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THE OFFICIAL WORD NEWSLETTER



IF YOU ARE NOT GETTING BETTER, YOU ARE GETTING WORSE

Where do you want to improve?

*by Julie Voeck
President*

One of my volleyball mentors told me that once an official receives a national rating that is about the best they will ever be. He went on to say that many officials work diligently to develop the skills they need to achieve the national rating, but then plateau and don't continue to improve.

I have thought about my mentor's comment often, particularly after I had achieved some new level in officiating. Have you ever thought something like, I just received my National patch and now I have arrived? I know everything there is to know about officiating, and I am now ready to take on any match.

I recall having these types of feelings when I received my first National certification more than 10 years ago. In some ways, I thought that I had achieved what was necessary to be the best I could be. I had arrived. However, each year after I received that initial National rating, I continued to be amazed at how many new things I have learned from the year before! Just when I think my officiating knowledge and experience has reached a higher peak, I learned a new approach on how to deal with a situation, I see another referee handle a difficult situation in a way that I had not thought of, or a new situation arises in a match that I have to determine how to deal with for the first time. Who knew my officiating could continue to grow and improve year after year, even after getting that initial national rating.

If you are not trying to get better, you will likely to plateau, no matter what you are doing. Human performance gets better or worse, but does not remain at the same level for very long. Initially you may be

able maintain a certain level. However, over time, without focusing on areas to improve, you are likely to slowly diminish in your performance.

The concept of continuous improvement may be a cliché, but to maintain a high performance as an official, it is essential. As in many other areas in life, referees must embrace changes to rules and techniques, focus on improvement and recognize that if they are not getting better, they are actually getting worse.

In your officiating career, do you know what you are trying to get better at? Do you set goals each year or season in which you need to improve? Do you reassess those goals to determine if you have achieved them?

What are you trying to get better at today? This week? This month?

As you plan for the upcoming volleyball season, I encourage each of you to set goals for the upcoming season. Write them down so you remember them. Put them in a place where you will be able to see them often so you can focus on them regularly throughout the season.

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NEXT OFFICIAL WORD

PUBLICATION DATE:

OCTOBER 31, 2012



A FINAL CHANCE TO RUN FOR THE PAVO BOARD

Nominations are due Oct. 1

by Crystal Lewis
Past President

Yes ... you have one last chance to run for one of the three PAVO board positions that will be open at the end of this year. The positions are president, director at large and a board delegate.

The **president** will serve a four-year term starting in 2013. If a new president is elected, their first year will be as president-elect, the second and third years as president, and the fourth year as past president. If the current president is re-elected he or she will continue to serve as president for two more years starting 2014. As president, the successful candidate will direct the board's affairs, preside at all meetings and help set agendas. The president will represent PAVO at other volleyball and officiating gatherings. The president must have previous board experience or have served in leadership positions on his or her local PAVO Boards.

The **director at large** position will serve a three-year term starting in 2013. This director will be required to attend the annual board meeting and sit in on conference calls throughout the year. The successful candidate also will communicate regularly with local board leadership to ensure compliance with PAVO regulations and guidelines, foster positive relationships with local PAVO boards by addressing local board and member issues that arise, write

articles as requested by the PAVO president for the "Official Word," and undertake other assignments as directed by the president.

The **board delegate** position will serve a three-year term starting in 2013. The delegate will be required to attend annual meeting and sit in on conference calls throughout the year, disseminate pertinent information to the PAVO membership through the appropriate channels of communication and solicit membership input. The successful candidate will also provide local board perspectives to the Board of Directors, survey local boards when necessary to obtain input on PAVO policies, write articles for the PAVO newsletter as requested by the president, and undertake other assignments as directed by the president.

All positions require a PAVO member in good standing. The deadline for nominations is Oct. 1. PAVO members will be asked to vote via electronic ballot in November. If you are interested and have considered nominating yourself or another member who would serve the organization well, then send a letter of application and a brief volleyball resume to Crystal Lewis at lewisads@hotmail.com. Lewis will be glad to answer any questions you may have on these positions so act now and **Don't WAIT** as the nomination deadline will be here before you know it!!

President's Message *continued from page 1*

I have already begun to think about my goals for this season. I'd like to share one of them with you. There is one particular officiating technique that I have just not been able to master, so it will be an area of focus for me this year. When I am working as a second referee, I am going to focus on moving to the net pole when there is a pursuable ball on the second referee's side of the court. For those of you who have already mastered this skill, I applaud you, and I'm open to your

suggestions on how I can improve in this area.

I hope all of you take the time to set at least two to three goals of areas where you would like to improve this upcoming season. Then commit to working on those goals so that you will really see improvement and finish the season as an improved referee.

Have a great fall season. See you on the courts.



JOE CAMPBELL ATTENDS SIXTH PARALYMPICS AS VOLLEYBALL REFEREE

by Thomas Hoy



1992 Paralympic Games
Barcelona, Spain

While living and officiating volleyball in Nevada in 1989, Joe Campbell received a phone call from the Mayor of Las Vegas asking him if he would represent the United States as a referee at a disabled volleyball tournament. The Mayor explained that this tournament would be held in the United States for the first time and the site would be the Las Vegas Hilton. Joe agreed and found that he loved the games and athletes and wanted to be a part of this great spectator sport.



