at this time in order to be a softball official was a mask, a chest protector, and a whisk broom.
In 1944 the board initiated a concentrated drive to encourage all physical education teachers to start informing their school officials about intramural ratings, to encourage all physical education teachers to work towards local ratings, and to encourage all women who were doing any officiating to strive for national ratings.

Membership was opened to anyone interested in the advancement of girls' athletics, upon payment of the annual dues of fifty cents. Members were divided into two categories: active or inactive. An active member was a person with a local or national rating in any sport. An active member had voting privileges on all board business. An inactive member had only an intramural rating, or no rating at all, and had no voting privileges.

The number of elected officers on the board was reduced to include only a chairman and a secretary-treasurer; all other officers were appointed by the chairman. Sports chairmen were chosen from among the rated officials by the board chairman, and these chairmen served a one-year term. An examining committee consisting of all nationally rated officials was set up for each sport. This committee met before all rating sessions to discuss examining procedures. At each practical examining session a national judge and at least two additional examiners had to be present.

At this time, the two women who had formed the board of officials at the University of Wisconsin at Madison left for different teaching positions. With their departure the board collapsed. Consequently, in
1944, the University of Wisconsin asked the Milwaukee Board to rate their officials so their board could become active again. During the winter of 1944 and the spring of 1945, national officials from Milwaukee made trips to Madison to rate teachers, recreation people, and college students in basketball, volleyball, and softball. The officials' board at Madison operated one year as part of the Milwaukee Board while restarting their own board once again. At this time La Crosse State Teachers' College once again came to Milwaukee to obtain ratings from the Milwaukee Board and national ratings were obtained by Beatrice Baird and Jeanne Reek in basketball.

By 1945 very few girls' teams in the Milwaukee area were still using boys' rules in any sport; but the events of World War II brought the problem back to Milwaukee again. In 1945-1946 Milwaukee became a very popular stopping place for touring WAC teams selling Saving Bonds by playing softball and basketball games. These teams used boys' rules. The board was quick to act to stop this practice. They sought assistance from the chairman of WNORC. Their request was forwarded to Mabel Lee, Director of Physical Education at the University of Nebraska, and a member of General Marshall's National Civilian Advisory Committee for WACS. Miss Lee saw that orders were issued to the effect that women's athletic activities should be watched by commanding officers and that these officers should encourage the participation of all women personnel in sports activities while insuring that the conduct of such activities be the best interest of the women so engaged. For example, basketball
should be played in accordance with women's rules for that sport as approved by the National Section on Women's Athletics of the American Physical Education Association. Women officials should be utilized whenever possible.25

During this period many principals in Milwaukee were approving and encouraging interscholastic competition for girls in hockey, swimming, golf, tennis, basketball, and softball. The Milwaukee Board was strongly opposed to interscholastic athletic competition for girls at this time. Members of the board made a public appearance and expressed their opinions before the Milwaukee principals at one of the monthly meetings. They later followed it up with the following letter to Mr. E. O. Hoppe, Commissioner of Athletics:

February 17, 1945

Mr. E. O. Hoppe
Commissioner of Athletics
1111 North Tenth Street
Milwaukee 1, Wisconsin

My Dear Mr. Hoppe:

In reply to your letter of January 30th, the Women's Physical Education Club of Milwaukee wishes to repeat that it is strongly opposed to interscholastic athletic competition for girls.

There are many reasons why interschool competition for girls is undesirable. Several years ago Miss Mabel Lee, director of physical education for women at the University

of Nebraska and a member of General Marshall's National Civilian Advisory Committee for WACS, made a survey in thirty-seven different states of the case for and against intercollegiate athletics for women. Among her findings are the following which we feel apply to interschool as well as intercollegiate competition for girls:

1. Girls are too high strung emotionally to participate wisely in such activities.

2. The sense of values of the players would become distorted as now happens in the case of men's athletics.

3. There would be ever present the tendency to take an active part in activities during the menstrual period for the sake of the trip and honor of having played. Also the members of a team who can be the least spared by their team would be urged to keep secret their condition so the team would suffer no handicap through their absence, the desire to play the best players being so much more intense in intercollegiate games than it would ever in a series of inter-class or intramural games.

4. The one idea to win at any cost would be bound to creep in, bringing in its wake the inevitable qualities to rowdism.

5. A question which should not be ignored is that raised by certain members of the medical profession as to the bad effect of intense athletic participation on child bearing.

6. An undesirable newspaper notoriety would be sure to come to the girls; especially undesirable would be other forms of physical disability whereby certain players are to be out of certain games, as is always the case when players are hurt.

7. It would lessen the field of interest in the activity through a lessening of the number that can participate.
8. It would produce "fans" out of the majority rather than players.

9. Even if it got started in an approved way, the situation would be sure to run away with itself and the whole thing would become, like men's athletics, a highly undesirable thing.

10. Intercollegiate athletics for women would be subjected to the same pressure from outside as are men's, i.e., to make the game a good spectacle, to have a highly specialized team, that it would be worth paying to go to see, and very likely, worth betting on.

11. Disadvantages to those who do not participate:

   a. They would be apt to get little physical training through neglect if the teaching staff had to turn out varsity teams. It seems impossible that the "many" would not suffer neglect for the "few". No school has sufficient staff or equipment to carry out a correct program for both the "many" and the "few".

   b. The very girls neglected are sure to be the very girls who need the training most for their physical welfare.

   c. They would not have their legitimate share of athletics and department funds spent upon their training, so high would be the expense of intercollegiate teams.

The National Association of Physical Education for College Women, many of whose members are physicians, are opposed to intercollegiate competition for women for much the same reasons that we have stated:

1. The danger of over-stimulation, especially during the menstrual period.

2. Concentration on the few skilled athletics rather than training the many unskilled who need such training.
3. The vulgarizing effect of varsity competition with its attendance publicity, playing before large audiences, etc.

If such competition is too strenuous for college women, how much more dangerous it must be for the less mature high school girl.

A point not brought out in Miss Lee's survey which we feel is of great importance is the effect of interschool competition on a girl's personality. The girl most skillful in athletics is usually the "boyish" type. Judging by the girls who play semi-professional and professional softball and basketball, intensive competition tends to develop the masculine rather than the feminine characteristics of the girls who compete. The function of the schools should be to prepare students for their normal place in the world, not to encourage the development of abnormal characteristics.

In place of an interscholastic program, we recommend the development of an adequate intramural program. At the present time, the majority of intramural programs for girls in the Milwaukee public high schools are greatly handicapped by the lack of facilities. If the girls could have the unlimited use of the girls' gymnasium after school, the physical education teachers could develop an intramural program that would provide opportunity for all girls interested in athletics to participate. In addition to the intramural program, Play Days could be held which would satisfy the desire for increased competition, without the evils of interschool contests. Play Days offer the following advantages:

1. An opportunity for more players to participate - a school may enter several teams.

2. Few, if any, spectators are present and consequently there is less emotional strain on the players.

3. No gate receipts, little publicity.

4. The emphasis is on the social side. Usually refreshments are served and there is a social hour after the games have been played.

5. No awards - this does away with that intense
desire to win and the girls play the game for the game's sake.

For the few girls who are not satisfied by a program of intramural competition, and play days, the Department of Municipal Recreation offers an opportunity for highly competitive athletics.

In reply to your question as to whether there is more danger of injury and emotional strain to girls than to boys, we feel that there is. However, even if the danger is no greater to girls than to boys, why subject them to a program that many of the men coaches feel is too great a strain for high school boys?

Sincerely yours,

President, Women's Physical Education Club
Chairman, Board of Officials
Public School Representative
College Representative

In place of an interscholastic program the Board recommended and stressed, through its members, the development of an adequate intramural program and the use of play days and sports days which would satisfy the desire for increased competition without the evils of interscholastic pressures. For the girl who was not satisfied by a program of intramural competition, the Department of Municipal Recreation offered an opportunity for highly competitive athletics.

