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THE OFFICIAL WORD NEWSLETTER



PRESIDENT'S MESSAGE **Care for our future; demonstrate love for game**

By Joan Powell
PAVO President

At the recent Colorado Crossroads Qualifier, I was reminded that every time we step onto a court to referee, we are afforded the unique opportunity to recruit our successors. That's right, as we engage in conversation with or give instruction to our officiating crew at the score table or to our line judges, or second referee; we are including them in our world of officiating. These people are very impressionable. It's all in the presentation, however.

I have observed hundreds (maybe thousands) of referees as they prepare their crews for an upcoming match. Many officials make the experience memorable. (If you ever have a chance to listen to Clark Radcliffe engage with his scorekeepers, line judges or partner you will come away with a better understanding how we should all be communicating with our crews.) Some use the quiz technique. For some, the live demonstration approach is best. Asking the line judges during pre-game instructions to demonstrate their signals with the flags can be effective and sometimes entertaining. Giving the youngsters permission to step

outside their comfort zone and whip the flag on the close "in" or "out" call is a way to allow welcomed focus and theatrics to the game. (If you ever have the chance to listen to Kelly Daniels and the challenge he makes to the line judges regarding where they should stand during time outs, you will steal his game.)

Many officials take this mundane task and turn it into a game, a contest, a challenge, a fun job to do, while others choose to make it a routine that results in little return for all involved.

The returns can be huge when it is time for your work team to become competitors in the next match. You have established a solid rapport and they respect you as a person and as an official.

There are some players that despise their turn to "work". Of course, most can be reached, but we have all had those individuals who do not like to do lines and they appear sullen and uncooperative. We have to learn to get through those matches - sometimes without their help. Rarely do we have to replace these youngsters, but that is an option. There are times that a team has just lost a match, perhaps even a match that would have put them into the "gold" division, or they have just completed their last match of the tournament and want to get home, but have to stay to be the work team. Your crew just isn't happy to stick around and "work"

for the team that just beat them. For most of our matches, we have eager players ready to help with the management of the match. It is clearly dependent upon our approach, however. We are now their coaches and they are our players.

Let us not forget to thank our work team, and compliment those who went above and beyond. It may mean a few extra minutes to track down a player or two as they return your flag and run off to warm up or grab a snack. Seeking them out just may be the needed gesture to encourage a youngster to consider officiating in the sport they love to play. Keep an eye on the future. Next time you are on the stand during a time out, take a look around at the other courts and of the potential pool of referees, scorekeepers and line judges that surround you. Then after each match, start with your court by encouraging a great scorekeeper, line judge or second referee.

More importantly, continue to referee as if **you** enjoy it. All the encouragement in the world will not convince a young player to join our fraternity if you give off the vibes that your job is not enjoyable. Maybe the recruitment/retention problem in our profession is partly our fault for not fostering and influencing while demonstrating an enjoyment of our work.



National News

Mary Blalock, Director National Referee Training and Evaluation

As of press time we are still reviewing the applications for those who have applied to become National Referees. All applicants will be notified of their status, and those accepted should plan on attending the Boys JOVC this summer in Atlanta. At that time they will be evaluated on their refereeing skills as well as making sure they understand scorekeeping by taking the scorekeepers test!

Once the raters finish the evaluation process for all the National candidates, they will be reviewing existing Junior National referees as well. If you are an existing Junior National who has not been evaluated in the last year or two and are thinking of going for your National certification in another year or so and are planning on being at Boys during the first session, let me know and we will try to see what we can do at looking at you to get you ready for going for your National!

Lastly, we are in the middle of planning our clinics for this year's championships as well as for next fall and one of the topics we want to go over are techniques! Please send me some of your questions relating to USAV techniques. Where are you confused? What technique are you not sure about? We will hopefully put all those rumors to rest and get the word out on proper techniques. My e-mail address is maryholly@aol.com.

Good luck with the rest of your season and I hope to see some of you at the Adult Nationals in my hometown of Austin! It is a fun town!!



National Scorekeeper Application Available

by Nancy Funk
Director Scorekeeping
Certification & Evaluation
NFunk@insightbb.com

Welcome the New Candidates

It is getting very close to the time that we will all be together again in Austin. I look forward to seeing all the National Scorekeepers who received their patches in New Orleans last year!

This year we have an over full group of 27 candidates. The raters are going to be very busy. I know that each of our National Scorekeeper cadre will mentor these new scorekeeper candidates along the path to their National Scorekeeper patch.

This year again on the first day of their candidacy, Wednesday May 31, I will be asking many of you to let one of the candidates observe you doing your best as a National Scorekeeper. This observation lets the new candidates see how the national procedures are conducted.

I want to thank each of you in advance for your support and encouragement of the candidates. See you in Austin!

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PAVO board delegate position up for election in fall

In October PAVO members will be asked to elect a board delegate to its 12-member Board of Directors.

The position currently is held by Crystal Lewis. Please consider nominating yourself or a member you know who would serve the organization well. All nominations must be received by Aug. 15. Address nominations to past.president@pavo.org. Questions? Call Dale Goodwin at (509) 323-6133.

The board delegate position serves a three-year term, to run from 2008 through 2010. The board delegate is required to attend annual board meetings (in February or March), foster positive relationships with local PAVO boards by addressing local board and member issues that arise, and other assignments as made by the president. The board delegate must have held a leadership position in a local PAVO affiliated board within the last five years. The candidate must be a PAVO member in good standing.



Honor Award, Excellence in Service nominations sought

Submissions are being accepted for consideration for PAVO's top award, the Honor Award. Candidates must be at least 30 years old and have worked in promoting officiating through PAVO for at least 10 years. Candidates should be persons of high moral character and personal integrity who, by their leadership and efforts, have made an outstanding contribution through officiating. Honor Award recipients are enshrined as members of PAVO's Hall of Fame. Written nominations should be submitted to past.president@pavo.org, by Aug. 1. Questions? Contact Dale Goodwin at (509) 323-6133.