2004 Paralympic Games
Athens, Greece



1996 Paralympic Games
Atlanta, Georgia USA

In February of 1992, Joe was living in Texas and received a phone call from the United States Olympic Training Center. They asked him if he would be interested in going with the USA disabled volleyball teams as the USA referee for the 1992 Paralympic Games in Barcelona, Spain...again, he agreed. He attended an International Referee Course in Watford, England in April, and later that summer attended the Paralympic Games in Barcelona. Since then he has been invited and attended a number of Paralympic Games as a volleyball referee.....coming up on number six to be exact. The Games of 2012 will be Joe's last Paralympics as a referee, but he recalls that the ride has been wild on all of his Paralympic adventures.



2008 Paralympic Games
Beijing, China



2000 Paralympic Games
Sydney, Australia



2012 Paralympic Games
London, England

Good luck to Joe, our hopes are that this will be the best yet!

PAVO honors five recipients with the USA Volleyball Meritorious Service Award



PAVO a member organization of USAV is allowed to honor five recipients each year with the USAV Meritorious Service Award. It is with great pleasure that PAVO announces the recipients for 2011-2012. The recipients are: Kathy DeBoer, Thomas Hoy, Leisa Jordan, Joan Powell, and Carlos Rodriguez. Each recipient has made significant contributions to PAVO in the past year that helped support PAVO's mission statement. Thank you to each of the recipients for your contributions to PAVO and volleyball.



A LETTER TO PAVO NATIONAL CANDIDATES...

...with love from your fellow National officials

by Mara Wager
NRT Director

The summer months are always a good time to catch up with friends, to share stories from the season gone by and to enjoy a few laughs. This summer we were able to catch up with a group of some of the most seasoned and successful National officials and we asked them to share some tips that they thought might be helpful to 2012 PAVO National referee candidates as well as any official who might be preparing for an upcoming rating session this season. What follows is an open letter to the 2012 (and future) candidates, summarizing the myriad of hints and suggestions that poured in when the topic was opened up:

Dear National Candidate,

Congratulations on your decision to continue your growth and development as a collegiate volleyball official. You are to be commended for your desire to enter into an ongoing commitment to excellence and life-long learning. Your next endeavour can be one of the most challenging yet rewarding experiences of your career. As a group who has already gone through the initial steps of becoming a National official, we thought we would take the time to share some words of advice for BEFORE, DURING and AFTER the rating journey. The BEFORE can be summed up in three simple steps: prepare, prepare and prepare some more! No one likes surprises. Know the rules and know them well. Attending a NCAA/PAVO clinic will help you with a review of the new rules and techniques, but get into the rulebook, get on to Ref School and study so you can become fluent in the language of the rules.

Have a solid understanding of the NCAA techniques and match protocol. Review the NCAA/PAVO Techniques manual. Your signals should be smooth, fluid and exude confidence. Get yourself out there and work some pre-season scrimmages before you attend your rating site so your movements are seamless and second nature to you.

Start your team building before you arrive. Communicate with your fellow candidates prior your arrival. Help each other sort out travel and accommodation plans if possible. Work together from the start.

The DURING part of the rating session begins upon your arrival into town. Your appearance should subtly state that you are in town on business. You are there to do a job for which you will be well paid. Be on time to the pre-tournament meeting, listen, take notes and ask questions for the good of the group.

Once they toss the ball up, be yourself. Be the referee that you are and not the referee you think the raters want you to be. Where are the raters anyway?? Who cares, work the match!! Let the match come to you. Do not try to create situations to show the raters what you know. If something exciting is going to happen, let it happen. You are prepared, remember.

Know the difference between a comment and a question. We know that coaches like to make comments, but we also know that coaches have questions. Anticipate those questions, be there to answer them and remember to use your fluent language of the rules. Provide the calm and assertive energy necessary to manage the situation at hand. You may be the only one in the gym who knows the meaning of calm.

Make your calls with confidence. Have the ability to recover from "extreme position." If you or your partner makes a mistake, show that you have poise and the ability to regroup and move forward without being distracted by the error. Be that lifeline for your partner when they need it. Work together as a team to be successful.

Pay attention to detail. Establish a rapport with your scorekeeper, assistant scorekeeper and line judges prior to the start of the match. Get the court ready for play and your teams in the warm-up areas prior to the start of the match. If they need a reminder, no little toots or secret signals ever work. Choose an appropriate and constructive time to communicate what change is needed to help you manage the match.

Continued on page 5



USA Volleyball

by Nancy Funk
Director of Scorer Certification & Evaluation

2012 NEW NATIONAL SCORERS

During July at the 2012 Junior Boy's National Championships held in Dallas, Texas, we added 21 new USAV National Scorers. We want to welcome the following to the National Scorer cadre:

James	Atteberry	Gateway	Christopher	Long	Old Dominion
Sherrene	Benedict	Florida	Lisa	Paull	Evergreen
Brian	Borski	North Texas	Daniel	Riggs	Great Lakes
Angela	Clifton	Pioneer	Barbara	Silvey	Evergreen
Stephanie	Cruz	So Cal	Milka	Steiner	Arizona
Les	Deason	Chesapeake	Rachael	Stringer	Florida
Stephanie	Finn	Southern	Richard	Tate	Arizona
Anthony	Hill	Carolina	Steve	Thomas	Oklahoma
Heather	Houser	Gulf Coast	Scott	Thompson	Bayou
Candace	Humphrey	Great Lakes	Kevin	Wiemken	Southern
Joshua	Huntley	Iroquois Empire	Jessica	Williams	Carolina

Congratulations to all on a job well done. I wish to thank the raters who spent long days observing the candidates and giving them their helpful hints, and these include Kim Williams, Becky Brockney, Steve Crane and Amber Fulk.