At this time, the recreational program had grown to the point where

26 Minutes of the Milwaukee Board of Women's Officials, op. cit., 1945.
it could offer a full schedule of activities for all girls and women. The activities included: badminton (open singles and doubles, novice singles and doubles), basketball (major AAA, major AA, major A, minor, industrial major AA and major A, and Schusters teams), free throw tournaments, (senior and junior divisions), indoor softball (major AAA, major AA, major A, and industrial teams), outdoor softball (major AAA, industrial fast and slow pitch and affiliated business teams), swim meets, and volleyball (major AA, major A, and Schusters teams). These teams were organized according to age and ability of players.

With the development of a strong intramural program in the schools during the late 1940's the program of the recreation department for girls' and women's athletics declined to the point of being almost non-existent. Badminton was not held from 1947-1956. Basketball was still played, but the number of teams was few and the leagues had dropped to only two: major AA and major A. The free throw tournament was held and divided into a senior and a junior section as always. Indoor softball had dropped to only one league, the major AA. Outdoor softball dropped to fewer teams and only four leagues: open, MMMAA, industrial council, and Schuster's teams. No swimming meet was held until 1957. Table tennis and tennis were dropped and not started again until 1957. Volleyball was cut to four leagues: MMMAA major, MMMAA minor,

\(^{27}\)Annual report of the Milwaukee Women's Municipal Athletic Program, op. cit., 1945.
industrial council, and the open teams.  

With the decline of the recreational program for girls and women the board became very inactive from 1948-1950. During these years there were no elections or board meetings and the only ratings given were in basketball by Louise Burdick, a physical education teacher at a private Catholic girls' school in Milwaukee. In 1950 a basketball clinic was held at Milwaukee Downer College by Louise Burdick and Dorothy Weisel. Rules, drills, plays, and guarding were demonstrated and discussed. At this time Velma Reilly, Muriel Sarby, and Janette Spickerman obtained basketball ratings to start an officials' board at DeKalb, Illinois. Many people let their ratings expire. Because of the very small recreation program, they had no place to officiate and therefore could see no worth in holding ratings.

In 1950 Jane E. Whitney was hired in Milwaukee as Supervising Assistant of Physical Education in the Milwaukee Public School systems. She saw the need for keeping physical education teachers up to date on rule changes. Because of this need and the fact that the Department of Municipal Recreation was in need of rated officials, she worked to activate the program again. Miss Whitney assumed the chairmanship of the Milwaukee Association of Women's Officials for the 1951-1952 term. She obtained all the accumulated records and appointed people with national ratings to the positions as sports' officials.

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28 Ibid., 1948.
chairmen for volleyball, basketball, and softball. Since a quorum of members could not be reached to elect officers for 1953, an election by correspondence was held to reach the members of the rating board who did not attend meetings. Both the nominations and the election were conducted by mail. The secretary in the physical education office at the school board acted as official teller.

In 1953 Miss Whitney turned over the books and office of chairman to Ellen Tronnier. Miss Whitney did, however, leave observations and suggestions which she felt could be utilized to strengthen the board and get members active once again.

Her observations included:

1. Standards for the national ratings must be kept high, in spite of the fact that the judges receive criticism,

2. members do not attend meetings unless ratings are being given at that time,

3. the questionnaire type of registration for ratings is good, plans for the year can be made from those results,

4. a softball and basketball clinic seem advisable,

5. re-examination for practical exams should be made by new judges. 29

Her suggestions included:

1. The entire constitution needs to be re-written, not just revised,

29Minutes of the Milwaukee Board of Women's Officials, op. cit., 1953.
2. officers and sports' chairmen should hold office for two years, elections to be split, half one year and half the next year,

3. judges should be rotated as often as possible to avoid the criticism of favoritism,

4. more importance should be placed upon obtaining the lesser ratings among teachers who do not expect to be officials for the recreation department,

5. a local softball exam should be written to correspond with the local rules,

6. it would be advisable to explore into the students' officials rating groups,

7. some sort of membership receipt should be issued upon payment of dues, indicating that the dues cover all exams or just one.30

Thus, through the efforts of Miss Whitney, the board began to function very actively once again.

During the period of time when the board had been inactive, both volleyball and softball ratings had been dropped. With the re-establishment of the board, volleyball, with Mildred Luebke as chairman, was started once again with approval from the WNORC.

By 1953 the board had grown to include fifteen nationally rated officials, four local officials, three associate officials, and six intramural officials. Dues, which entitled a member to take written form A and form B tests in volleyball and basketball, plus the practical examination, had risen to one dollar for the year.

30Ibid.
In 1952 the National Basketball Committee, because of the change in rules for the girls' game, had adopted new methods of officiating. As a result many clinics were conducted around the Milwaukee area in 1953 to introduce the rule changes and the changes in officiating techniques. The hand signals which had been adopted for use by all rated officials were also demonstrated at this clinic.

The period of time from 1954-1956 was spent with extreme effort exerted on the part of the board to get students' officials' clubs started on all the college campuses in the Milwaukee area. Through demonstrations, clinics, films, and practice games, students were encouraged to officiate and to try for ratings in volleyball and basketball. Instructors and students from Cardinal Stritch, University of Wisconsin-Milwaukee, Mount Mary, Carroll College, Ripon College, and La Crosse State Teachers' College took advantage of the many opportunities offered and received ratings from the Milwaukee Board of Women's Officials.

In Milwaukee the board was once again expanding in membership and strength. Because of the increased interest in officiating, the recreation department was again offering a wider program in girls' and women's sports.
In 1958, the WNORC asked the Milwaukee Board to update and revise its constitution. Through the efforts of Helen Webster and Carol Wolter the constitution was revised and updated. Changes in the constitution stated that the board should have three meetings each year, that officers be elected on alternate years (chairman on even years and the secretary-treasurer on uneven years), and that the Milwaukee Board adopt the policy established by the WNORC stating that all ratings would expire on June 1st, two years from the year in which the rating was given. Local ratings would be given to those people who scored between the associate and national ratings. The Board revised scores to be obtained on ratings to correspond with the WNORC regulations: (1) the written score for the intramural rating must be seventy and the average of the written and practice scores must be seventy, (2) the written score for the associate rating must be seventy-four and the average of the practical and written scores must be seventy-five, (3) the written score for the local ratings must be seventy-eight and the average of the written and practical scores must be eighty and (4) the written score for the national rating must be eighty-two and the
average of the written and practical scores must be eighty-five.\textsuperscript{31} At this time an official emblem was adopted by the Milwaukee Board of Women's Officials. Both the revised constitution and the emblem were approved by the board members and are still in current use.

In 1957 the National Volleyball Committee changed the official rules in volleyball. The number of players were reduced from eight to six. Only one hit per person was allowed and no re-play on let service was permitted. The length of the game was changed to fifteen points or eight minutes of playing time. The service area was defined as the area anywhere behind the serving area. These rules were recommended for all average and above average players, with modifications for the less skilled players. Until the official volleyball rule guide book was issued for the years 1959-1961, each board had the choice of which set of rules to use when rating officials. Since, in Milwaukee, during the 1958 volleyball season, the recreation department leagues played modified rules, the officials chose to be rated using the modified rules. In 1959, with the publishing of the new rules, the recreation department adopted the official rules, and ratings were given for games being played under the new rules.

During the late forty's when the board had been inactive, the softball ratings had expired for all Milwaukee Board members. When

\textsuperscript{31}Minutes of the Milwaukee Board of Women's Officials, \textit{op. cit.}, 1958.
Carol Wolter, who had a current national softball rating, joined the Milwaukee Board in 1958 National gave permission to the Milwaukee Board to start softball ratings again.

