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THE OFFICIAL WORD

NEWSLETTER



PAVO DUES AND MEMBERSHIP UPDATE

by Marcia Alterman
Executive Director

By now, you have surely heard about the many changes that have affected volleyball officials – and you have probably also heard many “urban myths” that have sprung up during this transition period. Please read this article carefully for the **real** information, and then if you still have questions, please contact Miki in the PAVO Central Office (pavo@pavo.org).

The NCAA recently determined that it should take more responsibility for training officials in all NCAA sports, and in that effort they have created a training plan for volleyball called the Volleyball Officiating Program (VOP). That included hiring a national coordinator and four supporting regional advisors. It also developed the Central Hub website (hosted by ArbiterSports) that will include vital information for any official who calls matches using NCAA rules – including NJCAA and other community colleges, NAIA, and even a few select pockets of high school play. The Central Hub is now the **only** source for the NCAA/PAVO annual examination, the NCAA Rules Interpretation Newsletters, and other new and timely training tools, such as weekly quizzes, video training, and messages from the National Coordinator.

It follows that **all** hiring entities at **all** levels (assignors, coordinators, conferences, schools) will insist that their referees are registered on the Central Hub every year. In most sports, registration carries a \$100 price tag, and any dues for professional associations are in addition to that \$100. In the sport of volleyball, PAVO negotiated a reduced NCAA registration fee for PAVO members, in return for taking the responsibility for collecting and monitoring the process.

So – you have a choice. You can pay PAVO \$110 (plus local board fees), which covers all PAVO member benefits plus the NCAA Central Hub registration, OR you can pay the NCAA \$100, and not have PAVO’s liability insurance coverage, member discounts for the approved vendors and PAVO events, access to the PAVO certification process, or other PAVO member benefits, or any training that is offered by your local board or on the PAVO website.

Clearly, the option of joining PAVO only makes sense!

Given that, here are a few more bits of information about the process this year:

- PAVO has established dues for referee-members at \$110 annually; support officials (line judges and scorekeepers) will pay \$20 annual dues....please keep reading for more information.
- All PAVO members (referees, line judges, and scorekeepers) will still be required to join a local PAVO-affiliated board, who may charge local dues in addition to the \$110/\$20 that will be sent to PAVO.

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PAVO Dues and Membership
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- As in recent years, your board chair has the option of allowing individual members to pay PAVO dues online, or collect the dues themselves and submit them in bulk to PAVO. If you have not yet heard from your PAVO board chair about which process your board is using, contact them.
- FOR THOSE WHO ARE PAYING DUES ONLINE:
 - o If your board chair opts for online payments, you will soon receive an email with instructions for that. When you pay your referee-dues online in the PAVO Estore, you will pay the \$110 PAVO referee dues (or \$20 for support officials) plus your local board dues. PAVO will rebate the local amount back to your board chair, and submit the NCAA registration fee (which is included in the \$110/\$20) to the NCAA.
 - o The online dues-payment process will include the same steps as in recent years, requiring you to electronically agree to the waivers and Conditions of Membership. Those documents are being reviewed and edited for 2012, so please review them when you see them online.
 - o As you complete the online dues payment process, you will be prompted to use a link to go to the Central Hub at the same time, and complete your NCAA registration. **PLEASE NOTE THAT PAYING PAVO DUES AND COMPLETING NCAA REGISTRATION ARE TWO SEPARATE STEPS, AND YOU MUST DO BOTH STEPS!!** PAVO is working with the NCAA technical staff to make that process as seamless as possible. If, for some reason, you do not complete NCAA registration when you pay your PAVO dues, you will be able to go back and complete that step later.
- FOR THOSE WHO ARE **NOT** PAYING DUES ONLINE:
 - o If your board chair opts for payments made directly to your local board, you will simply write a check for your dues, give it to your board chair or their designee, and your board chair will see that payment is made to the PAVO Central Office. Your board chair will submit \$110 for referee members and \$20 for line judge/scorekeeper members, and retain any local dues collected.
 - o Once your board chair submits your dues to the Central Office, you will receive an email with (a) a link to the Central Hub so that you can complete your NCAA registration, and (b) a link to the PAVO waivers and Conditions of Membership. Your dues will not be processed until you have agreed to the waivers/Conditions of Membership, and you will not have access to the Central Hub (including the exam and Rules Interpretation newsletters) until you complete NCAA registration
- Referee members - When you have paid your PAVO dues (either online or by check) **and** completed your NCAA registration, you will be on the list to receive the NCAA "Welcome Package" that includes the 2012 NCAA Volleyball Rules book, the new PAVO Techniques Manual as well as valuable coupons and discounts from the approved uniform vendors. The "Welcome Package" will be shipped directly to each NCAA referee-registrant after the rule books are available in early July.
- Those who join PAVO as a support official only (line judge or scorekeeper) and register on the NCAA Central Hub will have full access to all Central Hub features. However, support officials will not receive a "Welcome Package", but may purchase NCAA Rule books from the NCAA website and the NCAA/PAVO Techniques Manual from the PAVO Estore.
- The Form A/Form B exam for referees can ONLY be taken on the Central Hub, and is required for (a) anyone wishing to be considered for post-season, and (b) all PAVO National-, State-, and Local-rated referees. The Form A/Form B exams will be available online from July 1 to September 15. There will be a new Form C exam developed as well, to be used exclusively for entry-level referees (PAVO Apprentice- or Intramural-rated referees); Form C will be taken on the PAVO website or on paper.

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USA Volleyball

USA-INTERNATIONAL INDOOR REFEREE COMMISSION

by Tom Blue

Chair, USA-International Indoor Referee Commission

The USA-International Referees welcome **Jung Park** of the New England Region to its roster after he successfully completed his required qualifying matches last season at the NORCECA Continental Men's Championship. This brings the total number of USA-International Referees to 16. Over the next two years, we will lose several International Referees who will attain the mandatory retirement age. Accordingly, the Commission will be looking forward to sending some participants to International Referee Candidate Courses.

In 2011, USA International Referees participated in a number of FIVB and NORCECA events, as well as other international competitions. **Patty Salvatore** and **Ron Stahl** refereed at the FIVB Men's and Women's World Cup in Japan, respectively. **Paul Albright** worked the FIVB Girl's Youth World Championship in Turkey and was assigned as first referee for the Gold Medal match. **Pati Rolf** officiated the FIVB Women's Junior World Championship in Peru. **Mary Blalock** officiated at the FIVB Grand Prix event in Korea. **Patty Salvatore** and **Ron Stahl** worked intercontinental rounds of the FIVB World League in Russia and Italy. **Julie Voeck**, **Paul Albright** and **Ken Taylor** participated in World League weekends in Chicago, Tulsa and Long Beach. **Brian Hemelgarn** and **Bill Stanley** refereed at the Pan American Cups for Men and Women in Canada and Mexico. **Pati Rolf** had the pleasure of accompanying the USA Women's Team to the Volley Masters competition in Montreux, Switzerland where she was assigned as first referee for the final match; and **Kevin Cull** took a short trip to Mexicali to officiate the Boy's Youth Pan American Cup. **Christian Genitrini** and **Hansen Leong** worked at the Pan American Games in Guadalajara. **Jung Park** and **Michael Gale** refereed the NORCECA Men's and Women's Continental Championships in Puerto Rico. **Bill Stanley** accompanied the USA Men's University Team to Shenzhen, China for the World University Games. **Julie Voeck** and **Kevin Wendelboe** officiated the volleyball event at the CISM World Games in Rio de Janeiro.

