

Vol. 11 No. 4 • August 2009

THE OFFICIAL WORD

NEWSLETTER



PRESIDENT'S MESSAGE

A report from the NASO Summit

by Joan Powell
PAVO President

Members of the National Association of Sports Officials (NASO) meet at the "NASO Summit" annually, where NASO provides an array of speakers from the professional, collegiate and high school ranks of officiating. We also hear from the legal world, from experts with a sports law background. This year's host city was Tucson, Ariz.

In the early stages of preparation, the Arizona Interscholastic Association began a campaign to encourage its members to attend a pre-Summit event. The pre-season rules meetings for officials were held at the Marriott hotel the day before the NASO kicked off its event. More than 1,300 high school officials attended - the most officials gathered in one place - EVER!!

Marla Denham, Big Sky volleyball and basketball coordinator, and I were asked to address the Arizona volleyball officials just before their annual rules meeting. It was an enthusiastic group and Marla and I had a great time.

A couple of hours later we joined Mary Struckoff (National Federation staff and the NCAA women's basketball coordinator), Kathy Strahm (Big Ten softball coordinator), and Lisa Johnson (WNBA referee), for a first-ever symposium just for women officials. After introductions, the panel tackled the history of Title IX and the ramifications of the law from the 1970's. Being the oldest on the panel I briefed the crowd on the pre-Title IX days.

I competed in volleyball at the University of Arizona - same uniforms for all four years - AND the uniforms were shared with the basketball and softball teams!! My sophomore year we qualified for the national championship. When our athletic director asked the

president of the university to assist in our travel, she was told that there was no money for us, so we stayed home. (But the losing football team stayed at a luxurious hotel down the street during their home football game the weekend we were to play!)

The panel certainly had some great historical perspectives as we took a walk down memory lane, not to mention the women in the audience who provided some unbelievable adventures.

The following day the NASO Summit got underway with this year's theme of "Judgment and Decision Making." Every session was filled with discussion from key leaders regarding making the tough calls, debating whether or not judgment can be taught or if it is innate, along with sessions that provided valuable video for evaluation and training purposes.

Every year PAVO grows stronger in their role at the NASO Summit. For the first time we joined numerous organizations as a sponsor and education partner. The PAVO Board of Directors feels that the marriage between PAVO and NASO provides us with some very positive exposure, the ability to rub shoulders with the top leaders in the officiating world, and allows us to stay abreast of the newest ideas in the officiating industry, not to mention a list of potential presenters for our convention.

Prior to leaving for Tucson, PAVO was contacted to be a part of one of the session entitled "Great Calls: A Video Celebration" by providing two outstanding video clips. Before the individual presentation, we were all entertained by a montage of some great pictures of sports officials created by Dave Yeast, last year's PAVO convention headliner.

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President's Message
continued from page 1

Sitting alongside Mike Pereira from the NFL and Struckoff, along with the people in charge of officials for the Canadian Football League, NHL, MLB, and NBA, I was pretty wowed! Marcia Alterman and I chose two clips. The first was the "gator set" by the Penn State setter that we have shown in previous clinics. I explained to the crowd that sometimes the greatest call is the "no call!" Mara Wager, of New York, was the first referee on that match and she chose not to get hoodwinked into calling something just because the setter chose an unorthodox way to set the ball by turning her hands so that her palms were facing her and flicking a back set with her thumbs. The crowd loved it.

Wager was the subject of the second clip as well. I gave a brief explanation about our game. I also added that there was a bit of confusion at first on this clip regarding who hit the ball into the antenna, the attacker or the blocker. The clip showed Wager, as the second referee, walking down to the line judge, gathering information, repeating the information to the line judge and taking her place at the sideline and indicating - out off them, point. It was a great call - it was all about getting it right!!

I added that I was miked up once and a very feisty coach came up to me before the match and asked me what was on my belt loop. I told this coach that the device was actually attached to my pacemaker!! I told the audience that I never heard a peep from that coach all match.

Alterman and I were involved in a breakout session just for the volleyball folks. We had about 25 high school people, many in charge of training their officials in their states. They enjoyed the PowerPoint and especially the discussion about ball handling and responding skills.

I was asked to moderate a session with Violet Palmer, who was the first NBA female referee and (as of this season) the first female to work the NBA playoffs. Joining her was Terry McAulay, two-time Super Bowl referee along with the President of the California basketball officials. We had a lively discussion about judgment.

Alterman stayed in Tucson for an extra half day, as she joined the top leaders responsible for the training of officials in other sports at the highest levels. The group is called the ODA - Officials Development Alliance, and includes the officiating leaders from the major professional sports, Canadian sports, and other governing bodies. The sharing of information is tremendous, and, believe me, volleyball is well respected by the "heavies" in that group.

I was proud to represent you and volleyball at this annual event. If the Summit comes to a city near you, you should consider attending. Our very own Milo Moyano was in attendance gathering information as the 2010 Summit will be held near his home; NASO will be held in Minneapolis next year.

PAVO MEMBERS: If you have paid your PAVO dues through your local board chair, you **must** accept the *PAVO Conditions of Membership* before your dues can be processed and your 2009 membership activated. You will not receive any member benefits (discounted clinic registration, insurance, etc.) until this step has been taken.

If you have not yet accepted the *Conditions of Membership*, you must contact Miki in the PAVO central office immediately (pavo@pavo.org or 1-888-791-2074). A copy of the document will be sent to you to sign and return.



FROM THE DESK OF GLENN SAPP

by Glenn Sapp
Chair, National Indoor Officials Commission

Hope all is well with everyone now that the 09 season has pretty much ended.

I would like to thank all of you for your work this past season - at both the Regional level, and the National level. For those who worked in Miami at the Girls Junior Olympic Volleyball Championship's, I would like to offer a special thank you for your professionalism and perseverance during a very tough event. I have made a number of attempts to contact Doug Beal with regard to the event but as of yet, we have not been able to touch base. Please be assured that we will continue to make efforts to be in touch to help resolve these issues.