In 1958 a big upsurge occurred in the girls' and women's municipal athletic program. The program included badminton (singles and doubles in open, WMMAA novice singles and doubles), basketball (open, WMMAA major and minor teams), and a freethrow tournament (senior, junior, and cadet sections), and volleyball (open, WMMAA major, and minor and industrial teams). Indoor softball was started again as well as outdoor softball (open, WMMAA major and minor, and industrial council factory teams). The swimming meet was held again for intermediates and novices; table tennis and tennis tournaments were held.32

At this time the main concern of the board and the recreation department was to get more people into officiating. Due to the large number of women's basketball and softball teams, many games in the recreation leagues were officiated by men officials; the recreation department had many women officiating who had no type of rating. So the recreation department composed its own tests consisting of questions on rules and officiating techniques. All women who held no ratings and wished to officiate for the recreation department were required to pass these tests. At the same time these people were strongly encouraged to join the Board and to try to get national ratings, but due to the shortage

of officials, it was impossible to require that they join.

In 1962 the basketball rules changed again. The Board became very active in conducting clinics and demonstrations, and showing films around the Milwaukee area as a result of the rule changes. The Real Refrigeration Amateur Athletic Union (AAU) team demonstrated for the spectators fouls, violations, team plays, and strategy. Prospective officials learned the new basketball rules.

In 1963 the National Board developed two forms of the national written examination for each sport. Any candidate receiving less than a score of eighty-six, the minimum passing grade, could exercise the option of taking Form B. On Form B, the passing score was stated as eighty-two. In 1965 the AAU adopted the Officiating Services Areas officiating techniques for sports. Subsequently, therefore, a qualified DGWS official could officiate AAU games. After 1966 all ratings for women were transferable from one board to another. All of these changes from the OSA helped Milwaukee and local boards to develop excellent officiating programs.

From 1965-1967, besides serving its own members, the Milwaukee board helped to train and rate officials at the different colleges and universities in Milwaukee and helped to establish a board at Wisconsin State University, Whitewater. The officials at Whitewater worked with the Milwaukee board from 1965-1967. In September, 1967, they set up their own rating board after the approval of their constitution.

Since its founding the board has drawn its strength from the
municipal recreational program and its need for officials. The board has been influential in having all officials for the recreation department wear the official DGWS uniform for officiating, in getting National officials to work championship games, in obtaining more pay for rated officials, in using the official score sheets for games, and in observing closely all current DGWS rules in sports.

In 1967 the Milwaukee board added track and field to the scope of possible ratings. Track and field for girls is becoming a very popular sport and, like softball, basketball, and volleyball, needs women to officiate and conduct the meets.

From 1957 to 1967 the Milwaukee Women's Municipal Athletic program has become larger and more effective in serving the athletic needs of all girls and women. In 1966 and 1967 the recreation department provided the facilities and sponsored activities which included badminton for 133 participants, basketball for 36 teams, a freethrow tournament for 6070 people, indoor softball for 20 teams, outdoor softball for 64 teams, a swim meet, a track meet, fall volleyball for 81 teams, and winter volleyball for 39 teams. In all activities the number of teams and participants greatly increased in 1967 and even more in 1968. This has put a greater demand on the Board for furnishing qualified personnel to officiate the events. But there are not enough qualified and interested individuals and in 1968, it was not unusual to see men officiating.

33 Ibid., 1967.
basketball games and umpiring softball games.

Though the members of the Milwaukee Board have changed over the years, the purpose is still to further the best interests of sports for girls and women and to see that desirable practices are followed. The Board has adopted the following standards for athletic activities for girls:

1. Athletic activities for girls and women should be taught, coached and officiated by qualified women.

2. Each girl who is physically able to do so should be given a chance to participate in a variety of both team and individual sports.

3. Officials should take advantage of every situation in which they might secure acceptable results involving competition in girl's sports.

4. The results of competition should be judged in terms of benefits to the participants rather than by the winning of championships, or the athletic or commercial advantage to schools or organizations.

5. Careful supervision of the health of all players must be provided.

6. A limited season should be planned for each sport so that a varied program may be offered during the year.

7. The type of competition selected should be judged in terms of desirable outcomes rather than by the method of organizations.

8. The members of all teams should be selected so that they play against those of approximately the same ability and maturity.

9. Publicity should have as its aim the promotion of a better understanding on the part of the general public of the purposes, standards, and outcomes of the athletic program.
10. Spectators should be educated towards an appreciation of the game and its skill.\textsuperscript{34}

In summary, the Board of Milwaukee Women's Officials in 1968 helped to train officials in the knowledge of rules, in developing confidence in their own ability, in learning consistency in judgment of calls, and in developing control of a game situation. The Board also provided rated officials for many girls' and women's athletic programs, interpreted rules to players, instructors, and officials in the interest of standardizing and improving officiating. The Board also encouraged the adoption of the standards and latest rules for women as adopted by the Division of Girls' and Women's Sports of the AAHPER.\textsuperscript{35}

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\textsuperscript{34} Minutes of the Milwaukee Board of Women's Officials, \textit{op. cit.}, 1967.
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\textsuperscript{35} \textit{Ibid.}
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CHAPTER VI

LEADERS OF THE BOARD

Credit for the growth and development of the Milwaukee Board of Women's Officials must go to those women who have devoted, and are still devoting, their time and energy to the Board. Some of these people are Gelinda Vescolani, Dorothy Weisel, Louise Burdick, Helen Webster, Ellen Trennier, and Carol Wolter.

Gelinda E. Vescolani was born in Venice, Italy. She received her B. S. degree from Central State University in Mt. Pleasant, Michigan, a B.Ed. degree from Sargent College in Boston, and a M. S. degree from Columbia University. In her present job she is the supervisor of health, physical education, and safety in Wauwatosa, Wisconsin. Miss Vescolani was one of the founders of the Board and the first nationally rated official on the Board. She received the national rating at Sargent College while studying for her B. Ed. degree.

During the years that Miss Vescolani was active on the Milwaukee Board of Women's Officials, she served as the chairman of the board, chairman of the executive board, chairman of the examination committee for basketball, volleyball, and field hockey, and as a national judge. Miss Vescolani has also served as chairman of the National Volleyball Committee and as a member of the National D.G.W.S. Board of Directors. As a physical educator she has been exceptionally active in furthering her profession. Miss Vescolani has served as president of the Wisconsin
A.H.P.E.R., as membership chairman for the A.A.H.P.E.R., as president of the Milwaukee County Women's Physical Education Association, and as county chairman of the fitness committee. She also has served as chairman of the city and county directors and supervisors of health, physical education and recreation. She has been president and vice-president for the Mid-West A.A.H.P.E.R. district. She has served on many national A.A.H.P.E.R. committees. She was appointed chairman of a Governor's District Committee on Fitness for the Youth of Wisconsin. She received the Physical Fitness Leadership award of the Wisconsin State Jaycees. In 1967, Miss Vescolani received fitting recognition for her dynamic leadership and many contributions. The City of Wauwatosa elected her Citizen of the Year. She was the first woman ever to receive this honor. She was, also, a recipient of the Honor Award of the A.A.H.P.E.R. which she received at the national convention in Las Vegas.

Dorothy Weisel was one of the early Board members and was a very active member until 1964. She received her B. Ed. degree from Sargent College. Miss Weisel has done advanced work at the University of Wisconsin-Milwaukee. Her experiences in officiating include serving as chairman of the Board, vice-chairman of the Board, secretary-treasurer, and as a national judge. She has served as chairman of basketball, volleyball, softball, and field hockey committees. She also has served as a chairman of the examining committee. On the state level she has worked as chairman of the field hockey committee.
On the national level she has worked on basketball and field hockey committees. Included in the ratings she has held are national ratings in softball, volleyball, and field hockey and an honorary in basketball.