Submissions also are being accepted for PAVO's annual Excellence in Service Award, given to a PAVO member who has demonstrated dedication, commitment and service to PAVO and/or its members, on a local, regional or national level. Written submissions should be submitted to pavo@pavo.org, by Aug. 1. Questions? Call Miki Kennedy at 888-791-2074.



WHERE DOES ONE DRAW THE LINE

by Glenn Sapp

Before writing this article I was pondering the past. When I was a new National Official, one officiated Open Nationals for the camaraderie and love of the game. It definitely was not for the money. Generally we did not know how much per match we might be getting paid until the end of the event. It was my opinion back then that what ever they had left over for the budget of the event, was divvied up among the officials. And yes, I had to walk up hill both ways in the snow.

Now, things are much better defined. We know ahead of time how much per match. We can ask for a certain number of matches. Though the housing situation could be better, at least it is there to help offset expenses for the event. Still there are some circumstances that have not changed. When the event is short handed, we may work many more matches than seem reasonable. We get fatigued and our judgment may not be at top form.

Recently at an event when working as a head official, the event staff asked if we could get some volunteers to work with them to help move matches on courts where we were over two hours behind. At the current pace, the official on those courts would be working until at least midnight. The players and officiating team would also be working/playing until midnight. A number of officials were asked to volunteer to help move the matches. We scrounged officials and event staff and came up with enough help to move matches to get the courts done at a reasonable time.

Later, it became known that a number of officials had wanted to get paid for the line judging, scorekeeping et., et. They, either out of respect for me or my position, did not discuss this with me at the time. Once informed, the officials were sought out to discuss perceptions of the situation. We discussed that after 8-10 matches, it was okay to say they were too tired to do anymore. It was not okay to "volunteer" and feel they were coerced into helping. It is my understanding that at least one official who was present when the "volunteer" aspect was being discussed indicated that all of us either have or will in the future be in a similar circumstance and will more than welcome the "volunteers" who help get the matches completed even if it only saves an hour, an hour of much needed rest when one is working 8-10 or more matches at some of these events.

At one time there was no question of volunteering to help in such situations. Times have changed. We are trying to become more professional. Professionals get paid for services rendered. "Volleyball" has now become my sole profession. It creates a conflict for me that had not been considered in the past. Officiating volleyball for me, as for many, was something we did on the side for fun and a few extra dollars. I now must determine where to draw the line. After pondering the question, my line will still be drawn based upon experiences of the past. Though it is difficult to say any answer is better than another, do each of you know where you will draw the line?



PAVO-OTP 2007 Clinic schedule includes 28 sites

By Anne Pufahl, OTP Clinic Director

PAVO will host 28 clinics spanning five summer weekends. The tentatively planned sites and hosts are listed below. For details regarding locations and start times please contact your host directly.

Remember all clinic registration will be done online. Reminders and instruction will be distributed soon.

The 2007 clinic fees will not change; \$20 for PAVO members, \$25 for non-PAVO member who do not officiate women's college volleyball, and \$75 for non-PAVO members who do officiate women's college volleyball.

Date	Site	Host	Host Email
21-Jul	Omaha, NE	Bill Stanley	hopsinc@cox.net
21-Jul	Fargo, ND	Milo Moyano	moyano@moorheadcity.com
22-Jul	Boston, MA	Steve Webster	steve@srwebster.com
22-Jul	Los Angeles, CA	Verna Klubnikin	roofsport@aol.com
28-Jul	Minneapolis, MN	Jim Singer	fjsinger@msn.com
28-Jul	Chapel Hill, NC	Keith Murlless	kmurlless@bellsouth.net
29-Jul	Louisville, KY	Jim Williams	swesky@insightbb.com
29-Jul	Indianapolis, IN	Ed Thornburgh	ethornbu@yahoo.com
4-Aug	San Antonio, TX	Carlos Rodriguez	losref@aol.com
4-Aug	Chicago, IL	Jennifer Mahler	jmahler@bigten.org
5-Aug	Denver, CO	Alan Suzuki	asuzuki@wac.org
5-Aug	Harrisburgh, PA	Trevor Zahniser	tzahniser@melham.com
5-Aug	Tampa, FL	Eric Vlahov	evlahov@ut.edu
11-Aug	Salt Lake City, UT	Charlie Brown	cbrownvb@aol.com
11-Aug	Parkersburg, WV	Karen King	kkingsb@verizon.net
11-Aug	Baltimore, MD	Arlene Geppi	ageppi@aol.com
12-Aug	Atlanta, GA	Bob Hume	bhume@charter.net
12-Aug	Murfreesboro, TN	Elaine Mitchell	earl_warpool@bellsouth.net
12-Aug	Lansing, MI	Fusako Hines	fusakoh@comcast.net
18-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com
18-Aug	Springfield, MA	Pat Demers	coachdemers@verizon.net
18-Aug	Tacoma, WA	Marc Blau	blau marc@qwest.net
18-Aug	St. Louis, MO	Wally Hendricks	wally-h@uiuc.edu
18-Aug	Arlington, TX	Carlos Rodriguez	losref@aol.com
19-Aug	Lorain, OH	Diane Plas	jplas@prodigy.net
19-Aug	Spokane, WA	Dale Goodwin	goodwin@gu.gonzaga.edu
19-Aug	Wichita, KS	Linda Frazier	linfraz@swbell.net
19-Aug	Phoenix, AZ	Jim Feickert	jwfeickert@aol.com



Officials Meeting Times for National Tournaments, 2007

Adult Open Championships in Austin, Texas

- o Saturday, May 26, 2007 - Saturday, June 2, 2007
- o First Session - May 26 through May 29, 2007
- o Second Session - May 30 through June 2, 2007