There were a number of programs/issues voted upon by the Officials Commission during the May meetings that are still awaiting approval by USAV Staff (the method now used since the reorganization) and will report on the disposition once the staff has reviewed and given direction on the programs.

One issue which we are currently moving forward on is

the selection of the second member to represent the Officials Commission on the USAV Joint Administrative Council. It was determined at the general session in May that the Chair of the Officials Executive Council would be one of the representatives while the second representative would be elected by the Regional Scorekeeper and Referee chairs. Kathy Ferraraccio, along with the elected representatives, Alan Sowa from the Scorekeeper's RVA's and Larry Dolvig from the Referee's RVA's, are in the process of developing the criteria and experience by which candidates will be vetted. Once the criteria is established it will be posted and nominations, both self and by others, will begin. The nomination process will be concluded by March 2010 so that the candidates' names and bios can be disseminated to the Region Scorekeeper and Referee Chairs, giving them time to review the materials before voting at the meetings in May. In the interim, it was agreed that Marcia Alterman would continue in the role until the election in May.

Again, thank you for all your efforts this past year.



OCTOBER IS BREAST CANCER AWARENESS MONTH

by Kathy Ferraraccio
PAVO Board Delegate



As most of us know, October is Breast Cancer Awareness month, and each year more college teams participate in a special event during this period to show their support. Some teams wear pink jerseys, some wear ribbons, others wear pink socks. Whatever way they choose to promote awareness, as officials we can be just a bit lenient for the cause. Hopefully, those teams that wear pink shirts with white numbers will select a shade that provides sufficient contrast - but please use common sense when making your decision regarding contrast, realizing that is the

uniforms are typically to be used for a single match.

If you are asked to wear a pink shirt as you officiate, please politely decline. However, use of a pink whistle, pink lanyard, lapel pin, etc. is approved at an event that is specifically focused on this particular cause.

In general, various indicators of support of causes, organizations, political beliefs, etc are not part of the professional uniform and should be avoided, but being asked to wear a pink lanyard one time for Breast Cancer Awareness night is permissible.



LAST CHANCE TO NOMINATE FOR PAVO BOARD POSITIONS

Deadline extended to Sept. 1; elections in October

by Crystal Lewis
PAVO President-elect

The PAVO Board of Directors has extended the deadline for nominations for its fall election to Sept. 1. Two elected positions are open: one Director-at-large position (currently held by Carlos Rodriguez), and one Board Delegate spot (currently held by Kathy Ferraraccio).

In October, PAVO members will be asked to vote via electronic ballot for these two positions. Both newly elected directors will serve three year terms, from 2010-2012.

Directors are required to attend annual meetings (held in February or March), 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. The board delegate must have held a leadership position in a local PAVO affiliated board within the last five years.

Both positions require a PAVO member in good standing.

Please consider nominating yourself or a member you know who would serve the organization well. To self-nominate yourself or to nominate another member, send a letter of application and a brief volleyball resume to lewisads@hotmail.com. For more information call Crystal Lewis at (850) 277-4558.

Additionally, terms end on December 31 for two appointed directors on the Board. The NRT Director's position and the Examination Director's position will begin a new three-year term (2010-2012). If you are interested in either of these positions, please send a letter of interest and a brief volleyball resume delineating your qualifications for the position to the PAVO central office (pavo@pavo.org). These appointments will be made by November 1, so please indicate your interest by October 1.

ROOF SPORTSWEAR

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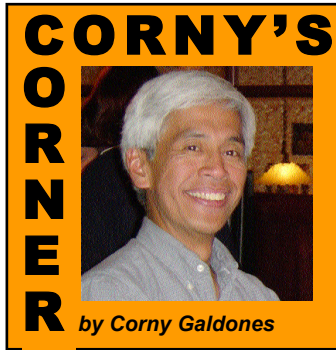
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WHY CAN'T WE ALL GET ALONG?

By Corny Galdones

People skills are a huge part of being an official. Dealing with others is a lost art for the bashful or brash. It eludes those who hide their weaknesses behind red and yellow cards along with those who have risen in rank to a level of authority and expect blind obedience of their every command. Our job is about control, not owning it, but maintaining it. How we go about it and how we handle others makes a large difference in how our directions and decisions are received. We have the right and might to tell folks what they can do and where they can go. Use, don't abuse, these powers for rubbing anyone the wrong way can turn, or worse, tick that person off. Of the many social practices that will do the trick, one based on a proven adage is more in tune with our line of work. We'll catch more flies with honey than vinegar.

We're in charge. Still, this doesn't mean we're always right. Opposing opinions may have merit. Hear them out. Nothing can be gained to be like lawyers and rush to explain or defend our position before we find out what the fuss is all about. Stop. Listen. It takes two to have a conversation, not one. If our lips are moving or our minds closed, we won't learn a thing. As for criticism, it's nothing personal. It comes with the job for crying out loud. Stifle those emotions, not the source. Do something about it and turn a negative into a positive.

Sometimes, we have to issue a decree someone won't like. Whether it's met with harmony or grudge, or cooperated with at all, depends on how we present it. Straight talk, sweet talk, humor or whatever device we use, there's a knack to it being accepted. It's civil, firm and persuading without making demands or ultimatums, ordering people around or putting them down. Leave our respect and their dignity intact. This

isn't the Army. Adding "please" and "thank you" won't hurt either, but pick the proper spots. Such courtesies will be out of place when coaches question calls. Let them have their say, answer or address their concerns, then end all discussion with a concise, conclusive statement. "Coach, shut up and sit your butt down." Not! We wish to say that at times but must be careful and tactful. Find smooth ways to sway a coach to return to coaching and to leave the officiating to us. Play ball.