She taught physical education at Milwaukee Downer Seminary for twenty-nine years before she retired. She has shown true dedication to her teaching profession and untiring effort to bring a sound sports' and recreational program to Milwaukee girls.

Louise Burdick was another strong factor in forming the Board. Even during the inactive years of the Board she attempted to encourage the use of women officials for basketball. She received her B. S. degree from Cardinal Stritch College. Miss Burdick has taken advanced courses at the University of Colorado. Experience in officiating included serving as chairman, vice-chairman, and secretary-treasurer of the Milwaukee Board. She has also served as chairman of the basketball and volleyball committees, and is a national judge. On the state level, she has served as state basketball chairman and as a district representative to the D.G.W.S. advisory board. Miss Burdick also has to her credit honorary basketball and volleyball ratings. She is the only member of the board who has rated people from Madison, La Crosse, DeKalb, and Whitewater. She was instrumental in helping these individuals establish their own local boards of Women's Officials.

Miss Burdick has taught physical Education at Cardinal Stritch College. She is presently teaching physical education at St. Mary's Academy in Milwaukee. She has officiated and coached many of her girls'
teams that have competed in recreational programs.

Helen Webster was one of the non-teachers on the Board. She received her B.A. degree from Milwaukee Downer College and a degree from the National Recreational School in New York. On the Milwaukee Board she has served as chairman, vice-chairman, and secretary-treasurer, and chairman of the softball and volleyball committees. She is also a national judge. On the national level Miss Webster has served on the National Volleyball Committee. She holds honorary softball and volleyball ratings.

Most of her life Miss Webster has worked with and for young people as a recreation worker, social center director, and worker at a settlement house. She is presently the director of the girls' and women's athletic recreational program of Milwaukee. Miss Webster, a dynamic and sound leader, has contributed much to the cause of women officials and women's athletics in Milwaukee.

Ellen Trennier is not only an active board member, but a member also of the state officiating service area. She is responsible for the establishment of the Whitewater Board of Women's Officials. She received her B.S. degree from La Crosse State Teachers' College. She has taken advanced courses at the University of Wisconsin-Milwaukee and at Marquette University.

On the Milwaukee Board she has served as the chairman, secretary-treasurer, and chairman of the volleyball and basketball committees. She is also a national judge. On the state level she has served as
state officiating coordinator. She holds honorary volleyball and basketball ratings.

Miss Trennier has taught physical education at South Girls' Junior Trade School and at South Division High School in Milwaukee. She also has been active in working evenings for the recreation department with the girls' athletic leagues. She is an effective and active participant in spokesman for girls' athletics.

Carol Wolter received her B.S. degree from Lindenwood College and a M.S. degree from the University of Wisconsin. Her experience in officiating includes serving as chairman and vice-chairman of the Milwaukee Board, and as chairman of the basketball, volleyball, and softball committees. On the state level she has served as state officiating coordinator. At the national level she has served as a member of the National Volleyball and Field Hockey Examination Committees and is presently serving as treasurer for the National Officiating Area. Miss Wolter holds honorary ratings in softball, volleyball, and basketball. In 1964 she was one of the first women asked to officiate with men officials at the women's national A.A.U. basketball tournament at Gallup, New Mexico. She has returned each year since to officiate. She has been asked to be one of the instructors at the Fifth National Institute on Girls' Sports to be held at the University of Illinois in January of 1969.

Miss Wolter has taught physical education at St. Charles Junior-Senior High School in St. Louis, Missouri. She is presently teaching,
at Milwaukee Lutheran High School in Milwaukee. She exhibits a strong
interest and enthusiasm in girls' sports.

These women are just a few examples of the outstanding workers
and leaders who have given their time and effort to keep the Milwaukee
Board of Women's Officials active in serving the needs of girls'
athletics. The need for more and better women officials has been a
continuing vital concern to all members of the board. There is a
tremendous enthusiasm for girls' sports throughout the country, but
more emphasis must be placed on providing the proper leadership.
The Board has continually challenged others and itself to strive to
obtain women's leadership in women's sports.
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APPENDIX
CONSTITUTION
OF
MILWAUKEE BOARD OF WOMEN'S OFFICIALS
April, 1938

The object of this organization shall be to further the best interest of sports for women by providing a list of approved officials; by standardizing and improving officiating; and by encouraging the universal adoption of the latest official rules as adopted by the various sports committees of the American Association for Health and Physical Education.

ARTICLE I - NAME

The name of this organization shall be the Milwaukee Association of Women's Officials.

ARTICLE II - MEMBERSHIP

Anyone interested may qualify for membership in the organization upon the payment of annual dues through the Treasurer of the Association of her representative.

ARTICLE III - OFFICERS

The officers of this organization shall be a Chairman, Vice-Chairman, Secretary, Treasurer, and others appointed by the Chairman. The term of office shall be one year. No officer shall hold the same office for more than two years in succession.

ARTICLE IV - EXECUTIVE COMMITTEE

The Executive Committee shall consist of the officers of the Milwaukee Association of Women's Officials and the Chairman of every local Board of Officials.

ARTICLE V - MEETINGS

The annual meeting shall be held in April. Other meetings shall be held at the discretion of the Chairman.

ARTICLE VI - AMENDMENTS

This constitution may be amended at any regular meeting of the organization by two-thirds vote of the members present provided the
proposed amendment has been presented in writing with the call to meeting.

By-Laws

OFFICERS

Section 1. Selection. The Chairman, Vice-Chairman, Secretary, and Treasurer of this organization shall be elected by a plurality of votes. The Chairman must be a member of the Women's Physical Education Club.

Section 2. Election. The officers shall be elected at the annual meeting.

Section 3. Duties.

a. Chairman. The Chairman shall:
1. Call and preside at all meetings of the Milwaukee Association of Women's Officials.
2. Be responsible for publishing the approved list of rated officials.
3. Make a written report of the activities of the Milwaukee Association of Women's Officials at its annual meeting and to the Women's Physical Education Club.
4. Sign all Treasurer's orders.
5. Preside at all meetings of the Executive Committee.

b. Vice-Chairman. The Vice-Chairman shall:
1. Preside in the absence of the Chairman.
2. Be a member of the Executive Committee of the Association.

c. Secretary. The Secretary shall:
1. Keep records of the Association and minutes of all meetings.
2. Keep roll of the members and call roll when required.
3. Notify officers and committees of their appointment.
4. Keep one book in which the Constitution and By-Laws should be written, leaving every other page blank for amendments; bring this to all meetings.
5. Send out proper notices of all called meetings and other meetings when necessary.
6. Conduct all official correspondence of the Association.
7. Sign all Treasurer's orders.
8. Be a member of the Executive Committee of this Association.

d. Treasurer. The Treasurer shall:
   1. Collect dues and be responsible for same.
   2. Make an annual report.
   3. Pay funds out on the order of this Association signed by the Chairman and Secretary.
   4. Keep separate accounts in her books for each Local Board.
   5. Be a member of the Executive Committee of this Association.

EXECUTIVE COMMITTEE

Section 4. The Executive Committee shall have power to temporarily fill all vacancies on the Executive Committee, to formulate plans and procedures for the Organization, and shall have power and authority over the affairs of the Organization during the interim between its meetings. Five members of the Executive Committee shall constitute a quorum.

PARLIAMENTARY AUTHORITY

Section 5. The rules contained in Robert's Rules of Order, Revised, shall govern this organization.

DUES

Section 6. All members shall pay dues of fifty cents annually to the Treasurer of the Association or her representative.

RATINGS

Section 7. Local ratings shall be given in basketball, field hockey, softball, and volleyball.