Dear National Candidate
continued from page 4

Managing the match may be a challenge, but your ability to manage feedback from your raters can also be an interesting step along the way. The match debrief is as important as the match itself. Listen, take notes and ask questions for clarification if needed. Be prepared to implement the necessary changes to improve on your next match. Share the success your crew had and take ownership of the weaknesses. Accept responsibility for your actions and what YOU can do better next time to support the officiating team.

Although the match ends for the players when the last whistle is blown, your work is not yet done. Whether you are successful or not is up to you. However, if you are successful and attain that gold patch, it is what comes AFTER that is most important.

Having the gold patch makes you a member of a special group. However, you decide just how special you want it to be. If you truly want to join, you must be willing to do it all over again each and every season. Prepare, prepare and prepare some more! The

learning curve can often be steep and steady and you will need to be prepared for the challenge.

Be the consummate professional and not just when someone is watching. Stay up on all latest rules and techniques. Challenge yourself to learn from your mistakes and every crazy situation that happens in a match. Talk shop with the veterans one day and lead some "Bambies" out of the woods the next. Be a mentor and a leader. Now that you have the gold patch, someone is always watching whether you know it or not.

Best of luck during the rating process and we look forward to having you join our team!

*With Love,
Your Fellow National Officials*

~A special thank you to all those National Officials who we got to chat with about this topic! All of you too humble to be named but you all know who you are! See you on the court.



PAVO FINANCIAL NEWS

by Jung Park
Finance Director

As tough economic times continue, the PAVO Board of Directors (BOD) continues to work hard to ensure our association is spending its money wisely while continuing to maintain and increase the quality and quantity of services it provides to its membership.

For the 2011 fiscal year (March 1, 2011 to February 29, 2012), PAVO closed the year with a \$39,000 budget deficit, much lower than the projected deficit of \$92,000. The budget was balanced to zero by using money from our cash reserve. This is the second year in a row PAVO used cash reserves to balance the budget.

With all the changes occurring with the NCAA and Arbiter, the BOD has made the conscious decision to minimize passing on any additional costs to members.

PAVO program directors (OTP clinics, OTP camps, NRT programs, etc.) and our national office staff continued their excellent effort in cost containment and enhancing revenue. On the revenue side, line judge and scorekeeping videos continued to do well (despite the fact that we made them available on line at no cost for our members), bringing in close to \$7,300 more than projected. Our membership dues brought in \$3,700 (3 percent more than projected). Overall PAVO generated 6.5 percent more income than we projected. On the expense side, PAVO's major spending items were membership insurance, membership programs (camps, clinics, rating teams, scholarships, etc.) merchandise, convention and professional services. PAVO managed to spend 7.9 percent less than was budgeted.

PAVO investment accounts had a rough year as they saw a 7.4 percent decrease in overall value for the fiscal year. Keep in mind these accounts still have gained over 21.4 percent since their original investment. PAVO will continue to monitor its accounts and hope things will rebound as they usually do. Our cash reserves continue to be in good shape (at \$156,000). It currently comprises 70 percent of our financial holdings, down slightly from 73 percent in fiscal 2010. While this gives PAVO a decent cushion for operations for the immediate future, the BOD will continue to take a hard look at programs and their costs as our expenses continue to grow at greater pace than income.

At its March 2012 BOD meeting, the board approved the adjusted 2012 (FYE Feb 2013) budget projecting a deficit of \$36,000 (with projected income of \$354,000 and expenses of \$390,000). Again that's the figure before it will be balanced to "\$0" by using money from our current cash reserves. With many changes that have come our way from NCAA and Arbiter, we will be challenged to be creative and continue increasing our membership while maintaining. Be assured that BOD is doing its best to ensure the financial stability of PAVO for the future.

Below are the numbers from FY 2011 and FY 2012 (current year) for your review. If you have any questions, feel free to contact me or Marcia Alterman, our executive director.

PAVO BUDGETS (FY 2011 Final and FY 2012 Projection)

REVENUE	FY 2011	FY 2012 *
Convention	42,167	42,583
Merchandise Sales	8,867	1,700
Interest and Dividends	1,468	3,000
NCAA Grant	40,000	40,000
NRT	20,940	22,316
Membership Dues	135,758	159,695
OTP Camps	24,883	24,311
OTP Clinics	54,070	47,500
Other Income	12,361	13,090
Total Income	\$340,514	\$354,195
EXPENSE	FY 2011	FY 2012 *
Board of Directors meeting	9,380	11,215
Convention	49,867	45,390
Examinations	1,500	1,500
Executive Director (salary & expenses)	54,308	57,610
Merchandise Expense	2,009	13,000
Newsletter (Officials Word)	2,372	3,125
NRT	20,343	19,410
-Operations	162,187	140,992
OTP Camps	31,827	41,362
OTP Clinics	37,697	44,395
President's expense	8,203	9,270
Capital Expenditures	0	3,000
Rules Interpretation Meeting	0	600
Total Expense	\$379,693	\$390,869
NET INCOME/(LOSS)	(\$39,179)	(\$36,674)
after cash reserve adjustment	\$0	\$0



TIME LINE FOR NATIONAL OFFICIALS

by Kathy Ferraraccio
Associate Chair, Nat'l Indoor Referees

The summer is coming to a close, and the 2012-13 USAV season is right around the corner. Yes, I mean the USAV season. Unlike the collegiate playing season, the USAV playing season spans almost the entire year.