Officials Division Meetings (**For Referee/Scorer Chairs and Administrators**), Thursday, May 24, 2007

- o Referee Administrative Council - 8am
- o Scorekeeper Administrative Council - 10am
- o Officials Division Administrative Assembly - 1:30pm

First Session Meetings, Friday, May 25, 2007

- o RVA Referee Commission w/Zonal Reps (**For Referee Chairs**) - 8am
- o USA International Referees - 8am
- o Referee RVA Development (**For Referee Chairs and Administrators**) - 9am
- o Scorekeeper RVA Development (**For Scorekeeper Chairs and Administrators**) - 11am
- o Scorekeeper IRTC Clinic - 1pm
- o Open Referee Instruction - 2:30pm
- o Referee National Clinic - 4pm
- o Referee and Scorekeeper Pictures - 5pm
- o OD Tournament Procedures and OD awards (**For all Officials Working the Event**) - 5:30pm
- o All officials with National Championship Committee - 7pm
- o Scorekeeper National Clinic - 7:30pm
- o Officials' Social - 8:30pm

Saturday, May 26, 2007

- o USAV/PAVO Interface Meeting - 8pm

Second Session Meetings, Tuesday, May 29, 2007

- o Scorekeeper Candidate Clinic and Practical - 2pm
- o Beach Scorekeeper Clinic - 6:30pm (**TENTATIVE**)
- o Referee and Scorekeeper National Clinic - 7pm
- o OD Tournament Procedures (**For all Officials Working the Event**) - 8pm
- o Beach Referee Clinic - 8pm (**TENTATIVE**)

Girls JOVC in Minneapolis, MN

- o Friday, June 29, 2007 - Sunday, July 8, 2007
- o Advanced Camp - Saturday, June 30 through Tuesday, July 3, 2007
- o Rating Session - Wednesday, July 4 through Saturday, July 6, 2007

First Set of Meetings, Thursday, June 28, 2007

- o Scorekeeper Monitor Meeting - 2pm
- o Referee National Clinic (**For all Officials Working the Event**) - 7pm
- o OD Tournament Procedures (**For all Officials Working the Event**) - 8pm
- o Campers/Trainers Session - 9pm

Second Set of Meetings, Tuesday, July 3, 2007

- o Junior National Referee Candidate Meeting - 4pm
- o Referee National Clinic - (**For all Officials Working the Event**) - 7pm
- o OD Tournament Procedures (**For all Officials Working the Event**) - 8pm

Meeting Times - continued from page 5

Girls Invitational Championships in Atlanta, GA

- o Thursday, June 7, 2007 - Sunday, June 10, 2007

Meetings, Wednesday, June 6, 2007

- o Scorekeeper Monitor Meeting - 2pm
- o Referee National Clinic - **(For all Officials Working the Event)** - 7pm
- o OD Tournament Procedures - **(For all Officials Working the Event)** - 8pm
- o Campers/Trainers Session - 9pm

Boys JOVC in Atlanta, GA

- o Wednesday, July 4, 2007 - Wednesday, July 11, 2007
- o First Session - July 4 through July 7, 2007
- o Second Session - July 8 through July 11, 2007

First Session Meetings, Tuesday, July 3

- o Scorekeeper Monitor Meeting - 2pm
- o Referee National Clinic - **(For all Officials Working the Event)** - 7pm
- o OD Tournament Procedures **(For all Officials Working the Event)** - 8pm
- o National Referee Candidate Meeting - 9pm

Second Session Meetings, Saturday, July 7

- o Referee National Clinic - **(For all Officials Working the Event)** - 7pm
- o OD Tournament Procedures **(For all Officials Working the Event)** - 8pm

All referees working one of the above events **MUST** attend at least one of the Referee National Clinics before they can work any matches at the events. If someone attends the meeting at the Opens, for instance, they may work other events, but are not required to attend another National clinic.

At each event, however, **ALL** referees working that event **MUST** attend the tournament procedures meeting. If they cannot make the scheduled times as noted above, they are required to check into the work room at 7am on the first morning they are scheduled to work the tournament. The tournament procedures will be gone over with them by the head referee, head scorekeeper, or the work room staff.



Coming Down the Pike

by Kathy Ferraraccio

The Officials Division is hard at work to improve many things for both regions and referees alike. I thought this might be a good time to just put some of those things down right here so that you, the referees, can have an idea of what is coming along in the future!!

First on the list is the exam -- something that is not changing, but rather evolving and adapting. Many of us grumble about the rule differences, the technique differences, and the pressure we feel when jumping from one rule set to the next. Last year, the exams for PAVO and USAV were the same, but could not be taken at the same sitting. This worked out well for all referees according to the feedback that I received.

This coming year, the exam will again be taken at two different sittings. Also, each exam will have terminology that corresponds to the rules code that is being tested!!! For example, the word "set" will be used on the USAV exam, and "game" will be used on the PAVO exam. The exams are still being produced and edited by both USAV and PAVO - the two organizations are very much working together to make the exam a good one for all involved!!! And we continually strive to make the exam the learning tool it should be for newer referees.

Continued on page 16



Premier teams square off in Showcase event Aug. 24-25

The 2007 American Volleyball Coaches Association College Volleyball Showcase, featuring four of last year's top women's collegiate teams in a two-day tournament, will be hosted by defending national champion University of Nebraska, Aug. 24-25 at the Qwest Center in Omaha. This tournament traditionally kicks off the NCAA Division I season.

The Huskers will play the finale on Aug. 24 against Tennessee, while UCLA leads it off against Utah. Consolation and championship matches will be played Aug. 25.

The last time the Showcase was in Omaha, it drew a total attendance of 20,604 over two days, including 10,576 spectators for the championship match. In December, the NCAA semifinals and finals were held at the Qwest Center, drawing a record 17,209 fans for the championship match.