National ratings shall be given in basketball and field hockey.

RATING FEES

Section 8. Rating fees.
   a. Members of the Milwaukee Association of Women's Officials:
      1. Local 2. National
         25¢ Basketball  25¢ if local not taken
         50¢ Field Hockey  $1.00 additional
         25¢ Softball  No national rating
         25¢ Volleyball  No national rating
b. Non-members:
   1. Local 2. National
      50¢ for each sport 50¢ additional for
      $1.00 additional for
      basketball field hockey

BASKETBALL RATING BOARD

Section 9. Chairman – selection and duties.
   a. Selection. The Chairman shall be appointed, not later than February 1st, by the Chairman of the Milwaukee Association of Women's Officials to serve one year. She shall assume her duties upon the completion of the current basketball season.
   b. Duties. The Chairman shall:
      1. Call and preside at all basketball meetings.
      2. Be responsible for the giving of all theoretical and practical examinations.
      3. Make a written report of the activities of the Board to the Milwaukee Association of Women's Officials.
      4. Make a written report to the National Committee as soon after the completion of ratings as possible.
      5. Appoint assistants and committees as needed.
      6. Make a financial report to the Chairman of the Milwaukee Association of Women's Officials and turn over to the Treasurer of the Association all moneys collected and all bills incurred by the Basketball Board.
      7. Be a member of the Executive Committee of the Milwaukee Association of Women's Officials.

Section 10. National Affiliation. The Board shall be affiliated with the National Basketball Committee.

Section 11. Examining Committee:
   a. The Examining Committee shall consist of at least six members. The members of the Committee shall be Nationally Rated Officials.
   b. Four members of the Examining Committee, one of whom shall be a National Judge, must be present at each practical examination — both local and national.
Section 12. Qualifications of candidates.

a. Fees.
   1. A member of the Milwaukee Association of Women's Officials shall pay a fee of twenty-five cents which shall entitle her to try for a local or national rating or both.
   2. A non-member shall pay a fee of fifty cents which shall entitle her to try for a local rating. An additional fee of fifty cents shall be paid if the candidate wishes to try for a national rating.
   3. A candidate for an Intramural rating shall pay a fee of twenty-five cents.
   4. There shall be no additional charge if a candidate fails to pass the first examination, theoretical or practical, and wishes a retrial.
   5. There shall be no refund of the fee if the candidate fails to take or pass the theoretical or practical examination as scheduled.

b. Theoretical examination. The candidate must have received a grade of at least 85% in the theoretical examination before she may take the practical examination - local or national. A grade of 70% is required of a candidate for an Intramural rating.

Recommendation. The candidate must be recommended by the Examining Committee in order to try for a National rating.

c. Intramural rating. A candidate for an Intramural rating must be a bonafide student of a school or college.

Section 13. Examination and Grades.

a. The candidate must be in good standing with the Board before she may take the examination.

b. Theoretical Examination.
   1. The theoretical examination questions compiled by the National Examining Committee must be used.
   2. The candidate must receive a grade of at least 85% in the theoretical examination to be eligible for the practical examination - local or national. A grade of at least 70% is required of a candidate for an Intramural rating.
   3. If the candidate fails to pass the first theoretical examination, she may take a second.
c. Practical Examination.
   1. The candidate shall be graded according to the rating sheet provided by the National Examining Committee.
   2. Grades. A grade of 70 to 74% in the practical examination entitles the candidate to a local "C" rating, a grade of 75 to 79% a local "B", and a grade of 80 to 84% a local "A"; these ratings are local and non-transferable. A grade of at least 85% in the practical examination is required for a national rating. A grade of at least 70% is required for an Intramural rating.
   3. If a candidate for a local or national rating fails at the first examination or wishes to raise her rating she may make application for a retrial.
   4. A candidate for local, national or intramural may be examined twice in one year by the Local Board but must wait until the following season before applying to another Board.
   5. The second practical examination is not needed if a candidate for a local rating satisfies the requirements for a national rating at her first examination.

Section 14. Certification.
   a. Each rated official shall receive the official rating card within one month from the time she takes the examination.
   b. Local ratings hold good for one year from date of issue. National and Intramural ratings hold good for two years from the date of issue.
   c. Nationally rated officials may secure the national insignia upon the payment of

Section 15. Revocation of ratings. The Executive Committee shall have the power to revoke the rating of any official after investigation of complaints of inefficiency, charging more than the regular fees, or being officially connected with any organization detrimental to the best type of women's athletics.

Section 16. Notification of Expiration of Ratings. The Basketball Board must see that officials are notified when their ratings expire so that they may be re-examined. This
notice must be sent at the beginning of the session.

Section 17. Standing Rules.
   a. The minimum fee for a Local Rated Official officiating at a basketball game shall be $1.50 for a single game; $2.50 for a double game.

   b. The minimum fee for a National Rated Official officiating at a basketball game shall be $2.50 for a single game; $4.00 for a double game.

   c. An Intramural Official may officiate only at the school or college in which she is enrolled and may not accept any fee for officiating.

   d. The practical examination given to candidates shall be based upon the knowledge and execution of rules as demonstrated by refereeing one half a game and umpiring one half a game.

FIELD HOCKEY UMPIRES RATING BOARD

The following sections are set up in accordance with the U.S.F.H.A. Local and National Umpiring Rules, taken from the Official Field Hockey Guide, and they are subject to change by the U.S.F.H.A. (see current annual Official Guide of U.S.F.H.A. - Section on National Umpire Rating and Eligibility).

Section 18. Chairman - selection and duties.
   a. Selection. The Chairman of the Field Hockey Umpires Rating Board shall be appointed by the Chairman of the Milwaukee Association of Women's Officials, subject to the approval of the President of the Milwaukee Officials, not later than December 1st. She shall hold office for one year.

   b. Qualifications. She must have at least a Local "B" rating.

   c. Duties. The Chairman of the Field Hockey Umpires Rating Board shall:
      Committees
      1. Be a member of the Executive Committee of the Milwaukee Association of Women's Officials.
      2. Appoint a local committee of five - all of whom must hold at least a local "C" rating.
      3. Provide an Examining Committee for Local and National Trials.
Meetings.
4. Call a meeting of all umpires in her locality and others interested in umpiring at the beginning of the season for the purpose of discussing interpretation of rules, changes, and general umpiring problems.
5. Call additional meetings at her discretion.

Ratings.
6. Supervise with her local committee the giving of theoretical and practical examinations for Local and National ratings.
7. Send to qualified candidates the proper certification of their ratings.
8. Notify rated umpires of expiration of rating at the beginning of the season in which the rating will expire.

Reports
9. Send names and recommendations of candidates for National ratings to Sectional Umpiring Chairman of U.S.F.H.A. at least one week before candidate is to try for rating.
10. Keep a record of all receipts and expenditures.
11. Send a written report to Sectional Umpiring Chairman of U.S.F.H.A. by December 1st (copies shall be sent to Chairman of Milwaukee Association of Women's Officials and to President of Milwaukee Field Hockey Club) of candidates passed, including names, addresses, telephone numbers, and ratings given, funds on hand; and the name of the Chairman of the Field Hockey Umpires Rating Board for the following year.
12. Give to Treasurer of Milwaukee Association of Women's Officials a written report of all receipts and expenditures together with the balance of the receipts after expenses of the year have been met. This amount to be credited to the Field Hockey Umpires Rating Board account.

Financial
13. Collect fees for Local and National trials.
14. Send one-half of receipts of Local trials to Sectional Umpiring Chairman of U.S.F.H.A.
15. Send all receipts of National trials to Sectional Umpiring Chairman of U.S.F.H.A.
16. See 12 under "Reports".
Section 19. National Affiliation. The Local Field Hockey Board shall be affiliated with the United States Field Hockey Association. There are no yearly dues. Half of local rating fees and all of National rating fees must be sent to the Sectional Umpiring Chairman of U.S.F.H.A.