The USA International Referee Commission is working with organizers at UC Irvine to provide referees for what is hoped will be an annual event in September with invited Club volleyball teams from around the world. Last year, the event featured teams

from Brazil, Argentina, Korea, China, Japan and USA. **Christian Genitrini, Hansen Leong, Ken Taylor and Kevin Cull** supplied the refereeing talent for the event, with great support from the national referee line judges and national scorers from the Southern California Volleyball Association.

The ninth edition of the USA Volleyball High Performance event was held in Tucson last July. Four USA National Referees received intensive training in the FIVB protocols, rules, mechanics and techniques from Referee Supervisor **Steve Robb** and International Referee trainers **Ken Taylor** and **Steve Thorpe**. We look forward to another successful event to be held this year in July in Des Moines.

Most of this year's International Refereeing assignments have yet to be made. However, FIVB has already sent nominations for their premiere events. Included are the following designations: FIVB Women's World Olympic Qualification tournament – **Ron Stahl**; FIVB Women's Grand Prix – **Mary Blalock** and **Pati Rolf**; FIVB World League – **Ron Stahl** and **Patty Salvatore**; and the Olympic Games – **Patty Salvatore**.

The seventh annual International Referee Seminar, conducted by International Referee Commission member **Neill Luebke**, will be held in Salt Lake City this May in conjunction with the USA Volleyball annual meetings and the USA Championships. Our International Referees will take part in the National Referee Clinic to be given in Salt Lake, and they will be participating in the Championship event. USA-National Referees who are qualified to work the Open Division at the USA Championships should plan to attend the Open Clinic in Salt Lake City on Friday afternoon.

Finally, the Commission has the pleasure of announcing the participation of three USA National Referees at an International Referee Candidate Course to be held in Santo Domingo, Dominican Republic this coming August. **Michelle Prater** of the Southern Region, **Robyn Filimaua** of Puget Sound Region and **Nathan Mahaven** of Ohio Valley Region will take their first steps to becoming International Referees at that course.



by Julie Voeck
President

PRESIDENT'S MESSAGE

Path To Excellence

I was intrigued by a study conducted by the United States Olympic Committee (USOC) called the "Path to Excellence" in which more than 800 male and female United States Olympians from the 1984 and 1998 teams participated. I was intrigued because it seems to me that many of the development factors identified by these Olympians in many ways parallel what often drives referees and referee organizations to excel to their highest level.

Important Qualities of a Coach

According to the study athletes said that teaching ability and the ability to motivate or coach were the most valuable characteristics in selecting a coach. Specifically, knowledge of the sport and technical knowledge were noted as being secondary to effective communication and teaching.

Think of the mentors, leaders, and trainers you have worked with in your career. Which qualities helped inspire you as a referee and motivated you to improve? Was it the individual who knows all the rules from cover-to-cover? Or was it the trainer who told you were doing great and to keep it up, even when all you wanted to do was take off the whistle, get off the stand and out of the way of harsh commentary from players and coaches?

Factors that Contribute to Long-Term Improvement

When asked about the factors that led to their long-term success, athletes identified (in rank order) dedication, mental focus, competitive success, family, coaching, and training environment.

It is not surprising to see that the athletes ranked dedication and commitment first since takes sacrifice and a strong commitment toward self-improvement in order to excel. It is interesting that the first three factors were individual characteristics that came from the athlete themselves, dedication, mental focus and competitive success. These factors were followed by external factors that were related to the environment of the athlete. It is also interesting that financial incentive and reward was ranked last among all the factors, suggesting that Olympic athletes are not driven by monetary rewards.

Based on this survey, a lot of the making of an elite athlete comes from the athlete dedicating themselves to achieving his or her goals and achieving success along the way. As a referee, have you made a similar dedicated effort to move your career forward? Have you devoted the time necessary to learn the finer points of the sport to get to the level where you want to be? What else can you do to move closer to achieving a higher level of excellence?

Factors that contribute to peer drop-out

When asked why their peers were unable to achieve the same level of success, Olympians identified the following top seven reasons: conflict with other life pursuits, financial pressures, failure to improve, conflicts with work, time pressure, injury, and lack of fun.

Conflicts with other activities was ranked as the number one reason why athletes did not continue their pursuit. Three of the top six reasons for not continuing on were related to conflict issues – life pursuits, work and time pressure.

Are some of these same factors the reason why some of our referee peers have advanced while others have not? Have some of our peers had other factors requiring time and attention, such as work, family or spouse that have caused them to direct their attention away from the time needed to improve their referee skills? Have some of us seen our peers not achieve as much success as they have desired or expected? Some officials regularly are being selected for more and more challenging matches while others stagnate at the same level. For referees who have not received desired assignments or opportunities, the lack of success can lead to a lack of motivation and impact a referee's desire to continue to improve or stay in the profession.

Your path to excellence

Let us now consider how these factors are relevant to the manner in which we do (or don't) develop referees, whether that referee is you or one you mentor/train. Here are some questions for you to consider as you ponder your own path to excellence.

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NOMINATIONS SOUGHT FOR HONOR, EXCELLENCE IN SERVICE AWARDS

Awards honor members for commitment to PAVO and for contributions to officiating

Do you know somebody who has worked hard and has been helping your local area by giving back to help their association? If you do, then we would like you to submit their name for one of two PAVO's most prestigious awards.

The Honor Award is PAVO's highest honor. To be considered for this award, the nominee must be at least 30 years old and have worked in promoting volleyball 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 by

Aug. 1 via e-mail to president.elect@pavo.org.

The Excellence in Service Award is given annually to a PAVO member who has demonstrated dedication, commitment and service to PAVO and/or its members, on a local, regional or national level. The nominee must be someone who has served in a leadership role in the past year and continues to actively demonstrate support within their board. They should be in good standing with PAVO.

If you know of anyone who would be a good candidate for either of these awards we ask that you please submit a nomination letter into PAVO office by Aug. 1 at pavo@pavo.org. For more information call Miki Kennedy at 1-888-791-2074.



CORNY GALDONES NAMED AS NCAA VB REGIONAL ADVISOR

Corny has a trifecta of volleyball national ratings – PAVO and USAV as a referee and a USAV national scorer, as well.

A leader in various capacities, he has served as head referee at numerous national events including the NAIA National Championships and the past six years at the USAV High Performance Championships. He is no stranger to the roles of being an assigner and a rater, especially at the USAV Open National Championships and Boys Junior National Championships. Free to share his officiating wisdom, Corny has trained and mentored officials at PAVO camps and locally for his Board, Region and any individual seeking his guidance. Corny has been a

referee and an evaluator for NCAA post-season competition multiple times.