Nebraska won its third national championship by posting a 33-1 record. UCLA finished the 2006 season 33-4 and advanced to the NCAA national semifinals before falling to Nebraska in four games. Tennessee finished the 2006 season 19-12 and fell to Duke in the first round of the NCAA Tournament. Utah ended its 2006 season at 28-4, falling to UCLA in the second round of the NCAA Tournament.

For more Showcase information, including history and records of the event, go to the AVCA Web site, www.avca.org, and click on the link "AVCA Showcase". For ticket information, go to www.ticketmaster.com.

USAV and PAVO Continue Referee Training Camp at the USAV Girls' Invitational



by Brian Hemelgarn, USAV National Commissioner - RVA Referee Development

With a new tournament date (June 7-10) this season, the USA Junior Olympic Girls' Invitational will again host a Referee Training Camp presented by the USAV Officials' Division and PAVO. This year's event will take place at the Georgia World Congress Center in Atlanta. Attendance is mandatory at the pre-tournament meeting and clinic on Wednesday evening, June 6th, starting at 7pm.

As part of the camp program, members of the USAV and PAVO National Rating/Training Teams will offer their guidance and experience to our up-and-coming officials. The camp will take place during the first three days of the tournament, and the training sessions will cater to the experience level of the attendees. Officials with USAV, PAVO or National Federation certifications are welcome to take advantage of this outstanding opportunity!

The registration fee for the camp in Atlanta is \$200. This will provide each trainee four matches - two as R1 and two as R2 - during which the training team members will observe the official at work. There will be a debriefing session after each pair of matches with feedback, questions and answers, as well as rules and techniques discussion. For all other matches worked during the tournament, referees will receive regular match pay.

In addition, for referees who can commit to working the entire Invitational tournament, lodging will be provided by USAV and the tournament! Meals and other expenses are the responsibility of each official.

Registration details and other camp information can be found on the USAV website (<http://www.usavolleyball.org/RulesOfficials/application.asp>) or the PAVO website (http://www.pavo.org/pdf/invite_training_brochure_2007.pdf). If there are questions about USA Volleyball memberships or registration to officiate at the Girls' Invitational, please contact Brian Hemelgarn (bhemelgarn@sbcglobal.net) or Julie Voeck (jvoeck@attglobal.net).



NCAA rules changes reviewed, clarified

By Marcia Alterman, NCAA Rules Interpreter

In the last Official Word, the rule changes that were voted on by the NCAA Women's Volleyball Rules Committee were delineated. In that article, it was announced that the Playing Rules Oversight Panel (PROP) still had to review and give final approval to those changes before they could be implemented.

PROP met in mid-March, and did make a couple of changes in the original changes that were announced. The change that would have established a required ceiling height was not approved, and the language that will require any number that appears on uniform shorts to match the number on the jersey will not be effective until the 2009 season.

As always, a full explanation and more detailed information about the rule changes will be given at the summer OTP Clinics - be sure to attend the clinic in your area!

2007 Volleyball Major Rules and Technique Changes

Major Rules Changes

(Note: rule and page references are for the 2006 rule book)

Center Line. (Rule 1-2-2, page 13)-Instead of the solid 2-inch line currently required by the rules, a shadow-bordered 2-inch wide line (1/4-inch borders) is permissible. The center line may also be an interrupted line, with a series of 4-inch lines separated by 2-inch spaces.

Net Pole Location. (Rule 2-3-1, page 19)-For facilities constructed after 2008, the net pole shall be at least 1 meter from the sideline.

Communication with Officials. (Rule 5-2-4-c, page 26)-Only one coach per team may address the referee at a time.

Improper/Illegal Substitution. (Rule 6-2-4-b, page 32)-An improper substitution request will only result in a team delay sanction if the request is recognized by a referee.

Improper Request. (Rule 6-2-5-b, page 32)-An improper request should be assessed for the first improper request, even if a team delay has already been assessed in the current game.

Improper Request. (Rule 6-3-2-d, page 33)-The penalty for a request for entry of an illegal player will be an improper request.

Uniform Numbers. (Rule 7-1-2, page 38)-Effective in 2009, if numbers are worn on the shorts, the number on each player's shorts shall match the number on the jersey.

Media Timeouts. (Rule 11-1-3, page 55)-The recommended length of media timeouts is 75 seconds. The maximum shall be 90 seconds..

Substitution Procedure. (Rule 11-2-1, page 56)-When a team is making multiple substitutions, only one incoming substitute can be in the substitution zone at a time.

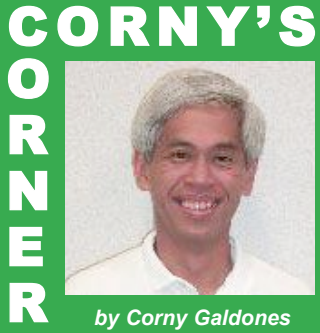
Interruptions of Play. (Rule 11-3-1, page 61)-A team delay penalty will not be assessed if the game is stopped because necessary player equipment is lost on the court.

Officials Arrival. (Rule 18-1, page 83)-New rule language will be added to specify that the officials shall arrive on site 45 minutes before the start of the match and their jurisdiction will begin when they arrive on the court, at least 30 minutes before the start of the match.

Officials' Mechanics

Signals. (Officials' Mechanics, Signal No. 1, page 172)-The signal for a point will be an extended arm indicating which team will serve next. The signal sequence will not change - the fault signal will be given, followed by the point signal.

Signals. (Officials' Mechanics, Signal No. 2, page 172)-The signal for the ball crossing under the net will be pointing at the center line area with an extended index finger.