Section 20. Examining Committee.

a. Local Ratings. At least two rated umpires, one of whom shall hold at least a local "B" rating.

b. National Ratings. At least five rated umpires, three of whom must be National "A"s.

Section 21. Qualifications of Candidates.

a. Fees, regardless of success or failure.
   1. Local trials - a fee of fifty cents whether new, retrial, or renewal.
   2. National trials - a fee of one dollar whether new, retrial, or renewal.

b. The candidate for a National rating must have:
   1. been awarded two local "B" ratings unless Chairman of Field Hockey Umpires Rating Board or a member of U.S.F.H.A. National Umpiring Committee recommends her on the basis of exceptional ability and experience and one local "B" rating,
   2. been seen officiating in a match and be recommended by the President of the Milwaukee Field Hockey Club and the Chairman of the Field Hockey Umpires Rating Board,
   3. had her name and written recommendation sent to Sectional Umpiring Chairman a week before scheduled trial.

Section 22. Examination and Grades. The candidate shall:

a. Pass a theoretical examination made out by the National Committee of U.S.F.H.A. and given under the supervision of the Local Field Hockey Umpires Rating Board.
   Grades - Local "C" 70 to 80
   Local "B" 80 to 100
   National "B" or "A" 80 to 100

b. For local rating take a practical examination equivalent to the duration of one game (at least 20 minute halves) and shall be graded according to the rating sheet provided by U.S.F.H.A.
   Grades - Local "C" 70
   Local "B" 80
c. For National rating have practical examination grades of:

- National "B" 85%
- National "A" 90%

Section 23. Certification. A qualified candidate for:

a. Local "C" or "B" rating shall be given a certificate (provided by U.S.F.H.A.) which holds good in any locality for one year from date of issue - and may wear the local "C" or "B" official badge which may be obtained from the National Chairman of Umpires of U.S.F.H.A. for sixty-five cents.

b. National "B" or "A" rating shall be given a pin and a certificate (provided by U.S.F.H.A.) which holds good in any locality for two years from date of issue.

Section 24. Revocation of Ratings. The National Umpiring Committee of U.S.F.H.A. reserves the right to revoke a rating.

Section 25. Notification of Expiration of Ratings. A rated umpire shall be notified by the Chairman of the Field Hockey Umpires Rating Board at the beginning of the season in which her rating will expire.

Section 26. Standing Rules.

a. The official fees for locally rated umpires recommended by U.S.F.H.A. are: for one-half field - $3.00; whole field - $7.00.

b. The official fees for Nationally rated umpires recommended by U.S.F.H.A. are: for one-half field - $3.00; whole field - $7.00.

c. It shall not be unethical for a rated umpire belonging to the Milwaukee Field Hockey Club to officiate at club games without remuneration or for remuneration less than the recommended fee.

Volleyball Rating Board

Section 27. Chairman - selection and duties.

a. Selection. The Chairman shall be appointed by the Chairman of the Milwaukee Association of Women's Officials to serve one year. She shall assume her duties at the conclusion of the current volleyball season.
b. Duties. The Chairman shall:
1. Call and preside at all volleyball meetings.
2. Be responsible for the giving of all theoretical and practical examinations.
3. Make a written report of the activities of the Board to the Milwaukee Association of Women's Officials.
4. Appoint assistants and committees as needed.
5. Make a financial report to the Chairman of the Milwaukee Association of Women's Officials and turn over to the Treasurer of the Association all moneys collected and all bills incurred by the Volley Ball Board.
6. Be a member of the Executive Committee of the Milwaukee Association of Women's Officials.

Section 28. Examining Committee.

a. The Examining Committee shall consist of at least six members. Any person who has had a number of years of experience as a coach or umpire may be considered as a qualified judge.

b. Four members of the Examining Committee must be present at each practical examination.

Section 29. Qualification of Candidates.

a. Fees.
1. A member of the Milwaukee Association of Women's Officials shall pay a fee of twenty-five cents which shall entitle her to try for a local rating.
2. A non-member shall pay a fee of fifty cents which shall entitle her to try for a local rating.
3. There shall be no additional charge if a candidate fails to pass the first practical examination and wishes a retrial.
4. There shall be no refund if the candidate fails to take or pass the theoretical or practical examination as scheduled.

b. The candidate must have received a grade of at least 85% in the theoretical examination before she may take the practical examination.

Section 30. Examination and Grades.

a. The candidate must be in good standing with the Board before she may take the examination.

b. Theoretical Examination.
1. Theoretical examination questions compiled by the
2. The candidate must receive a grade of at least 85% in the theoretical examination to be eligible for the practical examination.

c. Practical Examination.
1. The candidate shall be graded according to the rating sheet provided by the National Examining Committee.
2. Grades. A grade of 70 to 74% in the practical examination entitles the candidate to a local "C" rating, a grade of 75 to 79% entitles the candidate to a local "B" rating, a grade of 80 or above entitles the candidate to a local "A" rating; these ratings are local and non-transferable, and hold good for one year from date of issue.
3. If a candidate for a local rating fails at the first examination or wishes to try to raise her rating, she may make application for a retrial.
4. A candidate for a local rating may be examined twice in one year by the Local Board.

Section 31. Certification. Each rated official shall receive the official rating card within one month from the time she passes the examination.

Section 32. Revocation of Ratings. The Executive Committee shall have the power to revoke the rating of any official after investigation of complaints of inefficiency, charging more than the regular fees or being officially connected with any organization detrimental to the best type of women's athletics.

Section 33. Notification of Expiration of Ratings. The Volleyball Board must see that officials are notified at the beginning of the season when their ratings expire so that they may be re-examined.

Section 34. Standing Rules.
a. The minimum fee for a local rated official shall be $1.50 for a single volleyball game – $2.50 for a double game.

b. The practical examination shall be based upon knowledge and execution of rules as demonstrated by refereeing one-half a game and umpiring one-half a game.
Section 35. Selection of Chairman and Duties.

a. A chairman of softball shall be appointed by the Chairman of the Milwaukee Association of Women's Officials to serve for one year. She shall assume her duties at the close of the current season.

b. The chairman of Softball shall have power to appoint committees to carry on the activities of the Softball Rating Board.

c. She shall call and preside at all meetings of the Softball Rating Board.

d. She shall conduct the theoretical and practical examinations for Softball Ratings.

e. She shall send the official rating card to all who pass the examinations within one month from the time the candidate passed the examinations.

f. She shall notify officials when their ratings expire and when their certificates must be renewed. This notice must be sent at the beginning of the season.

g. She shall make a written report to the Chairman of the Milwaukee Association of Women's Officials on the ratings granted, and all activities of the Softball Board.

h. She shall make a financial report to the Chairman of the Association, and turn over to the Treasurer of the Association all moneys collected and all bills incurred by the Softball Board.

i. She shall be a member of the Executive Committee of the Milwaukee Association of Women's Officials.

Section 36. National Affiliation. As soon as Local ratings are established, National affiliation is to be secured. Local "P" rating is the highest rating that may be given at the present time.

Section 37. Examining Committee.

a. There shall be at least six members on the Examining Committee.
b. For the present any person who has had a number of years experience as a coach or umpire may be considered a qualified judge.

c. There must be at least three qualified judges for rating the practical examination.

Section 38. Qualification of Candidates.

a. Members of the Association shall pay a fee of twenty-five cents for the examination for a Local rating.

b. Non-members of the Association shall pay a fee of fifty cents for the examination for a Local rating.

c. To qualify for the practical examination for a Local "C" rating she must have a grade of 75-84 on the theoretical examination.

d. To qualify for the practical examination for a Local "B" rating she must have a grade of 85 or better on the theoretical examination.

e. No charge will be made for retrials on the examination.

f. No refunds of the rating fee will be made if the candidate fails to take or pass the theoretical or practical examination as scheduled.

