

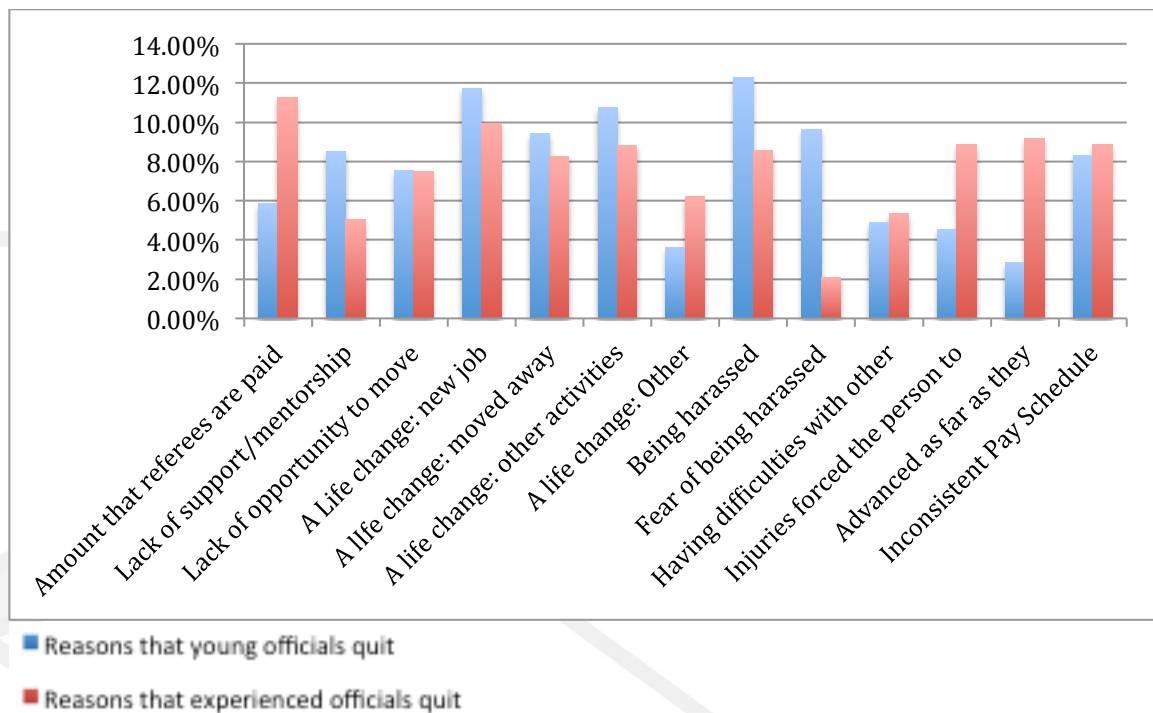


## Part 1: Why Officials Think other Officials Quit Officiating

In 2017-2018 season, APHA & SJAMHA completed a survey about why officials think other officials quit. In 2018-19 wpgrefs.com visitors completed a similar survey.

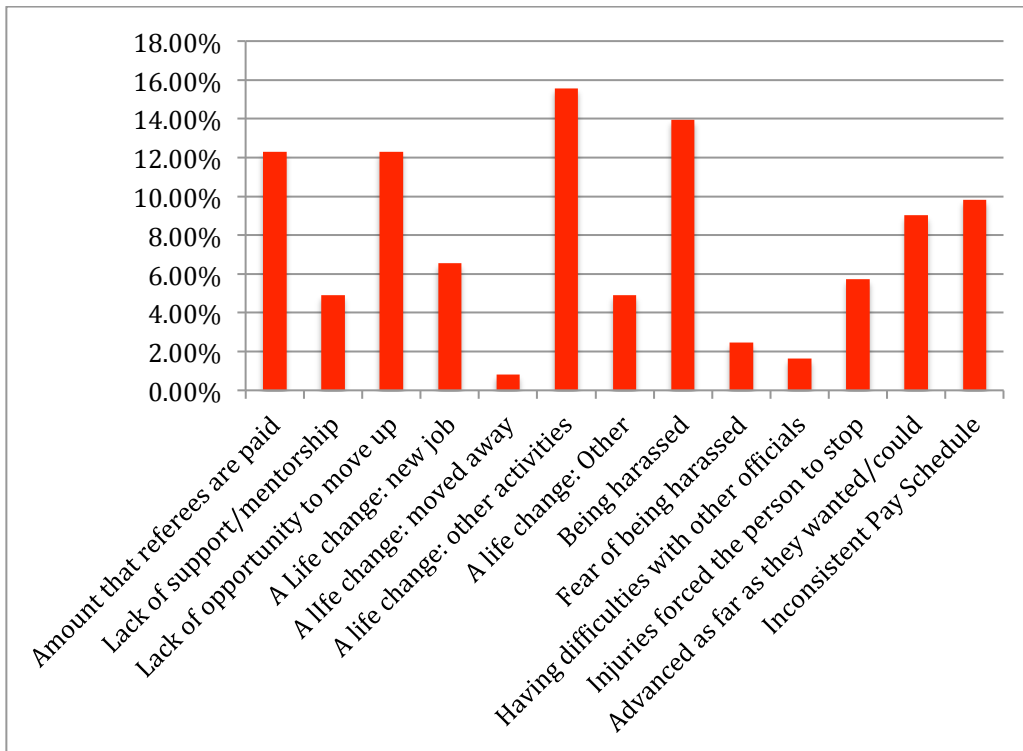
The first question asked was “select all the reasons you believe young (or experienced) officials quit?” The below chart suggests the following about why officials think other officials quit:

1. For younger officials “other activities”, “new job”, and “being harassed” surpassed 10% while 4 other categories passed 8%.
2. For experienced officials “amount paid” was the only selection that surpassed 10%. However, 7 other categories passed 8%.
3. Therefore, officials believe that the cause of other officials quitting has multiple causes rather than a single cause.



The next question asked was “What is the #1 reason for why young officials quit?” (not pictured in a graph). The respondents clearly select harassment as the main reason with 40.56% selecting “being harassed” and another 14.56% selecting “fear of being harassed”. Therefore, a total of 55.12% attributed young officials quitting to harassment or fear of harassment. None other options were more than 10%.

When asked “why do experienced officials quit?” the results (pictured in the next graph) were less clear with “amount paid”, “lack of moving up”, “other activities”, and being harassed being selected more than 10% of the time. “Inconsistent pay schedule” was close to 10% as well (9.84%).



Finally, respondents were asked “If you were to quit, what is the most likely reason?” Being Harassed” (17.74%), “A lack of opportunity to move-up” (15.32%), and “other activities” (13.72%) were most commonly selected. “Amount paid” and “new job” were also select around 10% of the time.

**Summary:**

1. Harassment remains the dominant reason why officials think young officials quit, just as was found in the APSJ survey from 2017-2018.
2. Experienced officials did not have a clear reason for quitting. Instead, experienced officials are believed to quit due to a combination of “not moving up”, “being harassed”, “amount paid” and “other activities”. This was different from the APSJ survey, which found “life changes” to be the reason experienced officials quit.

**Conclusion:** Although numerous reasons exist for why officials believe other officials quit, “being harassed” remains a commonly identified issue by officials. However, given that the people who answered questions in this survey have not quit, all that can be said is “officials think that harassment is a main reason why officials quit.” Future research will need to address this topic with officials who have quit. Finally, it is also important to note that experienced officials have a range of reasons for quitting, which may help administrators address the issue of official retention in different ways aside from focusing exclusively on harassment.