See others eye to eye. We can't if we look down on them. Instead of condescension, we'd benefit by having egalitarianism in our vocabularies and views. Believe in it. Marie Antoinette didn't, and look what happened. The commoners revolted. Let's not lose our heads like her. No matter our stature or theirs, be nice to the hoi polloi on our way up for we'll be meeting them on our way down. Remember, everybody is somebody in real life. What do our comrades do for bucks and yucks? Who are they? Compared to some who are full of surprises, we're duds. No doubt, they're more interesting. Who are we anyway to be stuck up? Create goodwill with a warm "hi," name greeting and bonhomie to anyone high or low. This parity mindset, however, won't do much good unless it comes from the heart. Like the tragic queen suggested, we can have our cake and eat it too. It's the best of times. That's no tale.

Wouldn't it be great if we officials could do our jobs in a vacuum free of hassles? That's not the way it is. Our venues aren't desert islands. There's no escape from knowing how to deal with people for we can't get along without them. What's best for one of us may not suit the rest. We each must develop our own practical style that works. It's not a piece of cake.



PAVO/USAV INTERFACE COMMITTEE CONFERENCE CALL

by Marcia Alterman
PAVO Executive Director

The PAVO/USAV Interface Committee met via conference call on July 7, 2009. The participants were:

Committee members: (PAVO) Joan Powell, Jung Park, Crystal Lewis; (USAV) Kevin Wendelboe, Larry Dolvig, Steve Kenyon.

Staff/Ex Officio - Marcia Alterman, Glenn Sapp, Kathy Ferraraccio

Following is an excerpt of the minutes from that meeting.

1. Uniforms and Vendors

One of our vendors found a new shirt that is 60/40 blend, kind of a pseudo-DryFit material, but heavy enough to be worn by males & females of various body types. The shirt seems to have positive characteristics in fit, wrinkle-resistance, comfort, and is cooler than some other fabrics. The shirt will sell for about \$10 more than the current shirt, but will only be an additional option, not a replacement to an existing shirt. The next step for approval would be for the vendor to send the shirt for examination, and then the committee will determine whether or not to change the existing fabric specifications to allow this shirt.

One of our joint vendors has been deleted as an approved vendor, as this group voted last year. The committee feels that maintaining only four approved vendors at this point would be beneficial since adding another vendor might not be fair when a long-range plan may include moving to a single, major vendor.

2. Joint Exam Development

Informational only: The 2009 PAVO exam is complete and the USAV exam will be completed in a couple of weeks. The exams continue to be developed and reviewed by a joint committee that works well to result in a good finished product.

3. Reciprocal Agreements

The language in the Certification Reciprocal Agreement graphic still includes the criteria that "Written test results accepted by either PAVO or USAV-RVA provided rules-unique questions are answered." Since the change to allow each organization to require their own examination to be taken was voted on by the Interface Committee a couple of years ago, the change is considered editorial.

4. Joint Database

USAV Officials Commission decided that an official one-year notice that use of the joint database will be done as of March 2010, but that action needs final approval by the USAV staff. Glenn will double-check on the status of that approval and report back to this committee.

5. Joint Camps

The 2009 NIRSA camp was successful again. Jung reports that the new organizing group is NCVF (National College Volleyball Federation). Most of the previous NIRSA tournament leadership is moving to NCVF, so it is assumed that we will speak with them about the future of the training camp.

6. Official Word

Both USAV OC and PAVO BOD looked at adding a sixth edition, but neither group voted to make that change based on budgetary restrictions. The committee had some discussion about going to web-based only distribution, but some committee members felt strongly that a printed version needs to continue to be offered as a member benefit. USAV continues to pay for half of the cost of sending a printed version to joint members who make that selection, so that procedure will be continued.

Continued on page 7



LET THE SEASON BEGIN!

RefSchool is a new tool to help referees prepare for 2009 PAVO exam, season

by Mara Wager
PAVO Director of Examinations

As we begin to look ahead to the upcoming collegiate season, we all know an integral part of every official's preparation begins with attending an OTP clinic, reading the rule book, reacquainting themselves with collegiate protocol and taking the annual NCAA exam.

All officials who have paid their PAVO dues and have accepted the Conditions of Membership should now have access to the 2009 exam. Local Board Chairs are the gatekeepers of the exam process and need to be consulted for each individual member to have either online or hard copy access of this year's exam. Online access is quite easy and can be set up by your Board Chair with a click of a mouse. If you are not set up to take the exam online this year, please consider it in 2010.

A new tool being offered by PAVO this year is RefSchool, an online site featuring training and test preparation materials at <http://www.ruleboxsoftware.com/pavo.aspx>. Subscriptions of unlimited access are available for a \$10 annual fee. Once registered, officials can

select brief NCAA rule specific study quizzes or 25- or 50-question practice exams. Immediate results with current rule references are provided to help officials prepare for the upcoming season.

As always, the professional expectation is for all officials to take the 2009 exam prior to your first collegiate assignment. National officials must submit exam results by Sept. 15 to Mike Carter, NRT Director.

On behalf of PAVO/USAV Joint Exam Co-Chair Brian Hemelgarn, who serves as USAV Director of National and Junior National Referee Certifications & Evaluations, and myself, I would like to extend many thanks and much gratitude to our exam review committee. The exam process is a long and tedious one, and their time and thoughtful comments have been greatly appreciated in the committee's effort to present a fair and reasonable rules assessment for the start of the 2009 season.

Renew, review and revisit the rules for a successful 2009 season!!

*Interface conference call
continued from page 6*

7. Sand Volleyball Officials Training

Steve Kenyon reported that he and the other USAV Beach Volleyball leaders will be glad to do whatever it takes to help with officials training for collegiate sand volleyball, including participate in conference calls or other developmental communications. Marcia reported that she would encourage the NCAA to use the existing structures to service this

sport if it continues to develop. There is some discouraging news on that front, as some conferences plan to block this action at the NCAA Convention in January 2010 based on (a) regional advantage and (b) budgetary impact. Marcia will keep the group updated.