Judging Ball Handling Is Easy As A-B-C

By Corny Galdones

It's a wonder we referees aren't paranoid for every ball contact is open to question. Well, a few of us may be for other reasons but that's personal. Worse, our clients are poles apart on a ball-handling standard. Loose? Tight? Each one has a preference. Goodness gracious! This isn't rocket science. Judging ball handling is simply four R's: Receive, Release, Result and Reaction.

Whenever a player receives a ball with both hands, it's a double hit because the hands aren't exactly in sync. Only a microscope can detect this. Why seek trouble? If the second hand trails the first but the ball keeps moving and is handled cleanly with one joint contact by both hands, that's fine. Whistling this for a violation earns a puzzled look or a response of "What?! Are you crazy?" (Yes. Don't tell.) Ignore the player's ability, technique and body position. Focus in on the ball bouncing from one hand to the other, being bobbled or slipping off the hands. If it does, by all means, blow that whistle on the second or third team contact for a double hit violation.

The ball must be released instantly upon receipt, i.e., can't stop. The allowance for "how brief" should be the same for every contact. Technically, every ball stops in order to rebound. Forget this physics nonsense. Did the ball pause? Was it caught, lifted or over controlled? Did it roll along the hands or body? Was it in contact for a long time or long distance? Was it started in one direction then

redirected? Was it palmed or tossed like a basketball? On a setter dump, directional block or power tip, was the hand stationary, loaded up with the ball, right before thrusting? If the hands stopped in mid-motion, would the ball have remained on the hands? Any answer of "yes" is a held ball violation, regardless.

Players, coaches and fans tend to be influenced by the result - ugly, sound, or most common with the multi-colored balls, spin. Forgive them if they know not what we enforce. Nonetheless, until everyone is on the same page, these irrelevant factors are part of the game. Deal with it. Was the ball received and released properly or not? Be consistent. After release, the ball can rotate some and be legit. Spinning like a top may be okay, but that's a warning sign. Here again, consistency is key. Uphold an even standard for the entire match that is comfortable to us, accepted by both teams and doesn't take the game away from the players. Adjust from match to match to meet these expectations. Is everyone satisfied? Great!

"Oooh," "Oh, my gosh!" and similar dissenting reactions must not sway us. Act like we know what we're doing. Remember, calls are all about angles. We shouldn't whistle anything blocked from our view. Don't guess. Still, don't dismiss this difference of opinion. Review the situation mentally. What did these critics see from their vantage point that we didn't see? Maybe they're right. This analysis aids our future calls.

Learning the basics of ball handling is easy. Now go out and apply it. That's the hard part.



Convention 2007 *Digging for Gold in Sacramento*

By Dale Goodwin

Originally, we were going to *Bee There or Bee Square* in Sacramento for the 2007 PAVO Officials Convention. But we've had a change of heart, and now we're going to *Dig for Gold* in Sacramento.

Finding the right tag line for a convention, or for any event, is important because it helps draw, or detract visitors from participating.

The Convention planning committee hopes that *Digging for Gold* indeed is an accurate representation of what volleyball officials will find in California's capital city, Dec. 13-15.

Regardless where you are in the officiating food chain, you are apt to find nuggets of gold at this 12th annual convention. The planning committee is considering sessions on conflict resolution, vision training, balancing officiating and family, and keys to good communication (with coaches and partners), to name a few. A well-known and dynamic keynote speaker is being arranged. The committee is considering bringing back a sports psychologist to help us better cope with the stress that goes along with officiating. Reviews were so strong for Marcia Alterman's 2006 Convention session on coaches' misperceptions that the committee is talking about bringing it back this year, and finding a way to entice more coaches to participate (will the coaches and referees ever be on the same page?). Would anyone be interested in another on-court session with Joan Powell?

Sacramento is a superb place to spend a winter outing. The average high temperature for December is 55 degrees. The city is hosting the NCAA Division I women's volleyball championship, which coincides with the PAVO Convention. The semifinal matches are Thursday, Dec. 15, with the final Saturday, Dec. 17.

Registration will be available online at www.pavo.org by June, 2007.

Questions or suggestions? Please contact Dale Goodwin at past.president@pavo.org.

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USA-International Scorekeeper Commission

by Janet Blue

World League Assignments

Assignments for most World League Scorekeeper positions have been made: **Terry Lawton**, Southern California, will be the primary scorekeeper for USA vs. France in Portland on May 26 and 27. The assistant(s) has as yet not been assigned. **Cathy Hoy**, Lone Star, will work as the primary in Green Bay where USA plays Japan on June 1 and 2. A local regional scorekeeper will be assigned as her assistant. And **Amber Fulk**, Carolina, will be the primary scorekeeper for matches in Chicago on June 15 and 16 when the USA plays Italy. **Roger Ozima** and **Roger Thinnies**, both from the Great Lakes Region, will each work a match as the assistant.

High Performance Tournament

This girls' elite junior tournament will be held in Ft. Lauderdale again this year. The dates are July 21 through 26. **Donna Wigton**, Rocky Mountain, will serve as the Scorekeeper Supervisor for Court 1, where all matches will be conducted using the FIVB Tournament scoresheet, format and protocol. Each year three qualified International Scorekeepers are assigned to work this court. They will have the opportunity to work many matches as the primary scorekeeper, assistant scorekeeper and timer/scoreboard operator. This is a training event for these individuals as well as the National Referees assigned to work on this court. Both the referees and scorekeepers will receive feedback from the Scorekeeper Supervisor as well as the Referee Supervisor with the intent of developing and sharpening their skills. No match fees are paid but airfare, room and usually meals are covered.

No assignments have been made for this event as of the writing of this article. If you have been a qualified International scorekeeper for at least the last three years and have been **assigned** Open matches at Nationals, you are welcome to contact me regarding your interest in participating in this event.