Corny is best known to most officials for his entertaining, insightful style of writing in the series of officiating articles he has contributed for everyone's benefit since 2003 under the title "Corny's Corner".

Born and raised in Hawaii but now residing in Alexandria, VA, Corny continues to administer, referee, write and travel after retiring from his last job of working in the U.S. Government with the Department of Housing and Urban Development in Washington, DC supervising an IT department.

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A lot is changing, but the changes involve a lot of improvements, and good technology added to the training process as well. Long before the NCAA registration concept was in the picture, the PAVO leadership had decided to raise PAVO dues \$10 (to \$55) to cover the budget deficit; so \$55 of the \$110 that referee-members pay is going to the NCAA for the cost of the VOP. But when you do the math, the additional \$55 that you will pay for 2012 will be

counter-balanced to some extent by the inclusion of the NCAA Rules book and NCAA/PAVO Techniques Manual – some boards will even be able to reduce the local dues they used to collect if part of those funds were to cover the cost of publications. And, the bottom line is that the additional \$55 is the entry key to better officiating - the information and features that will be on the Central Hub will have impact on your officiating skills if accessed regularly and with diligence.



USA Volleyball

*by Larry Dolvig
Chair, Officials Assembly*

HEY! HEY!! HEY!!!

Well, I have not written an article for the last couple of editions of the Official Word; not because I didn't want to but because I didn't have much to say. Think about it. Me of all people – not having a thing to say! My goodness, how the times have changed!

For the first time – at least to the best of my knowledge - the Commissions of the Officials Assembly met for their meetings apart and separate from the national meetings normally held at the Open National Championships. The Beach and Indoor commissions met from March 6th thru the 8th and the Executive Council met March 8 thru 10. This created a time in which our only thoughts turned to volleyball officiating and those that enforce the rules (YOU).

As the Officials Assembly Chair I am privileged to be able to sit in on all of the meetings. I would first like to apologize to the Beach Commission as I missed out on attending most if not all of their meeting. The reason is because I was more interested in myself and what affects me. Therefore I sat, listened, and sometimes spoke during the Indoor Officials Commission meetings. As the Indoor Commission broke into separate groups of referees and scorers, I mainly spent most of my time with the referee side of things. Wow, what an exciting discussion about items that affect all of our national-level officials.

With all that went on, what I want to write about here is what happened in the Executive Council meeting. The Officials Assembly Executive Council (OAEC) didn't waste much time getting to the Annual reports given by the Chair of each Commission. Tom Blue, Chair of the International Indoor Commission went first with a great power point presentation.. Some of the highlights of this presentation were the naming of our 16 working International Officials, and information on which tournaments each have officiated, along with information on the future of the International referees.

Steve Owen, chair of the International Beach Officials spoke next. Steve talked about the International Beach Officials, possible FIVB sanctioned tournaments in the US, how many more officials are

going to be needed when NCAA Sand gets into full swing and the progress this Commission is making with the Regions on establishing and growing the beach volleyball game.

After a quick lunch, we got right back into the reports beginning with Marcia Alterman as the chair of the Member Organization Commission. How interesting it is to listen to all of the different organizations she is able to interact with. Among them are the High school organization, NFHS and of course, the NCAA. The biggest bit of news that she presented was that the NFHS will not be changing their signal sequence to the one that is used in USAV; although NCAA has made the change. I now have to go and eat a little crow as I had told a number of officials in my area that the change would be next year for NFHS and NCAA.

The last report of the evening was that of the Indoor Officials Commission, who is chaired by Glenn Sapp. Since there are two groups in this area, Glenn asked Kathy Ferraraccio to report for the Referee group and Emi Vishoot to report for the Scorer group. Since both of these groups had just completed meetings before the OAEC convened their reports were rather lengthy.

Here are some of the highlights from those reports: Emi Vishoot resigned as Associate Chair of the Scorers, and Nancy Funk has been appointed as the Acting Associate Chair until the end of Emi's term on June 30, 2012. There was some discussion about the scorer monitor program at the Junior National Championships along with discussion about keeping the ratings of National Scorers at the Boys Junior National Championships and the associated fee for national candidates.

The referee report was just as lengthy if not more so. Items discussed during their meeting included a new fee structure and re-certification process for national-level referees. And with the end of this report, our first day of meetings concluded!

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Larry Dolvig
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We reconvened at nine on Friday morning, with old business being the first thing up for discussion. This is where we have the most discussion as our old meniscus, The Officials Assembly Administrative Manual, rears its head and says, "Change me for the better or let's move on". Each group and commission was asked to have prepared a list of items that needed to be changed, removed or added. The OAEC looked at each of these, discussed many of them and then made the appropriate changes to the manual. The portion of the manual that took the longest was that of compiling a work schedule. You will be able to check it out when you read through the Admin. Manual. By 11:30 we felt good about what we had accomplished. We decided the administrative manual, the due process and the work schedule were ready to send to the Structure and Function committee for final approval. When the Structure & Function returns the Admin. Manual, we will make any corrections needed and make sure that everyone has a chance to look it over. I really hope that you will read through the Manual and discuss your thoughts with any of the members of the OAEC. Finally, this will allow the OAEC to present the Manual at the May OA Meeting for approval. One thing to remember is that this is a living document. By that, I mean it is subject to change. As the Officials Assembly changes so does the Administrative Manual.

After eating a great lunch, what better to discuss than money! So that you understand a little about the checks and balances in the OA here is a little explanation of the Officials Development budget. If a commission wants to address anything that will influence our budget (which is always in the red) it must also be presented to the OA Executive Council. For instance, a motion was brought forth that calls for a reduction in application fee for those National referees or scorers who wish to become a national official in the other discipline. A reduction of \$50.00 in application fee was proposed. After a short discussion, the motion passed. What this means is that if you are a National referee or scorer and apply to attain the national certification in the other discipline, your application fee will be \$100.00 instead of \$150.00.

The topic of the USA Volleyball logo printed on business was the next item for discussion. What was decided was that if you are a national-level official the

use of the USA Volleyball logo should not be an issue – but check with the Officials Commission before putting the logo on your business cards.

For any other USAV official, you should not be using the USAV logo. If you wish to use your region logo, you must check with your region office before putting that logo on your card.

Another topic discussed was if national-level officials really have voice and vote in any of the Commissions or the Executive Committee. This was quite a discussion. Many, if not all, of the appointed and elected individuals are already national-level officials. To help explain this a little better let's take me as an example. As the OA Chair, I was elected by the Assembly. The Assembly is made up of all kinds of officials. Yes, the largest number is that of USA Volleyball Indoor Officials, but it also includes International, Beach, and Member Organizations. When I am in the meetings, I have to be thinking, "how does this item affect all of the membership" - not just the National Officials. On the other hand, as a National official, I am also thinking how does this item affect me. So to say that the national-level officials have no representation is a little off base. I can understand that there is not a particular person(s) by name to call your own, however I feel that you are represented. If you feel otherwise please let me know.