Junior boys play begins almost immediately in September, at the beginning of the 2012-13 season, when most of us are making sure we understand the NCAA rules for our first collegiate match. With that being the case, it is important for each of us to understand our obligations to USAV before we get too entrenched in our collegiate season.

As a national level official, here are some items you should be aware of as the season begins.

September 1-October 31 – pay membership dues to your region and make sure you have a current background screen on file with USAV. These are the dues as set by your region and include the cost of your DCR, membership to USAV, and insurance.

September 1-October 31 – pay Officials Commission dues to USAV. This is separate and different from the membership dues mentioned above. (See Officials Commission dues and National clinic article elsewhere in the newsletter.)

October 15-February 15 – National level referees take USAV referee exam, preferably online, and have results submitted to Associate Chair, USAV National Indoor Officials Commission, Referees. National scorers take USAV scorer exam online and have results submitted to Associate Chair, USAV National Indoor Officials Commission, Scorers.

October 15-February 15 – National level referees attend the USAV national referee clinic. (See Officials Commission dues and National clinic article elsewhere in the newsletter.) National scorers view the online USAV national scorer clinic.

January 1 (or as soon as open)-March 1 – national officials register to officiate at the USA Volleyball Open Championships.

January 1 (or as soon as open)-April 1 – national level referees register to referee at the USA Volleyball Girls and Boys Junior National Championships. National scorers register to be a scorer monitor at the USA Volleyball Girls and Boys Junior National Championships.

PAVO RefSchool – 2012 Updates Are Complete!

The 2012 version of RefSchool has been updated to reflect current rules and techniques!

All 2012 Form A/B examination questions have been added to the bank of *RefSchool* questions.

Those who have used *RefSchool* in the past three years have enjoyed significant improvement on their exam scores, and reported that their comfort level with rules knowledge increased their officiating confidence.

Select brief study quizzes that cover specific NCAA rules, or take a complete 25-question practice examination. Get immediate feedback and rule references.

Subscription fees: PAVO members - \$10, non-members - \$15.

A subscription allows unlimited access from now until April 1, 2013.

Subscribe now, so you don't forget! Look for the link on the PAVO home page to navigate to *RefSchool*!



Fame Is Fleeting, A Legacy Is Forever

by Corny Galdones

Time flies. Sooner than expected, the point in our lives will be upon us when we'll need to realize we're past our prime and should hang up our whistle. It won't be an easy decision. Some who don't quite grasp the dilemma we face will be more than eager to help out by pushing us out of the way and show us the door. What?! Is there no compassion, appreciation or respect? While these up-and-comers were handing out penalties left and right to cover up their cluelessness on how to finesse their way out of trouble let alone how not to get into these predicaments in the first place, those they consider to be over the hill were on top of their game if not top dogs of the game during that time. Sure, these elders may no longer be spring chickens, but even though they might not hear too well and maybe not listen too well, given the right spot they still can be counted on to do a good job provided they don't fall asleep.

The groundwork laid down for us, the leadership and guidance we've received, the high bar we uphold, none of these would have happened without the path blazed before us by these aging officials. Despite not being as fast as they used to be or up to speed on the latest and greatest, they still have a lot to offer. Their institutional knowledge, calming maturity and learned wisdom are reasons enough to hope they continue to stick around. Have you told any of them "thank you" lately? You should. It's the least you could do to be grateful.

One day, you younger generations, you'll understand. Your time of reckoning is coming too. You'll find it isn't simple to let go of a passion playing a major role in your life. There'll be questions difficult to answer. Are you still able? Admitting you're not will be the hardest part. What if you're still with it? What kind of meaning will life have after you walk away from officiating?

After you're gone, it's not what you reap but what you sow that will matter most in what you had a hand in. This isn't to say personal achievements are not

important because they are. Aim to be the best, fearing failure not at all. Combine your talent with hard work and dedication to take yourself far toward fame and fortune. Bit by bit, you'll be noted for all you did and also for what you didn't do. In case this wonderful ego boosting goes to your head, here's a sobering thought to bring you down to earth. In the long run, hardly any of it will make a difference since the world doesn't revolve around you. Except for your mother and anyone else with an interest in you, people could care less about the highlights of your career. These will gradually fade away from the memories of others like dust in the wind.

If you think your name will probably go down in history, dream on. You'll mainly be remembered by the foundation and persona you develop, leaving an imprint on those who follow you. It's your legacy. The impact you have and how you are viewed will outlive you, defining what will be recalled of you. Keep this in mind as you go about your way. Know who you are and be comfortable in your own skin. Your focus, however, shouldn't be all about you. Open up your heart instead to widen your circle of influence. Build a culture enabling everyone to do well and feel good, setting examples they'll learn from and turn into tradition. Make them better, root for them to succeed and be glad for them when they do. Instilling a work ethic and keeping things in order don't have to be so strict and serious. Enjoy life. Make it fun and positive for one and all, treating them how you would want to be treated. As lofty as these goals are, they're worth shooting for regardless of your position. We each plant seeds, producing a legacy of our own. Where we come from doesn't determine where we go. We do.