Open Tournament in Austin

I look forward to seeing everyone in Austin (one of my favorite cities) in May. As in past years, those wishing to be assigned as a scorekeeper to Open matches **must** attend the IRTC Clinic. Please refer to the meeting schedule published in this issue of the newsletter for time and place.

All National scorekeepers interested in becoming qualified to work Open matches at Nationals and tour/exhibition matches in the United States are invited to attend the clinic. The clinic fee for first-timers is \$15.



Uniform vendors required to obtain USAV/PAVO approval

By Marcia Alterman, PAVO Executive Director

The "Volleyball Certified Official" logo is listed with the U.S. Patent and Trademark Office, and therefore cannot be duplicated without permission. The trademark is co-owned by USAV and PAVO, and at this time only five vendors have been licensed to distribute uniform shirts, sweaters and vests bearing that logo:

Those vendors are:

- | | |
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| ○ All-American Athletic Sales (Nancy Strader) | 877/220-1651 x 0011 |
| ○ Great Lakes Apparel (Mary Malpede) | 630/691-8170 www.greatlakesapparel.com |
| ○ The Ref Shop (Michael Hertz) | 727/392-7294 www.TheRefShop.com |
| ○ Roof Sportswear (Verna Klubnikin) | 888/530-7672 www.roofsportswear.com |
| ○ Time Out For Sports (Nancy Sommer) | 888/594-4884 |

If you have purchased merchandise bearing the "Volleyball Certified Official" logo from any other vendor, it is not a sale that has been approved by USAV/PAVO.

Please support our approved vendors with your purchases. If you are aware of other vendors selling merchandise with either the "Volleyball Certified Official" logo or the "PAVO" logo, you can report that information to the PAVO central office (888/791-2074).



Member Profile

Broad experiences, mentors build one quality official

*By Kathy Ferraraccio
PAVO Board Delegate*

Volleyball - in Maine? Isn't that where there are more moose than people and where the snow doesn't melt till June - just in time for it to begin again in September? Do they have enough people to participate in the sport?

Well, to be quite frank, yes they do. And one of the biggest lovers of the game is Phil Nadeau, who has lived in this great state for his entire life. Phil and wife Marcia of 29 years have one son, Anthony, who is 28 years old and works abroad teaching English as Second Language. Phil gets his inspiration for all he does from Marcia, who survived a life-threatening illness and spent 225 days in the hospital in 1999.

Phil earned a B.S. in public administration and an M.A. in public policy and management which he has put to great use. He serves as an adjunct professor at the University of Southern Maine and has published an academic work titled "The Somalis of Lewiston: Effects of Rapid Immigration to a Homogeneous Maine City" and published in the Southern Maine Review in 2005. He also has had some of his works published by the Boston Globe, and his newest work is scheduled for publication in the National Civic Review. He also has been featured in the book "Sharing the Dream" by Dominic Pulera.

Phil and Marcia live in Lewiston, Maine; which is about 100 miles from the Massachusetts border

and only a small step north into the state of Maine. Phil is employed by the City of Lewiston, serving as its Deputy City Administrator since 1999 and through this capacity he has become directly involved with the on-going relocation of over 3,000 Somalis to Lewiston (which began in 2001) and has attracted both national and international media attention.

Because Phil is Lewiston's immigration policy and legislative specialist, he has been interviewed by many of the country's top newspapers and television networks, including the New York Times, the Los Angeles Times, and all three major networks. Perhaps that is where he gets his composure under fire.

He also serves as a speaker and panelist discussing the city's work on immigration around New England and the country.

Although Phil is obviously very invested in his work and family, his history in volleyball also is quite impressive. He began officiating in 1990, earning his first rating with USA Volleyball. In 1991 he became a PAVO rated official. He served in leadership positions for both his PAVO local board and USAV region, and served as clinician for both his region and the state high school association. He has officiated NCAA Division I competition since 1998, earned his USA National in 2000 and will be attempting to earn his PAVO National this fall. He also serves on



Phil Nadeau

the USAV National Training and Rating teams.

Phil's career path has been significantly influenced by some of the country's top National referees who also happen to live in his own back yard.

"Steve Webster, Kathy Ferraraccio and Dave Carson are trusted and valued colleagues who have shared with me the kind of advice and wisdom that only comes from hard work, experience and genuine commitment to the profession. I have achieved some degree of success because individuals like these always approach this profession with the officials' best interests in mind. I can only hope that enough hard work on my part produces just a fraction of that same result with those I work with now and into the future."



Preparing for Nationals

by Kathy Ferraraccio

April is upon us, which means the National qualifiers are well under way, and the teams and referees are preparing for the Open Nationals, the Boys and Girls JOVC events, and the Girls Invitational.

All officials who have registered should have received a contract with USA Volleyball by way of George Egan by now, and should be all set with their plans for the events. Although registrations for all tournaments closed on April 15, there could still be a need for more referees. If you find that you might be able to attend one of the Junior Tournaments, check with George Egan (george.egan@usav.org).

Elsewhere in this newsletter, you will find the meeting schedule for all the National tournaments. Please remember that all referees **MUST** attend a National Referee Clinic before working any matches at the Opens, either of the JOVC's, or at the Invitational. If you attend the clinic in Austin, then you can work matches at any of the tournaments.

You must, however, attend the tournament procedures meeting at EACH tournament you work over the summer. This meeting will be held immediately following the national clinic, but if you are not able to make that time, you can receive the information from the work room crew at any of the events at 7 am on the first day you plan to work.

Once again this year, we are offering the advanced camp during the first portion of the Girls JOVC. This was a well-received program last year, with raves from both the staff and campers. There is more information on this elsewhere in the

newsletter, and I know a few open spots remain. Any referee who aspires to be better at their profession should consider attending this camp. Regional chairpersons, this is a great opportunity for Regional referees who aspire to be Junior Nationals in the next few years. Not only will they receive training from some of the best trainers in the country, they will also gain invaluable experience at the event which they must attend to be rated as a Junior National candidate.