As this Quad comes to an end, the appointed positions end their term in office. The CEO of USA Volleyball will need to appoint Chairs for the International Indoor Officials Commission, Beach Commission and National Indoor Commission for the next Quad beginning July 1, 2012. The OAEC is compiling a list of individuals, qualified and willing to serve, to present to the CEO for his consideration when making these appointments. If you have someone you would like the OAEC to consider please contact me and we will discuss it. I must have your recommendations by April 30, 2012 or soon thereafter.

We are now into our final session and have just a few items to review. We have our final review of the OA Organizational Chart, a flow chart of the OA and any other items. We are missing a member or two who had to make early flight connections but still enough members remain to conduct business. By 11:30AM, we have our motion to adjourn, which is quickly

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NCAA/PAVO CLINIC INFORMATION - 2012

by Anne Pufahl
OTP-Clinic Director

PAVO will host 29 clinics this summer over five weekends. The clinic sites and host contact information are listed in this newsletter, and on the PAVO website. You may contact the site host directly to get clinic start times. The clinic schedule will also soon be posted on the PAVO website as well, and clinic details may be obtained there.

As in previous years, clinic registration will be handled

online. Online registration will be available on the PAVO website around June 15. The registration fees **for 2012 have not been increased – however, the additional charge for “walk-ins” (those who fail to pre-register) has been increased to \$50.** The fees are detailed below.

Thanks for your support and we look forward to seeing you at a clinic!

<u>CATEGORY</u>	<u>PRE-REGISTERED, PRE-PAID ONLINE</u>	<u>WALK-IN** (Payable at the door)</u>
Current PAVO Member	\$25 + local charges	\$75 + local charges
Non-PAVO member, non-collegiate referee	\$30 + local charges	\$80 + local charges
Non-PAVO member, women's collegiate referee	\$75 + local charges	\$125 + local charges

** Pre-registration is highly recommended. Clinics are not required to accommodate attendees who are not pre-registered, and will do so on a space-available basis only.

Full Clinic Schedule on page 9

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seconded and passed. The next meeting of the OAEC will be at the National meetings in May 2012.

Well, that pretty well covers the spring meeting so let's turn our attention to the National meeting in May 2012. We have a couple of items to think about. First is the OA Administrative Manual. I hope we will be able to vote on its acceptance. This is important so that we will have a document in place that relates to all appointed and elected positions, due process and provides a work schedule for all the commissions. As stated before this document can be refined, changed, or redone. It is a guide as to what is expected of your leadership. From this manual, flow chart and organizational chart, you should be able to understand who represents you in what capacity and the amount of work that needs to be accomplished.

We will also need to elect an OA Assembly Chair for the next Quad. This is position currently held by me. I was elected just two years ago to finish the current Quad ending June 30, 2012. The notice is out for

nominees. The nominating committee is composed of Alan Sowa, Chair, Donnie Goodwin, RVA Referee-at-large and Lynn Updegraffe, RVA Scorer-at-large. The process for getting your name on the ballot requires one of vetting both by the nominating committee and USA Volleyball. The person you elect as your OA Chair, will also become the Chair of the OA Executive Council, and represent you on the USA Volleyball Administrative Council. Choose wisely, for this person will serve you until the end of the next Quad, ending June 30, 2016. If you have any questions please feel free to contact me or a member of the nominating committee.

That does it. I got it all out there for all to see. Transparency is the key to keeping you informed. If you heard something (by rumor mill) just get a hold of me for a clarification. I might know an answer. IF you have a problem let me know. Maybe I can help. If nothing else I can talk to the right person. Thanks for reading, and I'll see you down the road.



2012 NCAA/PAVO CLINIC SCHEDULE

DATE	SITE	HOST NAME	HOST EMAIL
21-Jul	Savannah, GA	Lester Hayman	lesterhayman.svoa@comcast.net
21-Jul	Birmingham, AL	Pat Martin	riveroaks@msn.com
22-Jul	Louisville, KY	Nancy Funk	nfunk@insightbb.com
22-Jul	Murfreesboro, TN	Elaine Mitchell	elainesports@att.net
28-Jul	Spokane, WA	Dale Goodwin	goodwin@gonzaga.edu
28-Jul	Los Angeles, CA	Verna Klubnikin	vernaref@aol.com
28-Jul	Bismark, ND	Dorothy Lick	dorothy@ndba.com
28-Jul	Durham, NC	Michael O'Connor	boty007@yahoo.com
29-Jul	Springfield, MA	Pat Demers	coachdubois@gmail.com
4-Aug	Phoenix, AZ	Norma Carr	carrvb@msn.com
4-Aug	Rochester, NY	Jeff McKinney	jeff.mckinney@gmail.com
4-Aug	Lakeland, FL	Eric Vlahov	evlahov@ut.edu
5-Aug	Houston, TX	Carlos Rodriguez	losref@aol.com
5-Aug	Allentown, PA	Roy Benasaraf	royben@ptd.net
5-Aug	Minneapolis, MN	Ross Erickson	ross_erickson@hotmail.com
11-Aug	Chicago, IL	Jen Mahler	jmahler@bigten.org
11-Aug	Omaha, NE	Bill Stanley	hopsinc@cox.net
11-Aug	Indianapolis, IN	Bill Thornburgh	wthornbu@yahoo.com
12-Aug	Lorain, Oh	Diane Plas	jplas@prodigy.net
12-Aug	Denver, CO	Alan Suzuki	asuzuki@wac.org
12-Aug	Bay St. Louis, MS	Rob Brecheisen	febrkr@bellsouth.net
18-Aug	Tacoma, WA	Marc Blau	blaumarc@qwest.net
18-Aug	Boston, MA	Steve Webster	steve@srwebster.com
18-Aug	Baltimore, MD	Arlene Geppi	ageppi@aol.com
18-Aug	West Point, NY	Mid-Hudson Board	trec153@aol.com
19-Aug	Dallas, TX	Carlos Rodriguez	losref@aol.com
19-Aug	Santa Clara, CA	Ray Mink	raymink@aol.com
19-Aug	East Lansing, MI	Ann Hutchins	annhutchins@hotmail.com
19-Aug	Wichita, KS	Linda Frazier	linfraz@swbell.net



NCAA RULE CHANGES 2012-2013

by Anne Pufahl
Secretary-Rules Editor

NCAA Women's Volleyball Rules Committee

The NCAA Playing Rule Oversight Panel (PROP) has approved the following rules submitted by the Women's Volleyball Rules committee. The list below includes all the proposals that were approved and will be implemented into the 2012-2013 Volleyball Rules Book. Complete details and interpretations of the rule changes and other points of emphasis will be covered in the 2012 NCAA/PAVO clinics. All women's collegiate referees should plan to attend.

2012-13 Volleyball Major Rules Change Proposals

(Note: All rule references are from the 2010-2011 Rule Book)

Referee Stand. Rule 1.5.4. The referee stand and platform must be distributed evenly behind the net pole. The ladder must be distributed evenly behind the back of the referee platform. **Rationale:** Some net systems currently have the referee stand and platform inside the net pole with the ladder on one side of the platform. This could create a potentially dangerous situation and uneven playing area for the team on the side of the ladder.