Your career in officiating won't last forever. Once you're out of sight, all you achieve will soon be out of mind, leaving only your legacy. What are you doing to make it memorable?



USA Volleyball.

by Brian Hemelgarn

Director – National and Junior National Referee Certifications & Evaluations

RE-CERTIFICATION EVALUATIONS & STRENGTH RATINGS

As many of you experienced this past season, the National Rating Team managed to complete a significant number of re-certification evaluations at the US Open Championships in Salt Lake City, the Girls' JNC in Columbus, and the Boys' JNC in Dallas! In turn, this helps us update strength ratings to more accurately reflect a referee's level of work. Strength ratings help the assignors and head referees at each event to schedule referees for matches at an appropriate level, allowing each referee to have success on the court. And we all want to be successful!

Those of you who had a re-certification evaluation this season should have also received feedback from the evaluator after your matches. If you didn't receive feedback, it may have been due to tight scheduling that didn't permit you (or the evaluator) an opportunity to have a debrief. If that is the case, please drop me

a note (Hemelgarn@ovr.org) and I'll be glad to send a summary of the notes from your rating sheets.

And with our National Championship events behind us, I am now in the process of updating strength ratings in Webpoint. I plan to have that completed before the start of the collegiate season. Each of you can view your strength rating by logging into your Webpoint account. The current strength rating scale is available on the Volleyball Referee Training website (<http://www.volleyballreftraining.com/index.php>) by clicking on Certifications → Indoor Referee and Scorer Certifications → National referee.

Our goal is to offer each Junior National and National referee a re-certification evaluation at least once every three years. If you haven't received one during the past two years, we'll do our best to complete that for you next season!

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USA Volleyball

*by Kathy Ferraraccio
Associate Chair, Nat'l Indoor Referees*

THANKS FOR A GREAT USAV SEASON

As we enjoy the last month of summer, and our very short break from blowing our whistles, there are some thanks that should go out to all who gave of their time to complete the 2011-12 USAV season.

First of all, thanks to all that officiated the 2012 USA Volleyball Open Championships, and equally important a huge thanks for 'understanding the situation' goes out to all those who were not selected by the committee to work the 2012 USA Volleyball Open Championships. It is not easy to tell a fellow official that their services are not needed, nor is that an easy thing for any of us to hear. We have spent countless hours away from family and work, along with money from our own pocket to attain the national level and we enjoy the time spent with our volleyball family. Please know that the committee, and the events department are very aware of this, and changes are being made to the tournament in the hopes that it will again draw a good number of teams, allowing us to bring in more officials to work the event. It is a great event and it's more fun when all of us are in attendance.

Next, we want to thank all the officials who officiated at the three national championships – the USA Volleyball Open Championships, and the Girls and Boys Junior National Championships. The tournaments ran smoothly, due to your professionalism and hard work. These tournaments would not be successful without your contributions. Thank you!

Behind the scenes at each tournament are the assignors who balance our schedules and conflicts, to keep the tournament flowing. Thank you to each of you who spent countless hours in a windowless room to make sure that all officials received an appropriate number of assignments. At the Open Championships, thanks go to: Tim Harlow, Al Herbert, Paula Martin, and Margie Ray. At the GJNC, thank you to: Tim Harlow, Al Herbert, and Maria Horos. And for the BJNC, thanks to: Corny Galdones, Margie Ray, and Isaac Wong.

We would also like to thank those who served as head referees at the three national championship tournaments. At the Open Championships: Donnie Goodwin, Eric Hoffman and Kathy Ferraraccio. At the GJNC: Glenn Reid, Bill Stanley and Kathy Ferraraccio. And at the BJNC: Donnie Goodwin, Leisa Jordan and Michael O'Connor. Each of them put in many hours not only handling protests and issues that arose during the tournament, but many times, taking time during their off hours to assist in the re-evaluation of existing referees. Thank you to all of you!

And lastly, thank you to all who took one more week off from family and work to officiate at the HP Championships which were held in Des Moines, IA the last week of July. It was a great tournament and the head referees and trainers received the largest number of compliments on the officiating ever!! Trainers were stopped numerous times by coaches from every age division to thank the officials for their hard work and consistency at this event. Each official should be proud of a job well done. Special thanks go to the head referee, Carlos Rodriguez, who kept everyone on their toes. Thanks also to the International Referee trainers, Steve Robb, Mary Blalock, and Ken Taylor, and National trainers, Kathy Ferraraccio and Steve Kenyon. With an increase to fifty referees this year, and the guarantee that each referee would be evaluated once as both a first and second referee, these trainers worked long hours each day of the tournament.

We hope that no one was forgotten in any of these lists, but if you were, we extend our sincerest apologies. We owe everyone at the events our deepest gratitude; without each and every one of you, none of the tournaments would be successful.

Enjoy your last quiet weeks without that whistle around your neck!



by Erin Eaton
Columbia Empire Region

"HEY ROOKIE, TIME TO GO TO WORK!"

Wow!!! The Girl's Junior National Championships, and I am here as an *OFFICIAL*. What a perfect ending to the most magical season. Since this time last year I had earned my Junior National patch, officiated a high school state championship, got an invitation to join the Oregon Collegiate Association, and had begun to accumulate a resume that included many high level, competitive matches. I was feeling good right about now.