Conference call meeting adjourned at 9:00 pm central time.



PAVO - OTP CLINIC SCHEDULE - 2009

by Anne Pufahl
OTP-Clinic Director

Registration is well underway for the PAVO OTP clinics this summer - only two weekends left! Please log on to the PAVO website and click on OTP clinic registration. The online clinic registration process will close the Wednesday prior to the clinic weekend at NOON, Central time.

The remaining clinic sites and host contact information are listed below. You may contact the site host directly to get clinic start times. Thanks for your support and we look forward to seeing you at a clinic!

The 2009 clinic fees are:

<u>CATEGORY</u>	<u>PRE-REGISTERED, PRE-PAID ONLINE</u>	<u>WALK-IN (Payable at the door)</u>
Current PAVO Member	\$25 + local charges	\$50 + local charges
Non-PAVO member, non-collegiate referee	\$30 + local charges	\$55 + local charges
Non-PAVO member, women's collegiate referee	\$75 + local charges	\$100 + local charges

DATE	SITE	Host	Host email
Aug. 15th	Chicago, IL	Jennifer Mahler	jmahler@bigten.org
Aug. 15th	Baltimore, MD	Arlene Geppi	ageppi@aol.com
Aug. 15th	Omaha, NE	Bill Stanley	hopsinc@cox.net
Aug. 16th	New York, NY	Russell Rodriguez	russell.vbref@gmail.com
Aug. 16th	Dallas, TX	Carlos Rodriguez	losref@aol.com
Aug. 16th	East Lansing, MI	Ann Hutchins	annhutchins@hotmail.com
Aug. 16th	Atlanta, GA	Bob Hume	bhume@charter.net
Aug. 22	Tacoma, WA	Marc Blau	blaumarc@qwest.net
Aug. 22	Springfield, MA	Pat Demers	coachdemers@verizon.net
Aug. 22	Parkersburg, WV	Karen King	kkingsb@verizon.net
Aug. 23	Lorain, OH	Diane Plas	jplas@prodigy.net
Aug. 23	Spokane, WA	Dale Goodwin	goodwin@gonzaga.edu
Aug. 23	Boston, MA	Steve Webster	steve@srwebster.com



Do you have a question on a USAV rule?
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Are you wondering if you handled the situation in your last match correctly?
Do you wonder what USAV tournaments there are to work?

Visit the
Volleyball Referee Blog
http://volleyballreftraining.com/usavreftrainingblog/?page_id=2

We'll do our best to answer your questions and address your concerns.

See you there!!!!

2009 PAVO Officials' Convention – December 17 - 19 REGISTRATION

Your Name _____

PAVO Board Name _____

Your Address _____

City _____ St _____ Zip _____

Home Phone _____ Work Phone _____

E-Mail Address _____

Can we release the above information to other convention attendees &/or sponsors? YES NO

	PAVO Members Before 11/15/09	PAVO Members After 11/15/09	Non-PAVO Members Before 11/15/09	Non-PAVO Members After 11/15/09	Amount You Are Paying
Convention Registration *	\$125	\$175	\$150	\$175	
Includes all PAVO sessions and AVCA Marketplace admittance (dates & times TBD)					
"Mini" Convention Registration *	\$75	\$100	\$75	\$100	
Includes PAVO Social & Semi-final Analysis on Friday evening, and all Saturday sessions					
Extras and Options:					--
NCAA Championship Match Tickets **	Tickets are not included with convention registration. Matches are on Thursday, Dec. 17 and Saturday, Dec. 19. All tickets sold in sets for both days, and are all in the lower bowl of the St Pete Times Forum. Limited quantity available – maximum 2 per registrant . Non-registrants may not place ticket orders. \$ 62 x _____ (No. of tickets)				
Golf Outing	Wednesday, 12/16 – cost, time and location to be announced (payment may be submitted at a later date)				TBA
AVCA/Jostens Coaches Honors Banquet	Thursday 12/17, 11 am – 1:30 pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
AVCA All-America/ Player-of-the-Year Banquet	Friday 12/18, 5:30 – 7:30 pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
Guest attendance	Friday 12/18. PAVO Social and Semi-final Analysis (Guest ticket only required for NON-convention registrants, maximum of TWO per registrant) \$ 30 x _____ (No. of guest tickets)				
TOTAL DUE					
Make checks payable to PAVO; submit to P.O. Box 780, Oxford, KS 67119, or complete credit card information below and mail or fax to 620/455-3800					
Visa MasterCard Discover (circle one) Credit Card Number _____					
Expiration Date: _____ Security digits (3) on back of card _____					
Signature _____					

* Requests for convention registration refunds received before December 1 will be charged a \$25 service fee.
 Requests for convention registration refunds received after December 1 will be charged a \$40 service fee.

** NOTE: NCAA match tickets are **not** refundable under any circumstances.

FROM: _____

TO: PAVO
P.O. BOX 780
Oxford, KS 67119



GO TO REFSCHOOL!

Online test tool debuts in 2009

BY Marcia Alterman
PAVO Executive Director

PAVO Members can now take advantage of an effective new tool as you study the rules and techniques for the upcoming season, and prepare for 2009 certification examination.

PAVO has recently partnered with *RuleBox Software*, a company that develops test preparation tools and online training. The result is a new initiative called *PAVO RefSchool*, and you can use it to increase your knowledge of officiating and improve your score on the PAVO annual examination. The 2009 NCAA rule changes and points of emphasis are part of the curriculum.

When you subscribe to *PAVO RefSchool*, you can

select brief study quizzes that cover specific NCAA rules, or elect to take a complete 25-question practice examination. You'll receive immediate feedback on your answers, as well as rule references so you can check on the correct ruling.