Use of Electronic Aids. Rule 6.1.5. Statistical data may be transmitted to the bench area from any location in the facility. Electronic audio communication or video transmission is prohibited. Electronic devices may be used in the bench areas during the match for statistical purposes. **Rationale:** Technology is changing quickly, and allowing statistical information to be transmitted is a current accepted practice.

Change of Team Areas Between Sets. Rule 9.2.4.4.1. The second referee conducts a new coin toss. The home team calls the coin toss for the deciding set. **Rationale:** The previous rule stated that the first referee had to instruct the second referee to conduct the coin toss. This rule change will align with the current practice.

Substitutions. Rule 11.3.2. Each team is entitled to 15 substitutions per set. Each player is allowed unlimited entries within the team limit. **Rationale:** The survey results showed a vast majority of coaches in favor of increasing the number of substitutions per set. Many programs are being asked to carry more student-athletes on their team roster. This change allows for increased playing opportunities. *Associated Technique. Rule 18.3.6.11. The second referee notifies the appropriate coach(es) when the 12th through 15th team substitutions are made, and the first referee when the 15th substitution is made.*

Hand Signals. Rule 18.1.5. If the fault is whistled by the first referee, he or she indicates the result of the play (point or replay) followed by the nature of the fault. The second referee mimics the first referee's signals. [Exception: The second referee does not mimic the signal for net serve. (See Signal 19b, Official's Mechanics). **Rule 18.1.5.2.** If the fault is whistled by the second referee, he or she will indicate the nature of the fault and the player at fault (if necessary). The first referee, if in agreement, will then indicate the result of the play (point or replay); the second referee mimics that signal. **Rationale:** Indicating which team will serve next facilitates the actions of the scorekeepers, ball crew, media, etc. during the time the ball is out of play. This will add to a more consistent tempo to the match.

The Line Judge. Rule 18.5.1.2. A player or server commits a line violation. ~~The line judges' responsibility for foot fault errors includes players other than the server on the court. If such a player is touching the floor outside the court at the time the ball is contacted for service, the line judge should notify the referees.~~ (See Signal 9b, Official's Mechanics). **Rationale:** The first and second referee should be solely responsible

Continued on page 13



USA Volleyball

OFFICIALS' ASSEMBLY CHAIR POSITION

Candidates Sought

The Executive Council of the Officials' Assembly of USA Volleyball (USAV) is seeking nominations for the position of Officials' Assembly Chair, currently held by Larry Dolvig. The election for this position will take place at the Officials' Assembly meeting on Friday, May 25, 2012, in Salt Lake City, UT.

The elected Officials' Assembly Chair will serve a four-year term beginning July 1, 2012 and ending June 30, 2016, and will also serve as the Chair of the Executive Council of the Officials' Assembly and as a member of the USAV Administrative Council. The minimum criteria for nomination includes:

- ♦ Being a current representative of any Member Organization with programs that train and/or certify volleyball officials; and
- ♦ Having been in good standing with the Member Organization for at least the past five years; and
- ♦ Having held a leadership position associated with volleyball officiating in the Member Organization within the past five years; and
- ♦ Having attended the USAV annual meetings in three of the past five years.

The election will be decided by a simple majority of Delegates present. If no majority is gained on the first ballot vote, the candidate with the lowest number of votes is deleted and another ballot vote is taken. This will continue until a simple majority is achieved. Each RVA is allowed up to two Delegates, each other Member Organization with a program that trains and/or certifies volleyball officials (PAVO and NFHS and SOI) is allowed up to two Delegates, and each RVA or other Member Organization with a program that trains and/or certifies beach volleyball officials is allowed an additional Delegate. Also, each Officials Commission member is a Delegate, if not otherwise eligible to vote. Each Delegate present is allowed one vote per ballot. All Delegates must be identified to the Chair of the Nominating Committee by May 8, 2012, in order to be eligible to vote in the election.

Nominations for the position by self or others will be accepted through May 1, 2012. A completed application form, a cover letter, and a resume are required. Applications and/or questions can be addressed to the Chair of the Nominating Committee, Alan Sowa at VBref@msn.com.



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Louisville KY
December 13-15
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USA VOLLEYBALL OFFICIALS' ASSEMBLY NOMINATION
and SELF-NOMINATION APPLICATION 2012
FOR THE POSITION OF OFFICIALS' ASSEMBLY CHAIR

This nomination and self-nomination form along with the required accompanying documents shall be completed and submitted on or before May 1, 2012 to the Chair of the Nominating Committee, Alan Sowa at VBref@msn.com.

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone:(W) _____ (H) _____ (Cell) _____

Email: _____

Documents to Accompany this Form:

- ☐ Cover Letter of Interest
- ☐ Current Resume
- ☐ Contact Information for Three (3) References

All of the above information is true and accurate to the best of my knowledge. I may be contacted if there are any questions.

Signature: _____ Date: _____



PAVO FALL ELECTIONS

Nominations for president and board delegate due Aug. 15

*by Crystal Lewis
Past-president*

This fall PAVO members will be asked to elect a president. I know you are asking yourself "Why are we nominating someone so soon for the President position?" Yes it seems we just had an election and it likely is a little confusing on how this position's term of service works ... so let me explain.

The newly elected president will serve for a four-year term. The first year, the candidate serves as president-elect, then as president for the next two years. In the fourth year the candidate serves as past-president.

Our current president, Julie Voeck, has just started her first year as president and will hold the position for two years, 2012 and 2013. If Voeck gets re-elected she will continue another two years as president until 2015.

Now that you understand how this position works, I ask you to think about who you think might be a good

candidate for the PAVO President. You might even be a good candidate!

If you have been involved in PAVO leadership on a local, regional or national level, a member of the National Rating Team or an OTP camp or clinic clinician, why not run for president?

While it is highly recommended that all presidential candidates have some PAVO leadership experience, at minimum the candidate must be a PAVO member in good standing and had previous board experience or has served in a leadership position on their local PAVO board.

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 Crystal Lewis, past.president@pavo.org.

*Rule Changes
continued from page 10*

for determining all positional faults. Line judges will continue to provide information to the first and second referee if they notice potential rotational faults.

2012-2013 Rule Clarifications

(Note: All rule references are from the 2010-2011 Rule Book)

Jewelry. Rule 7.2.2. Added *ear gauge (a device use to stretch a piercing beyond it normal limits)* to the list of items that are not permitted regardless of the material composition.

Other Articles. 7.2.4.2. Medical equipment, such as an insulin pump or cochlear implant, is allowed; such equipment may have to be covered or padded.

The First Referee. Rule 18.2.4. Responsibilities During Play. Added the following to the first referee responsibilities: 18.2.4.6-Determine illegal attacks or blocks when a fault has occurred.

Artificial Noisemakers and Bands. Rule 18.2.6.2. Added language to instruct the public address announcer to cease when the first referee prepares to authorize the service.

Flags. Rule 18.5.3.3. Clarified the line judge flag dimensions to meet the current industry standards.