Last year at this time I felt the pressure that comes with being a candidate. Knowing I had been prepared as well, if not better, than any of my classmates, it was now up to me. I was excited and nervous and ready to get started. The rating process was much what I expected, as I was fully prepared by my region. It was educational, eye opening, and a good experience considering I was successful in earning my rating. After receiving our patches, Brian Hemelgarn told us we should no longer consider ourselves candidates and raters but rather colleagues and teammates. I left Atlanta, GA, feeling proud of my achievement and pleased with my accomplishment.

Columbus, OH 2012: I recognized those stressful looks and felt that tense energy as soon as I walked in the work room. The National Referee Candidates assembled there looked as if they might be sick. I remembered the worry and frustration that I recognized in them. I recalled the uncertainty and the second guessing. I was happy I was there to work, to be part of the team, to be a colleague.

I am ready to put all those things I learned last year into practice. Little did I know that school was about to be in session. Of course what I learned last year as a candidate was invaluable but the education I got on the other side, as an official, was immeasurable. The very first thing I learned was that a Junior National patch, while a considerable achievement, just meant that they were going to *let* me come and work this tournament, and its blue instead of red. It meant that I had earned my way onto the team. That's all.

I thought I had prepared so much, worked so hard, pushed myself, all of it. I realized I really have so much more to learn. There are mountains of information, rules, situations, and personalities that I need to recognize, discern and administer. Last year I equipped myself for the "black and white". I found this year there are so many aspects of the game that don't fall under "black and white" but rather "grey". That has made me conscious of the changes I need to make in my preparation, focus, and training.

One thing that was abundantly clear to me by the time I left Columbus was that if ever I am being rated and considered for the next level I need to be prepared. I was primed as anyone for the last step, but I discovered *NO ONE* will be able to get me ready for the next stage but me. It goes without saying that I need to become a walking rule & case book. Also, I need to become a PhD in psychology and human nature, as well as an expert negotiator. I realized in such a profound manner that if you don't come prepared to be rated, it is such an immense waste of time to everyone. Not only is it a great expense to the candidate, it's also, what seems to be, a brazen disservice of the rating teams' time and expertise.

I worked (and got paid) ☺ at my first Jr. Nationals and I am no longer a rookie. It took effort to get there, but what I know now is that the work has just begun. The learning and education has just been initiated. The years of expertise and wisdom that were on display in Columbus were unbelievable. I've always tried to learn from those who have gone before me, but it was such an intense reminder for me to absorb what is around me and to take to heart what is being said to me. Maybe next year Kathy Ferraraccio will stop me and want a word with me because she likes something she sees, not because my second referee transition is in dire need of work and all the net calls I'm missing. That's something you take to heart. Like I said, the work has just begun.



by Kathy Ferraraccio

DUES & CLINICS

Right now, the Indoor Officials Commission is hard at work completing clinics for the 2012-13 season, updating information for old and new modules on VRT, and putting together materials that regions will need to train new and experienced officials.

Let's take a look at what is around the corner for you, as a national level official with USAV.

NATIONAL REFEREE CLINIC

As you have all heard, at the 2011 Officials Commission meeting, it was passed that it would be mandatory for all national level referees to attend the national referee clinic each year, beginning in the 2012-13 season, whether or not they plan on attending a national championship. At the same time, the commission also voted to allow each national level referee to attend the national clinic online ONCE in each certification term, also beginning this season. A referee may NOT attend the national clinic online during a DCR publishing year – since the DCR is not being published for the 2012-13 season, online attendance is allowed for this season.

If you do not know your certification term, it is easy to find in your Webpoint information. After you log in, click on "My information" in the left navigation bar. Then click on "Membership Info" in the top navigation bar. On that page, you can see your membership status for the current year, check to see if your background screening is up to date, and see the expiration date of your current certification term as a national level official. Remember that National officials have a certification term of 3 years, and Junior National referees have a certification term of 4 years. If your expiration date is showing as 2016 (National referee) or 2017 (Junior National referee), this means you fulfilled all obligations as a National level referee for your last term and have been given a new term, beginning in 2014. Your old term would end this season (2013), so you can take the online clinic and have it count towards your old certification term.

It is also being seriously discussed whether the National clinic will be held at the USAV Open Championships in May, 2013 or the GJNC in June, 2013. The clinic has not been offered at the BJNC for the past couple of years, and will not be held at the tournament again this season. With the clinic being offered online, it should not be an issue for anyone to attend BEFORE working any of the national championships.

OFFICIALS COMMISSION DUES and NATIONAL CLINIC FEE

This year, there is a slight difference in Officials Commission dues for national level referees and National scorers. If you hold a national level referee rating, your Officials Commission dues will include your national clinic fee since you must attend the clinic each year. Instead of having to worry about it later in the season, and forgetting to pay for it, and then having to pay a late fee at the door, your clinic fee is now included in your National dues. Thus, when you pay your dues on Webpoint beginning on September 1 – you will pay a flat fee of \$60, and won't have to worry about paying your clinic fee later in the season! It will only be necessary for you to go to VRT sometime after September 1 and register for the clinic of your choice! It will be that easy.

Those national level officials who hold a National Scoring certification ONLY will still pay the \$40 Officials Commission dues online through Webpoint. National scorers can also register to attend the national clinic, but will do so on VRT and will pay the \$20 fee for the clinic at the time of registration.