This effective new training tool is available to PAVO members for a subscription fee of only \$10. Non-members may subscribe for \$15. A subscription allows you unlimited access from now until April 1, 2010.

Subscribe now, so you don't forget! Use the link on the PAVO website to navigate to *RefSchool*!

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2009 BALL HANDLING DIRECTIVE

Ball Handling Judgment Continues To Be Emphasized for 2009 season

by Marcia Alterman
NCAA Rules Interpreter

The opening of the 2009 season is just around the corner! Most of you have already been to a PAVO OTP clinic in preparation for the season. Hopefully those of you who haven't attended a clinic yet are prepared to take that step in the next few days. Once again, ball handling decisions make up a significant part of the content of this year's clinics.

The 2009 version of the *Ball Handling Directive* is short and sweet. The intent is just to provide a summary version of last year's *directive* - **not** to change the message from last year's document. The main thrust of the *directive* is a re-emphasis on the message that has been delivered in clinics and documents for years. Don't call ball handling faults based on spin, technique, or other assumptions. Don't let the presumptions of the coaches, players or fans influence you. Only blow your whistle when you actually **see** ball handling that breaks a rule - that means the ball is caught or thrown, or you actually **see** two non-simultaneous contacts on a second or third team contact. None of that is new news!! The directive is just instructing us (and notifying the coaches) that we are to be judicious and vigilant about our ball handling judgments in those terms.

The directive still gives us permission to be more lenient in certain situations, and is to be particularly emphasized on second team contacts that are not sent to the opponent. Referees are encouraged to be "less severe" when a player makes a challenging or spectacular play if the player is in a "less than ideal" position. We have all had those times when a really stupendous play had to be killed with a whistle because of a slight double contact. Most of us had that sinking feeling when we had to make that call - we hated to end an exciting play. Well, now we don't have to. We can allow the great athletes on the court to keep

the ball in play with an extraordinary effort, even if the result is a slight double contact.

Will these changes and emphases result in fewer whistles blown overall for ball handling? Probably! But have you been instructed to put away your whistle and allow everything? No way! To be given leniency, the player must *earn* the leniency. As the directive says, "clumsiness or lack of skill must not be confused with athleticism". The intent is not to reward a setter who is late getting to the ball or who makes a minimal effort to make a good set.

Most referees and coaches grew into an understanding of the directive during 2008, and I fully expect that trend to continue for 2009. I still believe that a consistent effort on our part will eventually change the expectations of the other members of the volleyball community, just as we did with first ball contacts several years ago. We can do this!! In virtually every sport, there are some areas where the excellent officials are those that can use the rules **plus** their best judgment to make decisions.

If all of volleyball officiating were black and white, then anyone could be a referee. And that's simply not true. We must be judicious and true students of the game in order to make this change, but we can do it. Watch other referees, and every chance you get, discuss why they made (or did not make) certain calls. Get out before the season starts, and practice at your local college or university scrimmage. Start now developing your judgment. It may take us a while to develop the new standards and establish consistency, but in the long run, the referees that are able to make this transition will be those who rise to the top of our game.



MIAMI AND ATLANTA: REFEREE CANDIDATES ACHIEVE GOALS

by Brian Hemelgarn

USA Volleyball Director – National and Junior National Referee Certifications & Evaluations

The Girls' and Boys' JOVCs in Miami and Atlanta, respectively, were successful ventures for many national-level referee candidates this season! I can't say enough about the quality, professionalism and consistency of the National Rating Team in Miami: Denis Bergstedt, Mike Carter, Darin Clark, Wayne Clark, Thomas Hoy, Arleen Hughes, Tom Joseph, Todd Karolczak, Pat Martin, Michael McPoyle, Terry L. Miller, Steve Owen, Jung Park, Michelle Prater, Clark Radcliffe, Alan Sowa, Bill Stanley, Bill Thornburgh and Steve Webster. Thank you ALL for your dedication and help!

Please join us in congratulating our class of 47 new Junior National referees and the National Rating Team members who helped them achieve their goals!

2009 Class of Junior National Referees Girls' JOVC - Miami, FL

Kristen Bartley	Gail Dubisar	Janice McGeary	Paul Santos
Charles Bennett	John Evans	Andy Miller	Tom Saunders
George Calton	Amy Farber-Knowles	Hayden Mitchell	Geoff Sharpe
Chris Cant	Christina Fiebich	John Mooney	Tim Skinner
Nora Carter	Paul Fowler	Brett Myres	Ed Tucholski
Anibal Colon	Vaughn Hastings	Larry Neidich	Robert Waite
Paul Coltrin	John Havens	Laurie Obreza	Harry Walker
Rich Cooper	Tony Hill	Robert Owen	Roger Wallenburg
Jonathan Corpuz	Brenda Kirk	Scott Ponson	Don Warkentin
Toby Day	Linda Lawrence	Michael Rehberg	Michal-Ann Watts
Kelvin Diaz	Scott Lowery	Augusto Rodriguez	Jeff Zinchuk
John Dornick	Michael Marassa	Michael Routsong	

In Atlanta, I had the privilege of working with a veteran crew from the National Rating Team members, who proudly presented 28 candidates with National Referee certifications. The Atlanta NRT members were: Scott Atkinson, Ken Cain, Doug Darling, Steve Kenyon, Verna Klubnikin, Daniel Leake, Crystal Lewis, Michael O'Connor and Carlos Rodriguez, and our new class of National Referees are below.

2009 Class of National Referees Boys' JOVC - Atlanta, GA

Albright, Michael	Hutchison, Keith	Santiago, Moises
Belton, Traci	Immel, Mike	Simms, Angelle
Blakely, Renee	Lanfear, Chris	Svaranowic, George
Bledsoe, Barry	Lewis, Terri	Tamez, Carlos
Burnett, Scott	McLamb, Debbie	Tang, Dewei
Cothron, Tony	Milam, Greg	Walter, Lisa
Cruz, Stephanie	Olson, Jason	Werner, James
Dufrene, David	O'Neal, Joseph	Willett, Kevin
Hornberger, Phil	Pike, Adam	
Humbers, Danny	Santasofia, JP	

Overall, this group of Junior National and National referees will surely continue to maintain high standards of professionalism, exhibit a strong work ethic, and will set great examples for our future national-level referee cadre. Be sure to offer them your congratulations when you see them!