Many thanks go to all National and Junior National referees who continue to staff the many National tournaments. Each year, we find there are more tournaments to work, and they continue to get larger at any alarming rate. Without your dedication and professionalism in this sport, these tournaments would not be as successful as they continue to be.

Help us to continue staffing these events both now and in the future. Introduce a friend to the sport of officiating. Mentor a player; find that line judge who would like to take the next step. We must continue to be the spokesperson for volleyball referees. Once again this year we will have a full class of 60 Junior National candidates but for that to continue we must have more referees joining the ranks at the beginner levels. It is up to us to provide the next generation of volleyball referees - no one person can do it alone - we must all do our part.

Again, thanks to all of you for your work and dedication and I look forward to seeing each of you this summer. Please come up and say hi and give me your thoughts. They are always appreciated.



PAVO directors cover wide-ranging issues at March meeting

By Marcia Alterman, PAVO Executive Director

The PAVO Board of Directors met in Kansas City on March 9-11. The group first welcomed one brand new director, Director-at-Large Carlos Rodriguez. We welcomed back Kathy Ferraraccio, who returns to the board as a Board Delegate, and Crystal Lewis, who has been appointed to complete the last year of a Director-at-Large term that was vacated when Mara Wager was named Examinations Director.

The 12 individuals who represent PAVO members and programs on the board spent this weekend in discussion and sometimes debate about the best plans of action for PAVO members. Topics ranged from specific direction for programs like the NRT and training camps, to long-range issues of staffing and marketing. Some of the specific discussion and actions of the board included:



- A scorekeeping component will be added to the curriculum at each NRT site. The board feels it is vital to ensure that all National-level referees have a fundamental knowledge of the scorekeeping process and how to read an NCAA scoresheet.
- The time limit for National referees to complete the theoretical exam was extended to 90 minutes (from 60 minutes). This time limit applies to both the online exam and the printed exam. It was determined that 60 minutes might not be sufficient time for test-takers to visualize the necessary information to answer some of the more complex questions.
- The Form C examination will no longer be produced by PAVO. A survey of the board chairs showed that only a very small percentage of boards were using Form C, so its use will be eliminated.
- A free *PAVO Officials' Guidebook* (plus supplement if applicable) will be provided to new PAVO members. The directors felt that this important publication should be readily accessible to entry-level officials.
- Two levels of Line Judge Certification will be developed for the 2008 season. Criteria for the higher level of certification will probably be based on experience-level differences as well as recommendation or on-court evaluations.
- The PAVO Operating Code will be changed to limit an affiliated board from having more than one member as one of the elected member-representatives (Board Delegate or Director-at-Large).
- Language in the PAVO Operating Code that totally restricted any PAVO director from having "business dealings" with PAVO will be deleted. Since virtually all directors are engaged as raters, camp staff, consultants, etc. at some point, it was felt that this issue should be examined on a case-by-case basis, particularly by the elected member representatives.
- Budget Topics:
 - A head raters meeting was budgeted for the 2008 season. The directors felt that a face-to-face meeting would enhance the consistency and efficacy of the rating sites.
 - Late fees for membership dues have been raised to \$25 (from \$5) effective in 2007. The deadline for dues is June 1, as always, and there is still a 30-day grace period before the late fee is in effect (July 1).
 - Staffing changes included approval of a wage increase for PAVO staff and establishment of a sub-committee to review the stipend and job description of the Executive Director.
 - The 2007 budget was given final approval, and the 2008 draft budget was tentatively approved, with final review at the next board meeting.
 - In a follow-up conference call on March 18, the directors voted to **not** implement a PAVO dues increase for the 2007 season.



2007 Referee Training and Education Program USAV TEP - Advanced Camp

by Brian Hemelgarn, USAV National Commissioner - RVA Referee Development

With the outstanding response to last year's USAV Referee Advanced Training Camp in Atlanta, the USAV Officials Division is excited to offer this great training opportunity again this year! The Girls' Junior Olympic Volleyball Championship in Minneapolis will serve as the venue for Advanced Camp.

Participants will receive training and feedback as an R1 and as an R2 by trainers from the USAV National Training Team. In addition, each participant will also be assigned to officiate matches as R1 and R2 with a different member from the National Training Team! After the training matches, "campers" will have the opportunity to meet with the National Training Team members to review the match, ask questions, and to learn rules and new techniques. This offers campers the unique opportunity to work with some of the most experienced and accomplished referees in the country. The training will take place from June 29 through July 3 with the mandatory pre-tournament clinic and meetings beginning at 7pm on June 28.

This camp will be especially beneficial for those referees who are looking to attain their Junior National or National rating in the next few years or for those Junior National or National referees who wish to hone their skills.

Here is some information you might find useful in helping you decide to apply for a spot at the TEP - Advanced Camp.

- o Cost of the camp is \$250
- o Registration deadline is May 15, 2007
- o Campers will retain all match fees for working at the tournament
- o Mandatory meetings will be held on Wednesday, June 28, beginning at 7pm
- o Training sessions will be held Thursday, June 29 - Tuesday, July 3
- o Campers must be available as a referee for the entire session through July 3
- o Referee Chair signature is required on the application for Provisional/Regional referees, unless the Regional referee is a Junior National candidate during the second session of the event
- o All housing, transportation, and meals are the responsibility of the camper - discounted rooms are available
- o Campers who are a Junior National or National referee, or are a Junior National candidate for the second session, are eligible for a rooming program for working the entire event

If you are interested in attending the camp, registration forms are available for download on the USAV website: <http://www.usavolleyball.org/RulesOfficials/application.asp>

Space is limited, so act quickly. Please remember that the deadline for registration is **May 15, 2007**.

If you have any questions regarding this camp, please contact Brian Hemelgarn (bhemelgarn@sbcglobal.net).