Any person who does not hold an indoor national level certification with USAV will still be able to attend the national clinic; they will register for the clinic of their choice on VRT, after September 1, and pay a \$25 fee at that time.

Anyone who does not register for a clinic and pay the entrance fee at least one week prior to the clinic they

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2012 NCAA/PAVO RULES EXAMS, NEWS AND NOTES

by Brian Hemelgarn
Director of Examinations

By the time you read this, I suspect many of you will have already attended an NCAA/PAVO clinic. And as part of your pre-season preparation, the majority of you have taken (or will be taking) the 2012 Form A or B rules exam. Although those two exams are only accessible online to registered members of the NCAA Central Hub, the look and feel of the exams is relatively unchanged.

Also, we have provided a new PAVO exam (Form C) to local board chairs for apprentice and intramural referees. Form C consists of 50 true or false questions and can be used for training purposes, as needed. The Form C exam is available in hardcopy from board chairs, or online through your account in the PAVO database.

Here are a few reminders regarding the exams:

- PAVO Local, State and National referees must take Form A or Form B to retain (or obtain) their rating.
- PAVO National referees, or any referee who wishes to be eligible for post-season consideration, must adhere to the exam deadline of Sept. 15. The exam must be taken closed-book with a 90-minute time limit, and a score of 90 percent must be obtained. If 90 percent is not scored on Form A, Form B must be taken.

- For PAVO Local and State referees, missed questions must be corrected and submitted to your local board chair.

I need to express a sincere "Thank You" to this year's NCAA/PAVO exam review committee. Without their help, we could not provide the quality of exams that we've come to expect! This year's committee included: Marcia Alterman, Gloria Cox, Kathy Ferraraccio, Thomas Hoy, Joan Powell, and Anne Pufahl. Also a special thanks to Tom Joseph, Leisa Jordan, and CJ McAbee-Reher for their help with reviewing and editing the rule references for the answer keys.

I hope this year's exams help you prepare for the upcoming season. You might also consider PAVO RefSchool to dust off the cobwebs and get ready for collegiate play! RefSchool is a great preparatory tool, not only for taking the exams, but as a general NCAA/PAVO rules/techniques refresher. The 2012 rules exam questions are also part of the RefSchool question bank. The RefSchool link is on the PAVO homepage, or can be directly accessed at: <http://www.ruleboxsoftware.com/pavo.aspx>. Please contact me if you have questions (hemelgarn@ovr.org). Have a great season!

Dues & Clinics
continued from page 12

are registering for will pay a fee of \$50 for that clinic. Since national level referees have pre-paid for a clinic, they must STILL register for the clinic of their choice at least one week before attending, or they might be turned away if the clinic is full.

The Commission continues to work hard to ensure that it is easier for all national level officials to complete their yearly requirements so they can focus on their on-court work. Let us know if there is anything we can do for you.



DON'T LET SOMEONE PASS BY WITHOUT RECOGNITION

Deadline for Honor, Excellence in Service awards extended to September 15th

*by Crystal Lewis
Past President*

I know everyone is busy, busy getting their fall schedule and travel all set up, but isn't it a duty of ours to acknowledge those who have given so much of themselves to help others in so many ways. That person that who comes to mind should be nominated either for the Excellence in Service Award or PAVO's highest recognition with the Honor Award.

Who should be recognized for the work they have done either in your local area or on a national level? Nominations for both awards come only once a year and you should remember that individual by nominating them for one of these positions. These awards are conferred on members for outstanding service and dedication to PAVO. The nomination due date has been extended until September 15th, so if anyone you know meets the criteria below, please don't wait and say you'll do it next week; act now and send their name into Crystal Lewis at lewisads@hotmail.com!

• • • • •

To nominate an individual for either of these awards, please submit a letter identifying the nominee and evidence of their accomplishments in terms of the criteria below.

The **HONOR AWARD** is PAVO's top award. Nominees must be at least 30 years old and have worked in promoting officiating through PAVO for at least 10 years. Candidates should be persons of high moral character and personal integrity who, by their leadership and efforts, have made an outstanding and noteworthy contribution through officiating. Recipients are enshrined as members of PAVO Hall of Fame.

Your nominee should present evidence of successful experience in ANY of the following categories of service:

Category 1: Leadership

Member of the PAVO (ABO) Board of Directors. Outstanding service at the local level in promoting the work of PAVO (ABO).

Category 2: Committee Work

Committee work over a period of three or more years within the local or national structure of PAVO (ABO).

Category 3: Writing-Research

Author or co-author of one or more books in areas dealing with volleyball officiating.

Author of five or more articles concerning volleyball officiating that have been published in periodicals of a national scope. Producer or director of visual aids to be used in the teaching of volleyball officiating.

Category 4: Speaking and Teaching

Significant addresses for educational groups, conventions, and mass media about volleyball officiating. Presentations of clinics and workshops concerning volleyball officiating.

Or teaching and training of volleyball officials.

Category 5: Officiating and Rating

Hold a PAVO National referee rating. Officiate post-season women's college volleyball events.

Have rated officials for a period of five or more years.

Category 6: Public Relations

Promote the use of PAVO officials as an administrator of a school or recreation group or as a committee member of a city or league. Serve on the governing body of sports officiating groups other than PAVO and promoting women in the decision-making process of other sport groups. Make an outstanding contribution to developing officiating in volleyball that is not included in the above criteria.