Thanks again to the rating teams at each tournament, as well as the JOVC tournament staff at each event! These events were a great way to end the season.



PAVO OTP CAMP PROGRAM REVIEW

Seven camps attracted more than 90 participants

By Julie Voeck
PAVO OTP - Camps Director

More than 90 campers attended PAVO referee training camps or joint the PAVO/USAV Advanced Training Camp in 2009.

This year, PAVO hosted seven camps throughout the country offering a variety of camp opportunities for referees of all experience levels. PAVO continues to offer different levels of camps that offer a variety of training opportunities for officials. Classroom sessions, on-court performance video evaluations, and feedback from staff are the methods of training currently used at the camps.

- ◆ Two advanced camps were held again this year. One advanced camp was held in conjunction with a Division I spring tournament at the Sports Performance facility in suburban Chicago. The second advanced camp was held jointly with USAV at the national collegiate club volleyball championships (NIRSA) in Kansas City, Mo.
- ◆ Three collegiate referee training camps were held in conjunction with Division I spring tournaments (Central Florida, University of San Francisco, SPRI and Drake).
- ◆ Two referee training camps were held in conjunction with junior girls' tournaments (Las Vegas and Penn State).

Scholarships: Each year scholarships are offered to camp participants. This year the scholarship winners were:

PAVO Scholarship Award Recipients: Brad Aaberg, Michael Behrens, Joe Donnelly, John Evans, Bruce Grandin, Joe Liguori, Devonie McLarty, Jerry Moews, Darrell Pakele, Greg Sanders, E J Swartz, Roger Wallenburg, Suzanne Weissenburger

Miki Kennedy Scholarship in memory of her mother, Joan Schlegel-Leonard Winners: Amy Farber-Knowles, Candy Hemmer

USAV Scholarship Recipient: Holly Luenemann

Matt Manligius Memorial Scholarship Award Recipient: Eric Ngai

Congratulations to all scholarship winners!

Participants and staff for the 2009 Spring Camp program were:

Las Vegas, NV February 13-15

Claude Baudin	CA
Ted Cain	CA
Candy Hemmer	NE
Ralph Hernandez	CA
Lev Zavalkov	CA

--Staff--

Michael Blalock	TX
John Cline	LA
Verna Klubnikin	CA
John Martin	NV
Margie Ray*	WA

University of Central Florida (Orlando, FL) March 27-28

John Evans	FL
Joe Donnelly	FL
Tom Godart	FL
James Keesling	FL
Thomas Merrett	AL
Suzanne Weissenburger	SC

-- Staff-

Tracie Brinkley	FL
Donna Carter*	FL
Darin Clark	FL
Tim Harlow	MN
Leisa Jordan	FL

SPRI Division I Tournament (Chicago, IL) March 27 - 28

Brad Aaberg	MN
Jill Baker-Cooley	MI
Mike Behrens	NE
Robyn Courchane	MN

Continued on page 13

PAVO Camps
continued from page 12

Gary Hajek	OH	Al Tarara	MN	Virginia Girard	CT
Kent Kocour	IA	Roger Wallenburg	MO	Bruce Grandin	NY
Amy Knowles	IA	Eddie Walters	NE	David Griffin	GA
Bryan Larson	IA	James Werner	KS	Carole Hancock	TX
Holly Luenemann	IL	Tony Wu	CA	Denise Jett	KS
Devonie McLarty	IL			Joe Kaak	IL
Jerry Moews	IL	-- Staff --		Freeman Lee	NY
Betty Near	MI			Joe Liguori	FL
Bette Norman	MI	Marcia Alterman	KS	Tom Lomax	NY
George Papageorgiou	NC	Kathy Ferraraccio	MA	Andrew Martin	IL
Shauna Rhinesmith	MN	Brian Hemelgarn	MI	Walter Miller	CT
Jeff Schmidt	MN	Joan Powell	CO	Diane Owens	SC
E.J. Swartz	IN	Clark Radcliffe	NE	Loretta Robitaille	NY
		Julie Voeck*	WI	Greg Sanders	NC
-- Staff --		Steve Webster	MA	Michael Saxby	AR
				Gary Swartwood	NY
				Rodale Thompson	NC
				Peg Winters	MN

Marcia Alterman	KS	Drake (Des Moines, IA)
Denis Bergstedt	IL	April 18-19
Kevin Cull	CA	
Doug Darling	FL	Bruce Huddleson
Kathy Ferraraccio	MA	Bryan Larson
Ann Hutchins	MI	Lauren Mauch
Crystal Lewis	FL	Kim Patik
Felix Madera	IL	Gil Ponce
Joan Powell	CO	Dean Schnoes
Barb Strome	OH	Michael Schwake
Julie Voeck*	WI	Gary Urkevich
Steve Webster	MA	Nathan Wagner
		James Werner

**NIRSA - PAVO/USAV Advanced
Camp (Kansas City, MO)**
April 8 - 10

Andrew Baehr	MN	-- Staff -	
Kim Baker	WA	Larry Dolvig	IL
Rick Bolton	TN	Wally Hendricks	IL
Don Childers	KS	Daryl Korinek	NE
Tom Eagen	FL	Felix Madera	IL
Kirtley Jackman	UT	Julie Voeck*	WI
Gil Kreul	NE	Craig Werner	IA
Jim Kirkpatrick	AL		
Robert Kyle	VA	Happy Volley Camp	
Yancy Montoya	NM	(State College, PA)	
Eric Ngai	MA	May 22 - 24	
Darrell Pakele	CT	Jerome Best	NY
Steve Silvia	CT	Robert Canute	MI
Brad Skinner	IA	Robert Cummings	NY
		Delee Dankenbring	MI
		Ronald Elliott	KY

-- Staff -

Don Miller	NY
Joan Powell	CO
Anne Pufahl	WI
Peggy Schaefer*	NC

Head Referee: Mike Carter

* Indicates camp crew chief

A "BIG THANK YOU" goes out to all of the staff who helped to make the camps a success again this year.