Section 39. Examination and Grades.

a. A candidate must be in good standing with the Softball Board before she may take the examinations.

b. A candidate for a Local rating must take a theoretical and a practical examination.

c. The theoretical and practical examinations compiled by the National Softball Committee must be used.

d. Theoretical examination.
   a. A grade of 75-84 on the theoretical examination entitles the candidate to try for a Local "C" rating.
   b. A grade of 85 or better on the theoretical examination entitles the candidate to try for a Local "B" rating.
e. Practical Examination.
1. A grade of 75-84 on the practical examination qualifies the candidate for a Local "C" rating.
2. A grade of 85 or better on the practical examination qualifies the candidate for a Local "B" rating.

f. If the candidate fails at the first examination or wishes to raise her rating she may make application for a retrial.

g. A candidate may be examined two times in one year by a Local board but must wait until the following season before applying to another board.

Section 40. Certification.
a. All candidates passing the examinations shall receive an official rating card within one month from the time she passes the examination.

b. Local "B" and "C" ratings expire one year from date of issue.

Section 41. Revocation of Ratings.
a. The Executive Committee of the Milwaukee Association of Women's Officials after investigation of complaints of inefficiency, charging more than the regular fees, or being officially connected with any organization detrimental to the best type of women's athletics.

Section 42. Notification of Expiration of Ratings. The Softball Board must notify officials when their ratings expire and when certificates must be renewed. This notice must be sent at the beginning of the season.

Section 43. Standing Rules.
a. The practical examination shall be based upon the knowledge and execution of rules as demonstrated by acting as Base Umpire for two innings, and as Plate Umpire for two innings.

b. The minimum fees for a Local rated official for Softball shall be as follows:
   (1) Single Game, single umpire - $3.00
       Single Game, two umpires - $2.00 each
   (2) Double Game, single umpire - $5.00
       Double Game, two umpires - $3.00 each
Section 44. Amendments. These By-Laws may be amended by a two-thirds vote at any meeting of the Association, provided that notice of the proposed amendment shall have received the approval of the Executive Committee, and provided that the proposed amendment has been presented in writing with the call to meeting.
CONSTITUTION
OF
THE MILWAUKEE BOARD OF WOMEN OFFICIALS
As revised in January, 1959

ARTICLE I -- Name.

The name of this organization shall be the Milwaukee Board of Women Officials.

ARTICLE II -- Purpose.

The purpose of this organization shall be to further the best interest of sports for girls and women by:

1. Providing rated officials.

2. Interpreting rules to players, instructors and officials in the interest of standardizing and improving officiating.

3. Encouraging the adoption of the standards and latest rules for women as adopted by the Division for Girls and Women's Sports.

4. Encouraging good sportsmanship.

ARTICLE III -- Membership.

Membership in this organization shall be open to anyone interested in promoting the best interest of sports for girls and women.

There shall be two classes of membership:

1. Active -- an active member is one who holds a local or national rating in one or more sports sponsored by the Board and who has paid her annual dues. Dues must be paid at the first meeting attended.

2. Associate -- an associate member is one who has the object of the organization at heart and has paid her annual dues. An associate member has voting power but may not hold an office.
ARTICLE IV -- Officers.

Section One. Officers. The officers of this organization shall be a chairman and a secretary-treasurer. The term of office shall be two years.

Section Two. Nominating Committee. At the first meeting of the year the Executive Committee shall appoint a Nominating Committee of three members. The Nominating Committee shall select at least two candidates for each elective office to be filled at the second regular meeting of the year.

Section Three. Election of Officers. Officers shall be elected on alternate years. The Chairman shall be elected on even years and the Secretary-Treasurer be elected on uneven years. The Officers shall be elected by a vote of at least one more than half the number of members present at the meeting.

Section Four. Assumption of Duties. The officers shall assume their duties at the spring meeting following the election.

Section Five. Vacancy. A vacancy occurring in an office shall be temporarily filled by an appointment by the Executive Committee until the next regular meeting, at which time a new officer shall be elected.

ARTICLE V -- Duties of the Officers.

Section One. Chairman. It shall be the duty of the chairman to:

a. Preside at all meetings of the Board.

b. Call meetings of the Executive Committee in writing at least one week in advance of the date set.

c. Call a meeting of the newly elected officer, retiring officer, newly appointed sports chairmen and retiring sports chairmen before the end of the school year to plan and schedule the events of the coming year.

d. Enforce all regulations and by-laws.

e. Certify rated officials.

f. Be responsible for providing an approved list of rated officials.

g. Perform all other duties pertaining to the office.
Section Two. Secretary-Treasurer. It shall be the duty of the secretary-treasurer to:

a. Keep records of the Board and minutes of all meetings.
b. Keep roll of the members and call roll when required.
c. Notify officers and committees of their appointments.
d. Bring to each meeting a copy of the Constitution and By-laws.
e. Send out proper notices of all called meetings and other meetings when necessary.
f. Conduct all official correspondence of the Board.
g. Collect dues.
h. Perform the duties of the Chairman in case of necessity.
i. Pay all bills.
j. Give a financial report at each meeting.

ARTICLE VI — Executive Committee.

The Executive Committee shall consist of the duly elected officers of the Board and the sports chairmen.

Section One. Duties. It shall be the duty of the Executive Committee to:

a. Appoint the chairmen and National judges of each sport.
b. Fill temporarily all vacancies on the Executive Committee.
c. Conduct the affairs of the Organization during the interim between its meetings.
d. Rescind ratings of an official by two-thirds vote after due consideration has been given the case by the entire Board.

Section Two. Quorum. Four members of the Executive Committee shall constitute a quorum.

ARTICLE VII — Meetings.

There shall be three regular meetings. The annual meeting shall be held in January for the election of officers. There shall also be
a meeting in the fall and one in the spring.

ARTICLE VIII -- Parliamentary Authority.

The rules contained in Robert's Rules of Order, Revised, shall govern the organization in all cases to which they are applicable and in which they are not inconsistent with this Constitution and the By-Laws.

ARTICLE IX -- Amendments.

The constitution and By-Laws may be amended at any regular meeting of the organization by a two-thirds vote of the members present, provided the proposed amendment has been presented in writing with the call to the meeting.
BY-LAWS

OF

THE MILWAUKEE BOARD OF WOMEN OFFICIALS

ARTICLE I -- Qualifications and Applications for Active Membership.

Section One. A candidate for membership shall become an active member upon passing a written and practical examination or upon transfer as a national official from another Board and upon payment of annual dues.

Section Two. Active membership may be forfeited because of:

a. Failure to attend two regular meetings without submitting an adequate reason to one of the officers prior to the meeting. This reason shall be subject to approval by the members present.

b. Written complaint from three institutions or organizations for which the member has officiated.

c. Official connection with an organization detrimental to the best interest of Sports for Girls and Women.

d. Continual unwarranted refusal to officiate games.

e. Sending a substitute official without the consent of the organization involved.

f. Failure to charge the approved fee for officiating. (See general policies of W.N.O.R.C.)

g. Failure to wear the approved uniform. (See general policies of W.N.O.R.C.)

h. Failure to subscribe to other policies set up by the Board.

ARTICLE II -- Examination Requirements.

Section One. Number of Examinations. A candidate may be examined not more than twice a year in any one sport.

Section Two. Grade Required.

a. The passing grade for an examination shall be that which is stated in the current official guide for that sport.
b. If no grade for a rating is stated in an official guide, the Board shall set the examination requirements.