Event Management. Bullet 5. Allows for a three or four-ball rotation system. **Rationale:** New ball crew members may need the extra ball to be productive and keep the match flowing at a steady pace.



USA Volleyball

by Kathy Ferrarraccio
Associate Chair, Nat'l Indoor Referees

KATHY'S DESK

This year, the Officials Commission met in Denver for their annual meetings in March instead of waiting until the USAV annual meetings held in May at the Open National Championships.

The time spent was well worth the cost as the only things that needed to be dealt with were the issues on the agenda. With no other responsibilities during the meeting days, a lot of great discussion occurred and time was spent on how to improve things for all officials involved in USA Volleyball.

Here is a summary of what was discussed and voted on, by both the referee and scorer groups.

As all national level referees should be aware, last year, it was passed by the Officials Commission that all national-level referees must attend the national referee clinic each season, beginning with the 2012-13 season, whether they plan on attending a national championship or not.

At the commission meetings in March, the referees discussed bundling the clinic fees and Officials Commission dues to make it easier to pay! Referees will be able to pay this fee of \$60 all at once so they don't have to worry about it at a later date! Since the fee is all in one – when registering for a clinic, it will not be necessary for a national level referee to pay the clinic fee, or to worry about the possibility of paying a late fee at the door. The clinic fee will already have been paid with their dues!

National scorers who wish to attend the national clinic will still be able to pay the fee of \$20 that the national level referees pay, if they pay the clinic fee when paying their dues, or when registering for a clinic. A national scorer would still pay the late fee of \$50 if they do not pre-register for the clinic.

All other attendees to the national clinic will pay a fee of \$25, if they register at least one week before the clinic date; otherwise they will pay a fee of \$50 if they do not pre-register for the clinic.

Application fees for national scorer and referee were also discussed. Currently, an applicant for a national referee or scorer certification pays a fee of \$150 to

attend a rating session. It was proposed, and passed, that when a national referee or scorer applies for the other national certification (scoring or refereeing), the fee would be reduced to \$100. All other applicants for a national certification will continue to pay the fee of \$150. This will be in affect beginning with the 2013 national rating sites.

Other items that were discussed were the certification and maintenance requirements of national level officials. There was a lot of discussion about making the certification terms of all national level officials the same. Right now, a Junior National referee has a term of 4 years, while the National referees have a certification term of 3 years. At the same time, the commission continues to work on making the maintenance requirements fair and equitable for all national level officials.

There was also discussion about changing the uniforms that are worn by volleyball officials. An interface committee has been formed and they will discuss options of different types of shirts from various vendors. Wouldn't it be great to wear something other than a white shirt?!

As all of you are probably aware by now, all items having to do with officials or officiating have moved from the USAV resources page to www.VolleyballRefTraining.com! This is great news, as the VRT team has worked hard to ensure that all information is current and easily accessible. Please take a look at the site, and if there is anything the VRT team or the Officials Commission can do to improve the information on the site, be sure to let us know!

Many other items were discussed, and a complete report will be written and sent to all national level officials after the completion of the national championships. I just wanted to give you a quick update on what the commission is doing for you!

I look forward to seeing all of you at one of the national championships this summer!



NOMINATIONS FOR TWO PAVO DIRECTOR POSITIONS DUE JUNE 15

Have you been involved in PAVO leadership on a local, regional or national level? Are you a member of the National Rating Team or an OTP clinic or camp clinician? If so, why not run for a director position on the PAVO Board!

Serving on the PAVO Board of Directors offers a great opportunity to connect with some of this sport's outstanding leaders. This fall, PAVO members will be asked to elect a Director-at-Large, which is currently held by Carlos Rodriguez, and a Board Delegate, which is currently held by Kathy Ferraraccio. These positions require the candidates to have held a leadership position in a local PAVO-affiliated board within the past five years. The position also requires the candidate to be a member in good standing.

Both director positions will serve a three-year term, from Jan. 1, 2013 to Dec. 31, 2015. The director is required to attend annual board meetings that are usually held in March. They will also be expected to foster positive relationships with local PAVO boards by addressing local board and member issues that arise, and undertake other assignments as directed by the president.

Please consider nominating yourself or a member you know who would serve the organization well. All nominations must be received by June 15th. You may email nominations to Crystal Lewis past.president@pavo.org.



USA Volleyball

*by Donna Wigton
Director, International Indoor Scorers*

INTERNATIONAL SCORERS NOTES

Opens in Salt Lake City: The mandatory clinic for those wishing to receive Open assignments will be held on Friday, May 25, from 1:00 to 2:30. It is imperative that those attending review the manual and the power point presentation prior to the clinic. Also, if you get a chance to practice using the FIVB sheet at a match prior to Opens, it will help your readiness. Please consult the February Official Word article for important information concerning this matter; this is also good advice for National scorers wishing to become candidates for qualified status. There is no fee requirement at this time because you are responsible for printing your own manual. For your convenience, here is the link again: <http://volleyball.teamusa.org/pages/2779>.

This meeting will include an electronic score sheet summary training from 2:00 to 2:30 p.m., and Open referees are invited as well.

SPECIAL FOR THIS YEAR: Many people have mentioned that the e-score sheet training during the clinic is not really comprehensive enough, so James Wilroy from DataProject graciously offered to conduct a comprehensive instructional session from **10:00 am to 12:00** on Friday, May 25th, in the same room as the IRTC clinic. I am hoping that as many of you as possible will be able to attend this session. This session is free this year, although there may be a

charge for this type instruction in the future. It is open to all officials, so referees who need to learn this process are welcome too. We will have the three computers that will be used on the Open courts, but if you want to bring your own laptop we will try to load the program (to expire on May 29) into your computer. Those of you fairly competent on the E-score sheet are welcome as well; I am sure we will appreciate your mentoring help!

Coming Assignments: Assignments have been made for the Olympic Qualifier in Long Beach, CA, in early May: Terry Lawton (SC) and Debbie Reed (CH) are primary scorers assisted by Jane Dong (SC), Rosie Sintoplerchaiyakul (SC), and local Nationals. The FIVB World League event this summer in Dallas, TX, has been assigned as well: primary scorers will be Cathy Hoy (LS) and Kim Williams (PS) assisted by Thang Nguyen (LS) and Ronnie Kaase (LS). Assignments are being planned for the High Performance Championships in Des Moines, IA, July, 2012, and for the USA-International Certification clinic at the Men's Junior NORCECA in Colorado Springs, CO.