Another thank you goes out to all of you, including local boards and conference coordinators who support the PAVO camp program. For further information about the camp program, please contact Julie Voeck at 1-414-305-7454 or OTP.camp.director@pavo.org.



MAKING A SPLASH IN TAMPA!

by Peggy Schaefer
Board Delegate

Your PAVO Board of Directors has been busy “splashing around” and planning for our 2009 PAVO Official's Convention to be held in Tampa, Dec. 17-19. The beautiful Westin Hotel Harbour Island, (725 S. Harbour Island Blvd.) is where you will be sitting in the sun, and splashing directly in the water out front! Rooms are \$119 a night and you can come a few days before and stay after the convention at that incredible rate. Please be sure to make your reservations as soon as possible because the overflow hotel is further away from all the activities at the Howard Johnson. Let me tempt you with the beautiful Westin hotel:

- ◆ 24-hour fitness center and business center (for those of you who can't get totally away),
- ◆ In and out self-parking for \$15 and valet for \$20 a day,
- ◆ Internet service is \$9.95 per day
- ◆ A grocery store, Publix, within walking distance,
- ◆ The world's longest walking/jogging path flanked by Tampa Bay and the gorgeous Bay Share homes on the other side.
- ◆ Within walking distance of the Convention Center (AVCA Exhibit Hall), playing site (St. Pete Times Forum), the Aquarium, and the Channelside district and
- ◆ many restaurants and attractions.

Please note the cancellation policy for all PAVO/AVCA convention hotels - At any point after a room is reserved, cancellation will result in one night's room change plus tax billed to the credit card used to guarantee the room. Exceptions may be made for emergencies and special circumstances.

Our workshop presenters also are coming to play in the warm Florida sun and will provide you with

fun and dynamic workshops. You won't want to miss Joan Powell bringing a historical (and hysterical, if we know Joan!) rules perspective. Marcia Alterman also returns with her critical rules interpretation workshop. We have tentatively planned an on-court session covering the new “NCAA Sand Volleyball” rules, a demonstration using a new electronic scoresheet, our annual joint AVCA/PAVO panelist session with coaches and officials discussing the nuances in our game, and our popular coordinator's panel. We'll have a few more enticing workshops coming as well.



And of course, you won't want to miss seeing the NCAA Division I Championships and witnessing the best volleyball there is in our collegiate arena. Match tickets in the PAVO block can be ordered when you register for the convention. Our conference registration fees are the same as last year: \$125 for PAVO members if you register prior to Nov.15th and \$175 after.

So roll up your pant legs and make your reservations now so you can dip those toes into the warm Gulf of Mexico this December!

Watch the PAVO website (www.pavo.org) for more details!



SCOREKEEPER AND LINE JUDGE TRAINING TOOLS

by Marcia Alterman
PAVO Executive Director

The training and certification process for line judges and scorekeepers has had a major impact on the quality of officiating for women's collegiate volleyball. Congratulations to all who have become certified in these important officiating roles. Details on how to become a certified line judge or scorekeeper are available on the PAVO website.

If you are already certified as a line judge or scorekeeper, remember that you must attend a training session (clinic) and take the current year exam every year to renew that certification. There has been a significant change in the requirements to renew Line Judge or Scorekeeper certification - **one** recommendation signature is required to renew **every** year.

The 2009 versions of the Scorekeeper Training Manual (including the 2009 exam) and the Line Judge Training

Booklet (including the 2009 exam) are now available. A new Scorekeeper Training Video has been produced for 2009 - the rule changes that affect scorekeeping are all covered thoroughly in this new version. The Line Judge Training video that was produced in 2005 is still the most current. The videos and the training manuals/exams can be ordered by calling PAVO at 888/791-2074, or on the e-store page of the PAVO website (www.PAVO.org).

It is important that local PAVO boards offer training for these support officials to the colleges and universities in their geographic area. Boards can recoup the costs of the training materials by charging a minor fee for the training sessions. Complete information regarding certification and training materials is on the PAVO website. For even more information, contact Miki in the PAVO central office - 888/791-2074.



MARCIA ALTERMAN TO BE INDUCTED INTO AVCA HALL OF FAME

by Joan Powell
PAVO President

The American Volleyball Coaches Association is proud to announce the seventh annual AVCA Hall of Fame class, featuring Marcia Alterman, Marv Dunphy, Peggy Martin and Terry Pettit. The 2009 AVCA Hall of Fame class will be inducted in ceremonies December 17 at the Jostens Coaches Honors Luncheon, held in conjunction with the 2009 AVCA Annual Convention in Tampa, Fla.

"This year's class is a testament to the broad community of achievers that makes our sport a success," said Kathy DeBoer, AVCA executive director. "Our four inductees, representing two NCAA divisions, coaches of both genders and an official, are all individually distinguished in their fields and collectively demonstrate the strength of leadership in volleyball."

The induction of these four honorees will bring the total number of AVCA Hall of Fame honorees to 48 in its

seven years of existence. For more information on the AVCA Hall of Fame, visit the AVCA Web site, www.avca.org.

The AVCA Hall of Fame committee consists of: Nona Richardson, UC Davis (former coach, chair); Arnie Ball, IPFW (NCAA Coach); Debby Colberg (AVCA Hall of Fame member); Chad Purcell, Omaha World-Herald (media); Bren Stevens, University of Charleston (administrator); and Brenda Williams, Olivet Nazarene University (NAIA/Two-Year College coach).