Section Three. Failures. A candidate who passes the written examination but fails the practical need not retake the written. She may take a second practical examination, preferably at least one month after the first.

Section Four. Fees.

a. No fee shall be charged members of the Board who are candidates for ratings.

b. A fee of 50 cents for each written and each practical examination shall be charged all candidates who are not members of the Board.

ARTICLE III -- Dues.

Dues for all members shall be $1.00 per year.

ARTICLE IV -- Membership.

Section One. Attendance. Active Board members are expected to attend all regular meetings.

Section Two. New Members. All new members shall be given a copy of the Constitution and By-laws by the secretary at the first meeting which they attend.

ARTICLE V -- Uniforms.

Members of the Board shall wear the approved uniform for that particular sport.

ARTICLE VI -- Approved Fees for Officiating.

The fees for officiating shall be recommended by the Board at the first regular meeting, but shall not exceed the maximum stated in the current guide for each sport.

ARTICLE VII -- Officiating.

The number of games officiated by a member of this Board in one day shall not exceed that which is recommended by the Executive Committee.
OFFICERS

1934
Theresa Statz President of P.E. Club
Dorothy Bartel Chairman of Basketball

1935
Jane Whitney President of P.E. Club
Gelinda Vescolani Chairman of Rating Committee
Elliot, Fooney, Statz, Whitney Rating Committee

1936
Gelinda Vescolani Chairman of Women Officials
Helen Elliot Vice-Chairman, Secretary
Helen Webster Treasurer
Gelinda Vescolani Chairman of Basketball Rating Committee

1937
Gelinda Vescolani Chairman of Women Officials
Helen Elliot Vice-Chairman, Secretary
Helen Webster Treasurer
Gelinda Vescolani Chairman of Basketball Rating Committee

1938
Florence Arnold Chairman
Wilma Boyer Vice-Chairman
Marie Adams Secretary
Marion Brock  
Althea Heimbach  
Jane Kleinst  
Dorothy Weisel  
Ethel Stephens  
1939-1940  
Florence Arnold  
Wilma Boyer  
Marie Adams  
Marion Brock  
Dorothy Weisel  
Jean Kilgour  
Ruth James  
Eloise Quimby  
1940-1941  
Dorothy Weisel  
Wilma Boyer  
Marie Adams  
Genevieve Stortz  
Catherine Marting  
Betty Ludwig  
Jane Whitney  
Genevieve Stortz  
Treasurer  
Field Hockey  
Basketball  
Volleyball  
Softball  
Chairman  
Vice-Chairman  
Secretary  
Treasurer  
Field Hockey  
Basketball  
Volleyball  
Softball
1941-1942
Dorothy Weisel  Chairman
Ethel Cain  Vice-Chairman
Elizabeth Altenhofen  Secretary
Genevieve Stortz  Treasurer
Marian Smalley  Field Hockey
Helen Webster  Basketball
Eloise Czerwinski  Volleyball
Ruth James  Softball

1942-1943
Jean Kilgori  Chairman
Ruth James  Secretary-Treasurer
Jane Whitney  Field Hockey
Elizabeth Altenhofen  Basketball
Gelinda Vescolani  Volleyball
Ruth James  Softball

1943-1944
Virginia Nielles  Chairman
Peggy Bull  Secretary
Millie Leubke  Treasurer
Jane Whitney  Field Hockey
Louise Burdick  Basketball
Dorothy Weisel  Volleyball
Ruth James  Softball
1944-1945

Virginia Nielles  Chairman
Peggy Bull  Secretary-Treasurer
Anne Bickerstaff  Field Hockey
Louise Burdick  Basketball
Mildred Luebke  Volleyball
Ruth James  Softball

1945-1946

Mildred Luebke  Chairman
Dorothy Weisel  Secretary-Treasurer
Dorothy Weisel  Field Hockey
Genevieve LaBanow  Basketball
Ruth James  Volleyball
Helen Webster  Softball

1946-1947

Mildred Luebke  Chairman
Dorothy Weisel  Secretary-Treasurer
Louise Burdick  Basketball
Barbara Paleen  Volleyball
Helen Webster  Softball

1947-1948

Records Lost
1948-1949
Board Inactive Except:
Louise Burdick  Basketball

1949-1950
Board Inactive Except:
Louise Burdick  Basketball

1950-1951
Board Inactive Except:
Louise Burdick  Basketball

1951-1952
Jane Whitney  Chairman
Cathryn Steuer  Secretary-Treasurer
Ellen Tornier  Basketball
Mildred Luebke  Volleyball
Genevieve LaBanow  Softball

1952-1953
Jane Whitney  Chairman
Cathryn Steuer  Secretary-Treasurer
Ellen Tornier  Basketball
Mildred Luebke  Volleyball
Genevieve LaBanow  Softball
1953-1954

Ellen Tronnier  Chairman
Louise Burdick  Secretary-Treasurer
Maxine Hayden  Basketball
Mildred Luebke  Volleyball
Dorothy Weisel  Softball

1954-1955

Ellen Tronnier  Chairman
Helen Webster  Secretary-Treasurer
Verna Parkinson  Basketball
Mildred Luebke  Volleyball
Dorothy Weisel  Softball

1955-1956

Mildred Luebke  Chairman
Helen Webster  Secretary-Treasurer
JoAnn Kirk  Basketball
Ellen Tronnier  Volleyball

1956-1957

Mildred Luebke  Chairman
Louise Burdick  Secretary-Treasurer
JoAnn Kirk  Basketball
Marlene Adrian  Volleyball
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<th>Secretary-Treasurer</th>
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<td>Helen Webster</td>
<td>Louise Burdick</td>
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<td>1959-1960</td>
<td>Helen Webster</td>
<td>Pat Webster</td>
<td>Basketball</td>
</tr>
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<td></td>
<td></td>
<td>Jean Hedberg</td>
<td>Volleyball</td>
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<td></td>
<td></td>
<td>Mary Lou Thornburg</td>
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<tr>
<td></td>
<td></td>
<td>Carol Wolter</td>
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<td></td>
<td>Softball</td>
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<tr>
<td>1960-1961</td>
<td>Verna Parkinson</td>
<td>Pat Webster</td>
<td>Basketball</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Jean Thornburg</td>
<td>Volleyball</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mary Lou Thornburg</td>
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</tr>
<tr>
<td></td>
<td></td>
<td>Mildred Luebke</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Softball</td>
</tr>
</tbody>
</table>
1961-1962
- Verna Parkinson: Chairman
- Pat Webster: Secretary-Treasurer
- Carol Wolter: Basketball
- Pat Webster: Volleyball
- Helen Webster: Softball

1962-1963
- Carol Wolter: Chairman
- Pat Webster: Secretary-Treasurer
- Louise Burdick: Basketball
- Lois Klatt: Volleyball
- Mildred Luebke: Softball

1963-1964
- Carol Wolter: Chairman
- Pat Webster: Secretary-Treasurer
- Bonnie Vick: Basketball
- Ellen Tronnier: Volleyball
- Helen Webster: Softball

1964-1965
- Bonnie Vick: Chairman
- Pat Webster: Secretary-Treasurer
- Bonnie Vick: Basketball
- Esther Murray: Volleyball
- Stell Keinrath: Softball
1965-1966
Bonnie Vick
Ruth Stromila
Chris Harper
Esther Murray
Stell Keinrath

1966-1967
Karen Kuhn
Ruth Stromila
Carol Wolter
Mary Ann Menzel
Esther Murray
Lois Wolf

1967-1968
Karen Kuhn
Chris Harper
Kris Weber
Janet Bruss
Helen Webster
Lois Wolf

Chairman
Secretary-Treasurer
Basketball
Volleyball
Softball
Chairman
Secretary-Treasurer
Basketball
Volleyball
Softball
Track and Field
Track and Field