Thank you for practicing and being ready to do some excellent work!



by Donna Carter
Board Delegate

PAVO OFFICIALS CONVENTION

LOOKING BACK....LOOKING FORWARD

After a great PAVO convention in San Antonio, all of the input from the attendees' evaluation sheets have been entered into a spreadsheet – yes, ALL OF THEM. Each and every one of your comments were hand-typed in, to be reviewed and analyzed, in order to help us know what we did right, and discover how we can do better. During any convention, there are certain things that we can control, and certain things that we can't. We cannot control the location of the convention from year to year, because the NCAA selects the host cities. We certainly can't control the weather. With regard to match tickets, we get our block directly from the NCAA – we request certain sections and then have to live with what we get. We complained about this past year's seating location, and have been assured that they will try to accommodate us better in 2012. We do our best to select a hotel that has facilities that work with what we are trying to accomplish, and the AVCA graciously allows us to piggy-back onto their hotel arrangements to try to keep the costs down. We CAN control the variety and quality of the speakers, along with the topics covered, and, sometimes, we can control the room temperature! Acoustics? Not so much... BUT, audio and visual equipment quality is a priority, and we aim to do better every year. We do our best to have the speakers cover topics that are relevant to us as officials – sometimes they are able to do that, and sometimes they have their own agenda. Again, we do our best, with the entire PAVO membership and potential convention attendees in mind. For each and every session, there are a number of officials that will come away with that "pearl of wisdom" that makes them a better official, rater, assignor or administrator. Unfortunately, there will also be a number of officials that will think that session is not pertinent to them. Our goal is to keep the latter to a minimum, and to offer a variety of topics, including more concurrent sessions so that attendees have more choices. Rest assured

that your comments and feedback are taken to heart by every member of the Convention Committee, and every member of the Board of Directors.

So, our next convention destination is known by many names: Derby City; City of Beautiful Churches; Gateway to the South; River City; Falls City; and The Ville – LOUISVILLE, KY. Pronounced Loo-ah-vull, NOT Louie-ville, or Louis-ville. A few facts about the city that you may not know include that 90% of the disco balls produced in the US are produced in Louisville...who knew? AND 95% of the WORLD'S bourbon! There are over 2,500 restaurants in Louisville (the Carter family personally recommends Lynn's Paradise Café), and it takes 554 roses to make the garland that is awarded to the winner of the Kentucky Derby each year. Muhammad Ali is from Louisville, and it is the home of the Louisville Slugger bat factory, where you can take a tour and have a custom bat made before you leave. The city symbol is the *fleur de lis*, and it is illegal to fish with a bow and arrow in Kentucky.

SO, after all of that, we can't WAIT to get there, right?? The NCAA Division I Championships will be held December 13th and 15th in the KFC Yum! Center in downtown Louisville, KY. The PAVO convention will be held in conjunction with the tournament, and we will be meeting at the Hyatt Regency Louisville. The Hyatt is across the street from the Convention Center (site of the Exhibit Hall that attendees can visit) and about 3 blocks from the Yum Center (match playing site). We plan to do our best to pack the convention with sessions that will help all of us become better officials, whether it be educational, inspirational, networking, professional, or informational. Keep those suggestions coming, and let me know if you have someone who would be a perfect presenter. I'm looking forward to seeing all of you in the Ville!



NCAA TECHNIQUE CHANGES FOR 2012

by Joan Powell
National Coordinator

The NCAA has changed or tweaked some techniques for the 2012 season along with a few rule changes outlined by Secretary Rules Editor, Anne Pufahl.

The exact language and mechanics of the technique changes will be furthered explored at the NCAA/PAVO clinic, formerly known as the OTP clinics.

Below are the technique changes:

Line Judges

- The first referee should hold the pre-match briefing with line judges in the locker room before the match if possible. If the line judges are not present prior to the 30 minute mark, the officials will go to the court, and have the discussion as previously practiced.
- A line judge will call the ball "down," then show the "touch" signal when an unsuccessful pancake attempt occurs in the free zone.

First Referee

- At the 30-minute mark, the first referee will whistle and hold up a coin to invite the team representatives for the coin toss. The first referee will no longer use the hand signal indicating "C" for captains. The visitors will still call the toss.
- After the pre-match introduction, the first referee will use one whistle while signaling the team to the net to shake hands. (The first referee will no longer use two whistles, one for the captains, followed by a second whistle for the teams.)
- When a set ends, the first referee will whistle and signal "end of set." An additional whistle will accompany the "change courts" signal; after completing the "end of set" signal, the first referee will lower his/her hands to the side and then raise the right arm (fisted) to waist level, while placing the left arm (fisted) behind them at waist level.

Second Referee

- Prior to each set, the second referee will remind the scorekeeping crew to verify the lineups while the second referee checks the team's positions on the court.
- The second referee needs to control the substitutes early and firmly regarding their position in the warm-up area. The "whistle and wave" back repeated several times is not appropriate.
- The second referee will notify a coach only when their second time out has been taken. Use the time out signal, and then indicate "two."
- Getting to the fault side is not required, unless the second referee initiates the call.
- When the second referee initiates a fault, blow the whistle, get to the fault side and signal the fault. When initiating a net fault the second referee will blow the whistle, move to the fault side, signal net fault and indicate the player at fault by showing the player's number. If the first referee accepts the R2's decision, the first referee will repeat the numbers and initiate the point signal. The second referee mimics the point signal.
- The second referee will give the substitution signal to the coach and indicate the appropriate number of substitutions used when a team has used their 12th, 13th, 14th and 15th substitutions.
- Only after a team's 15th substitution, the second referee will signal the first referee the number of substitutions used as well.

First and Second Referees

- The signal for substitution is made with closed fists.
- When the second referee initiates a net fault, the first referee will mimic the numbers provided and initiate a point signal.
- When the first referee issues a sanction card, they will accompany the signal with a whistle.
- When the second referee requests a sanction card, they will accompany the request with a whistle.



"FIRST IMPRESSIONS"

by Donnie Goodwin
Director-at-Large

Donnie Goodwin, the newest member of the PAVO Board of Directors, made a few keen observations after attending his first board meeting.

"First, they all need medical attention," he joked.

But really, he learned just how much work and time goes into setting calendars and schedules for the tasks board members must carry out. That clears the way for board members to discuss the budget and plan future events.

Directors give reports and review corporate documents. And they hold extensive conversations on a variety of topics, including issues brought up PAVO members and their local boards.

"I was told that there would be some conversations that can never leave the room" Goodwin said. "Fortunately my memory after all the meetings is shot any way."

Though taxing at times, the meeting does build camaraderie among board members, and everyone feeds off the energy in the room. We have a good time, but we are tired by the end of the day. And that's when crazy things happen. Maybe that explains the reason for the padding on the walls. By the third day, I figured that out.

Overall, my first board meeting was a great experience. I am looking forward to next year's meeting along with all the conference calls that will take place throughout the year.

Rest assured the board members have our best interest at heart and diligently work hard to make PAVO the best it can be!

Rest assured the board members have our best interest at heart and diligently work hard to make PAVO the best it can be!

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Your Best May Not Be Good Enough

by Corny Galdones

Good things come to those who always try their best. Believe in it. This practice paves the way for a smoother ride in officiating, not to mention life, although there might be a few bumps in the road. Sometimes despite valiant efforts, your going will be rough. So, you have a bad day. It's not the end of the world. Cheer up. You'll have a chance to blow, um, whistle another contest. There's still hope for you because no one has called the perfect contest yet. Mistakes will happen. They really do. Even the best officials run into difficulties, except they act in advance to make these mishaps rare and are quick to recover and limit the damage. Beating ourselves up or dwelling on these setbacks won't help a bit. Focus on bouncing back. Regain your composure and confidence, picking up insight from the experience to become much wiser and better prepared for what the morrow brings. Move on.