See you on the courts!!



New board members observe careful attention to PAVO members

Each year PAVO asks the new members of its Board of Directors to reflect upon their first Board meeting, which this year took place March 9-11 in Kansas City.

Board Delegate Kathy Ferraraccio reflects:

The PAVO board meeting is a whirlwind blend of serious business and laughter. It is an interesting mix of people striving not only to improve the sport of volleyball; but to improve it for those officials who dedicate so much of their life to the sport. With most discussion that goes on, the thought always in the minds of those speaking is the question whether this is right for the members or not. Entering the stage as a board delegate, I believe this is a very important point.

The meetings went from Friday morning through midday Sunday, allowing board members time to arrive home on Monday in time to get back to work after their weekend away. I feel that many of the members felt they were going to get a break back at work after a long and very productive meeting.

Everything the board does for its members is discussed over these three days - from exams to the budget, which is used to run the programs designated to make all of us better referees.

Having the chance to represent the members for this weekend was a great experience and one I know will be welcomed each year I serve on the Board. I want each member to realize that the money they send to PAVO in dues and other fees is money well spent.

Director-at-Large Carlos Rodriguez adds these thoughts:

I'll be the first to admit, that my biggest question going in was what would we be doing for two and a half days? You can only talk about volleyball for so long. As it turned out, I learned that that there was never enough time. We started early on Friday morning and did not quit until Sunday afternoon.

We were given a large notebook with a lot of information to digest. Every director gave a report and everyone had an opinion. There was lengthy conversation on a variety of topics. Although we did not always agree, we had great debate on matters important to PAVO members.

We were kept on task - most of the time - by Dale Goodwin. He tried to maintain law and order, although some discussions were pretty passionate. President Joan Powell provided some ice breakers to break up the length and seriousness of the meeting - they were a great idea. They also allowed us to learn more about our fellow Board members.

The Board members who give their time are very committed to making the organization the best it can be.

Coming Down the Pike - continued from page 6

Second on the list is training for all referees. There is a group of us working on the addition of training videos for the website. Instead of mass producing videos, we are looking at online training, which is much more efficient in many ways. Instead of having a stock pile of DVDs that becomes obsolete every time someone blows a whistle, we will be able to update the training materials as needed, making much more sense than trying to re-create the DVDs each year. We hope this will be a reality for ALL in the very near future.

Next, the Officials Division is also working on a new and improved rating system for referees of all levels. We would like to ensure that the entire country is on the same page, working together to grow those involved on the officiating side of our sport. There are many great ideas that come out of the regions, and we are trying to compile them into one system for everyone's benefit. The input that we receive from folks involved in rating, training and mentoring will make this rating system something that is useful at all levels of volleyball officiating.

If we have a consistent expectation for each level of referee certification in USA Volleyball, it helps us when new referees move into our area from another region. Their rating will let us know that they meet the minimum standards and should be able to competently perform at particular levels in a match.

The Officials Division continually strives to improve officiating for all referees all over the country, and to bring refereeing consistency to the sport. All of us help in this endeavor when we mentor, train and develop new referees. By having a standard for evaluating and training referees, we believe we can make this more fair and easier for all!!!

There will be more on each of these topics as they develop further. There is much work that has been done to date, but much, much more still needs to be accomplished. Thanks to all of you who help out or give feedback when asked - the communication keeps us moving and on track.



Rules books, guidebooks updated

The NCAA Women's Volleyball Rules and Interpretations will be available around June 15, 2007. Orders may be placed at 888/388-9748, or via the [NCAA website](#), beginning around May 1, 2007.

The PAVO Volleyball Officials Guidebook is published biannually, in even-numbered years, so the 2006 publication is the most current. However, a 2007 supplement will be distributed around July 1 to all PAVO members (at no charge), as a downloadable PDF file. The supplement provides valuable information when used in conjunction with the 2006 Guidebook, which may still be ordered by calling 888/791-2074 or by visiting the PAVO e-store.

There have been no changes to the scoresheets or libero tracking sheet for 2007. Those documents can be downloaded in PDF format from the [Current Season](#) page.



Being Ready to Referee and Mental Predisposition

by Thomas Hoy

Piaget's theory of cognitive development asserts that an organized mental predisposition will allow an individual to adapt and adjust to surrounding demands. What Piaget is talking about here is your pre-conference with your partner at a volleyball match. The difference between success and failure is often our mental predisposition and it has been proven over and over that a positive predisposition more often leads to success. We all have had different "feelings" about a match--sometimes good, sometimes bad--often depending on how our partner is responding to us during the thirty minutes to an hour leading up to the match. So, how do you create that positive predisposition before the match that will lead to a higher level of success? Here are a few suggestions:

Keep the communication professional but light (cover all the bases on how the match will proceed, but also mention something humorous that has happened recently at a match or tell a joke that you have heard recently);

Reduce your partners anxiety (ask them if they have seen anything "strange" in a match that they have officiated in the past few weeks and how that could best be dealt with; set the tone by communicating how great a match this is going to be);

Talk about professional support (explain that you are going to watch out for each other; talk about how certain situations [i.e., players talking through the net] should be dealt with in this match;

Be timely and professionally mannered (a partner's anxiety level will go up when their colleague is no where to be found twenty minutes before a match; don't act out behaviors that put your partner on the defense, like demanding that the host institution play a certain kind of warm-up music or using unorthodox mechanics during pre-match); and,

Reassert this positive position during the match through non-verbal gestures that indicate that you support them (thumbs up, light applause, a smile), and again if there is an intermission.

Having a positive predisposition toward a match and communicating that to your partner is an important advantage that plays to the success of the match. In Piaget language, it is a way of shaping a positive experience to fit into an individual's comfort zone of responding to the surrounding stress. Be professional and use concepts that will make you more successful.

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