Marcia Alterman

Marcia Alterman was named the first executive director of the Professional Association of Volleyball Officials (PAVO) in 1996, and has since defined the

Continued on page 17



MEMBER PROFILE

Russ Rodriguez

*by Crystal Lewis
PAVO President-elect*



I'm sure most of us have heard the saying "You've come a long way baby!" . . . you can say that official Russell Rodriguez ("Russ", as some know him), has literally come a long way - from New York City to Kansas and back.

Russ was born and raised in the South Bronx of New York City as the sixth child of seven kids

in the family. He says it made Christmas lots of fun! He lived in Kansas for a while where he graduated from high school in Wichita. Kansas is where his family was originally from before they made the move to New York.

Russ says he is not married with kids, because he is gay. However, he is happy to be an uncle with over 30 nephews and nieces. He said "Got the hole in my wallet to prove it at Christmas time, but wouldn't have it any other way!"

Q: What do you do on your off time from Volleyball?

R: I work as the manager of the Personnel & Payroll Departments of a small firm in New York. However, I also freelance as a medical biller for private physician practices. Both of my jobs are very understanding when it comes to volleyball, which I consider my main job - the other two jobs are simply something to do when I am not on the court.

Q: What is something you would like to share that no one would know about you?

R: I entered a seminary for two years with the intentions of becoming a Catholic priest. However, due to the minor fact that I am gay, it was decided that I would not choose that calling. I love to travel. I love

going to places I haven't seen. I have been to 15 countries in the last six years - Thailand, S. Korea, Italy, England, France, S. Africa are just a few. And I already have plane tickets for China immediately after this year's NCAA finals.

Q: When did you get started with officiating volleyball?

R: I became a high school referee in New York City in 1994. This officiating bug hit me and I wanted more. So, I joined the Garden Empire Volleyball Association in 1995, and the local USVBA region and PAVO in 1996. I received my Regional patch in 1998 and my PAVO State patch in 1999. I officiate year round: high school, men & women's college, USAV club, recreational leagues. I'm busy with volleyball over 250 days a year.

Q: How have you helped recruit and develop your area of officials?

R: In 2003 I was appointed the Secretary/Treasurer for the New York City Board of Officials and in 2005 I became a clinician for new high school officials. I started recruiting new members from within the volleyball community. My clinics are usually filled with college players and coaches and even mothers of USAV junior players. This has resulted in better officials available at the high school level. Since I am also the Line Judge instructor for our region, I tend to guide these new officials into becoming certified Line Judges for our D1 program. But I don't stop there . . . I encourage these individuals to join PAVO and enter the ranks of collegiate officials. When I held the position of Secretary/Treasurer for the NYC Board, I help increase our PAVO membership from 20 members to over 60 members. I have to say, I owe many thanks to Miki Kennedy in the PAVO central office for helping me get my members registered each year. I have recently been elected to the board chair position and hope to accomplish many more goals of mine.

Continued on page 17

Member Profile
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Q: Looking back on your development, what would you say has helped you grow as an official?

R: August 2007 when I received my PAVO National patch and 2008 when I received my USAV Jr. National patch were probably the best times in my development. It was a very nerve racking experience, but I learned so much that I have to give credit to the great rating teams that gave me good feedback and provided me with so much information that I honestly believe it is what is making me a better official today.



Q: What would you say is your most nerve racking experience?

R: My most nervous moment was officiating a Division I Conference Championship match. It was being televised LIVE on ESPNU . . . and of course it went 5 sets!

Q: Do you work volleyball in other capacities besides your own officiating and service as PAVO Board Chair?

R: Yes, I assign for 14 high schools; I assign line judges for six Division I schools, and I was the VP of Officials for the North American Gay Volleyball Association for three years. That position included development of player referees across the country.

Q: Any other interesting facts that we may not know you have in your officiating portfolio?

R: It is believed that I am the first non-Chinese individual to officiate at the national championships of NACIVT - North American Chinese Invitational Tournament. This is a Chinese 9-man volleyball event - a totally different game, that I really enjoyed working.

So I guess I can say that Russ has come a long way and it doesn't stop there. When he is not officiating USAV or NCAA, you can find him working the city recreational leagues, working the Church of India tournaments, helping recruit players for the Chinese 9-man organization or coaching newer players back in the local gym. And when given the chance, he might be in the parks getting in a game or two as a player himself.

I asked him when he finds time to relax, and his reply was, "Volleyball is relaxing. It's my normal life that is stressful!" May we all learn from Russ' inspiration as he gives back to the sport, and big kudos to him for his hard work and dedication!

AVCA Hall of Fame
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job and established its prominence in the volleyball community. Alterman's integral role as writer, interpreter and educator of volleyball rules for the past 20 years has had a vital, lasting impact on the game and those who play it, as well as those who officiate it.

As head of PAVO, Alterman provides leadership and oversight to volleyball rules and officiating programs across the country. She played a key role in developing the first NCAA Women's Volleyball Rules and Interpretations book. Alterman also developed the inaugural certification processes for support officials, as well as being involved in the formal officials' certification process, having rated and evaluated over 400 officials at the national level.

Alterman received her bachelor of arts degree and master of business administration from Wichita State University. She was an active college volleyball official for over 20 years, having worked the NCAA, NAIA and NJCAA Championships during that span. She has been a recipient of the George J. Fisher Leader in Volleyball Award and Glen G. Davies Referee Service Award, both given by USA Volleyball.

"There may be no one in the game that has had a greater impact on the training and educating of officials, as well as educating coaches on the rules of the game," said Kelly Sheffield, head coach at University of Dayton, in his nomination of Alterman. "Administrators and officials are a very important part of our game, and in my opinion, nobody has meant more to our sport in these areas than Marcia."

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