How good are you? Giving your best isn't good enough if you just don't have it. The easy way out is to blame someone else for your troubles — a lot of good this will do you. Rather than convincing yourself that you're not at fault, look long and hard at whether you possess the tools and temperament essential for those moments of truth. Very likely, this is the problem. It isn't going away unless and until you admit it exists and tend to it. Hear not just what you want to hear but also what you don't want to hear. Contending you're more than ready for the challenges ahead is a far cry from revealing and proving you are. Pressing the issue with an attitude or inflated sense of self will rub people the wrong way. A legend in your own mind, you're deceiving no one but you. Hello? Earth to Space, come down for a reality check. Face it, your work is cut out for you. Instead of falling in love with who you think you are and what you've accomplished so far, break out of your comfort zone and demand more of yourself. Succeed in developing the best in you by building a hunger — a hunger to listen, a hunger to learn, a hunger to become a better official, a hunger to become a better person.

Even if you're on top of your game throughout a contest, coaches or players may have a bone to pick with you and not appreciate your sterling work completely. Regardless of how good it is, a performance loses its audience if they don't care for it. Think in terms of supply and demand. You're selling. Is everyone buying? You can't go wrong copying the late Steve Jobs of Apple, who won over customers by figuring out what they would want. General Motors, Ford and the other Detroit automakers ignored this maxim during the 1970s and 1980s and paid a price for their blunder. While they persisted to churn out the usual fancy gas guzzlers, Japanese companies grabbed an iron grip of the U.S. auto sales by coming up with modest cars cheap to run. For you to be stuck in gear as well can be harmful to your mental health. Get a feel for what the coaches and players expect then adjust your mode of operation to be in tune with them. Forcing your officiating beliefs upon them against their liking won't earn you any hosannas except in the lowest. Create an appealing atmosphere instead to turn them on.

Expectations vary from person to person, from contest to contest. A team of green players may hope you'll go easy on their deficiencies while its opponent full of skill may seek the opposite. By the same token, a contest involving beginner players can't be called the same way as a high-level contest. Else, citing violations left and right won't allow these rookies to have fun and learn to play. Cut out inserting yourself into the game as much as you can. Aim to go unnoticed by running the show with an impartial, even hand keeping everyone happy. This could be impossible now and then, but that's your mission should you decide to accept it.

It's pretty basic. Become the best possible and produce the best desired by teams. Being able to bring out your best when the best is needed may be good enough ... or not.



MEMBER PROFILE - BARBARA HIVELEY

Hiveley is still on the volleyball adventure

by Verna Klubnikin
Board Delegate

Hiveley's "adventure" with volleyball started while she was in junior college in 1954. As a means to supplement expenses of college, she started officiating high school volleyball, which, at that time, was only for girls.

She married her husband, Jack, shortly after she graduated from Long Beach State University with a degree in secondary education and a teaching certificate in physical education. After six years of coaching and teaching high school, she stepped down to raise a family.

Once her husband had finished college and their three kids were out of high school, she thought it would be fun to get back into officiating. Through the encouragement of friends she recertified for high school volleyball, basketball and softball and worked in the Long Beach area. Teachers and mentors such as Sue Lemaire, Terry Lawton, and Penny Dodd gently "shoved" her into getting her national collegiate rating in volleyball, and also encouraged her to get a USA Junior. National rating. She soon stopped calling other sports. Hiveley didn't miss giving up softball and all the times she hit in the shins with foul tips and having the mask mess up her hair.

Hiveley became the President of the Southern California Volleyball Officials Association in about 1980 where she added her ideas for instruction and mentoring to the group. For eight years she served as the California State Rules Interpreter for high school volleyball and was part of the NFHS Rules committee. She still serves on a committee at the state level.

Hiveley will tell you that officiating volleyball and being involved with the sport is perfect for her.

"Getting a chance to travel around the country to referee and score keep has been just one of the "perks", she said. "I also get to "rub elbows" with, and get to know the best officials in the country. On two different occasions I had the honor to score keep the NCAA Final Four. I'd say that's not all bad. Just think, you get to do something fun and get paid for it".

At all the different levels where Hiveley is involved, her philosophy is to "Pay It Forward." For her, helping others grow, advance, and do their best is an important part of the "adventure."

"Someone took an interest in my success and now I have the opportunity to do the same for others," Hiveley said.

A few years ago, she was asked to be a part of the PAC 12 observer program. She was more than happy to take the job.

"What a great chance to watch the best volleyball in the country, get paid to do it, and "hang out" with my volleyball family," Hiveley said.

Her friends have asked "when are you retiring?" She just tells them, "The adventure isn't over yet. There are new things on the horizon".

Even though she remains involved with officiating, assigning, and scorekeeping, she will always find time to meet you at the local coffee spot and, if you ask, will bring the worn out / torn "Volleyball" Rule Book from 1953 – 1957. Yep that's the way it was spelled "back in the day". You will be assured of some real laughs and a good time looking back at the way it used to be and wonder . . . what changes will we see in the future?



USA Volleyball

by Nancy Funk
Director of Scorekeeping Certification & Evaluation

NEW SCORER MODULE

There will soon be a module on the Volleyball Ref Training site that all National Scorers are required to view if attending the 2012 USAV Open Championships. This module is the 2012 National clinic for scorers. The material is a review of items to remember for the championships.

Re-evaluations will again be conducted at the Open Championships so do not be surprised if a rater looks over your shoulder during the tournament. Be receptive to what they may have to say to you. Last year one of the results of the re-evaluation process was that scorers forgot to take control of their table, by keeping drinks and food off their workspace.

Remember also, if you get cold in the convention centers, BUY A SWEATER. Jackets are not part of a USAV uniform when you are working.

Note there are two corrections in the Domestic Competition Regulations (DCR):

1. Page 160 – first Action box- *“For the Eagles place #16 in the left Libero box and #12 #20 in the right Libero box,”* and,
2. Page 181 – Information box 5th down – *“Eagles #1 replaces the Libero #20 #16”*

Everyone have a safe trip to Salt Lake City!

President's Message
continued from page 4

Mentoring/Training

Do you have good mentors or trainers? If not, how can you look for mentors and trainers to help you grow and continue to encourage you to improve? If you are a mentor, do you focus only on mistakes without recognizing growth and improvement, or do you continually encourage referees to grow and improve? The survey asked athletes what was important to their development. Do you seek feedback from your mentees/trainees? Do you ask them what they need to grow and improve? How often do have these conversations?

Long Term Improvement

Do you have plans in place for your long-term improvement? Have you plateaued with your current skills? Like athletes, continual improvement is critical to continued success. Dedication and commitment to continually maintaining and improving your current skills will aid you in your path to excellence.

I'd like to leave you with the following thought on pursuing excellence: “Excellence is not a destination to be arrived at, but a path of continual attention and improvement.” *Jonathon Lockwood Huie*

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