• • • • •

EXCELLENCE IN SERVICE award is to honor the people who give so generously of their time. Members can nominate a local leader for the Excellence in Service award. Criteria includes:

- * Be a current member of PAVO in good standing.
- * Served as a PAVO board chair or in another leadership role in a local affiliated board in the past 12 months.
- * Demonstrates support of PAVO missions and objectives.
- * Actively pursues additional training opportunities for members of the local board.
- * Utilizes all available resources to provide a mentoring program for new officials.
- * Actively seeks new members to join PAVO through local boards.

Continued on page 15



2012-2013 WOMEN'S VOLLEYBALL RULE BOOK

Corrections and Edits

Rule 6.3.2.3 (page 27)

Failure to submit a lineup by the ~~end of the final pre-match timed warm-up period~~ three minute mark on the clock timing the pre-match warm-ups or 30 seconds before the expiration of the intermission between sets.

Rule 9.2.4.3 (page 40)

At the end of the other sets, if another set is to be played that is not a deciding set, the first referee immediately gives the signal to change courts. (See Signal 28, Officials Mechanics.) The players then proceed in a counterclockwise direction along the sideline, ~~outside the net standard~~, and directly to their new bench areas.....

Rule 18.3.4.4 (page 70)

Before the deciding set of the match ~~and at the request of the first referee~~, conduct the coin toss with the team representatives to determine choice of serve/receive or side of court. (see Rule 9.2.4.4)

Rule 18.3.6.1.1 (page 71)

The second referee notifies ~~the first referee and the~~ appropriate coach(es) when the 12th through 15th team substitutions are made. The second referee notifies the first referee when the 15th team substitution is taken.

Individual and Team Sanctions (page 128)

Situation 6: At the start of the third set, the Team R coach submits the lineup late, and Team R is assessed a delay sanction. Later in the same set, the Team R coach requests the ~~43th~~ 16th team substitution.

Official Mechanics (page 156)

Signal 14: Timeout. Raise forearm on the side making the request....Then, extend an open hand on the side making the request to indicate which team called the timeout, or point with open hands/extended arms to the center of each court to self (hands on shoulders) for officials' or media timeout.

Signal 15: Substitution. Make a circular motion of the hands and forearms around each other with closed ~~or open~~ hands at shoulder height. (Two rotations are sufficient).

Official Mechanics (page 161)

Change of courts: Raise the forearms front and back around the body at waist level, Hands ~~open or~~ closed.

The Scoresheet-Figure 7 (Page 120)

Set 1 should be circled.

Mars line IV – second substitution “Sx ~~32~~/12 9/3” should read “Sx 33/12 9/3”

Mars line V-Player numbers “~~4-1-1-4~~” should read “4 1 4 1” with all but the final 1 Slashed.

Mars line V-Last Entry should be an **R** with a Square around it.

Venus line IV-The 7th point should be circled and squared.

Venus Substitutions-The substitution counter, substitutes 1 – 11 should be slashed.

Recognition

continued from page 14

All nominations are considered by an award committee composed of the PAVO President, a member-at-large, and the member services staff person. This award is presented annually at the PAVO convention, and award winners receive financial assistance to travel to the convention.

You may download an *Excellence in Service* nomination form on the PAVO website under “Recognition” tab.

Please send nominations for either award by September 15th to:

Crystal Lewis email lewisads@hotmail.com
or
PAVO Award
P.O. Box 780
Oxford, KS 67119
1-888-791-2074
Email: pavo@pavo.org



USA Volleyball

by Nancy Funk
Director of Scorer Certification & Evaluation

LIBERO SERVING GUIDELINES

The following guidelines should be used when a Libero serves. Refer to Rule 19 in the 2011-2013 DCR for all other Libero situations.

The Libero(s) will be permitted to serve in only one rotation during each set.

Team uses one Libero for the match:

- A. Situation 1: Libero is currently on the court:
If, after a completed rally, the Libero replaces the player in position 1 (right back) as the correct server, then two Libero replacements during the same interruption will be allowed. In this situation, the player currently on the court and rotating to position 1 will exit the court, the Libero will move to position 1 to serve the ball and the original player replaced by the Libero will return to the court in his/her original position.
- B. Situation 2: Libero currently on the bench:
After a completed rally, the Libero may replace the player in position 1 and be the correct server.

Team uses two Liberos for the match:

- A. Situation 1: Acting Libero is currently on the court and will serve next:
If, after a completed rally, the Acting Libero replaces the player in position 1 (right back) as the correct server, then two Libero replacements involving the Acting Libero during the same interruption will be allowed. In this situation, the player currently on the court and rotating to position 1 will exit the court, the Acting Libero will move to position 1 to serve the ball and the original player replaced by the Acting Libero will return to the court in his/her original position.
- B. Situation 2: Acting Libero is currently on the court and second Libero will serve next:
If, after a completed rally, the second Libero

(currently on the bench) replaces the player in position 1 as the correct server, then both Libero may be involved in separate replacements during the same interruption. In this situation, the player currently on the court and rotating to position 1 will exit the court and the second Libero will enter the court in position 1 to serve the ball. At the same time the Acting Libero will leave the court and the player replaced by the Acting Libero returns to the court in his/her original position.

After a completed rally using two Liberos:

- A. If both Liberos are on the bench either Libero may come from the bench and replace the player in position 1 as the correct server.
- B. The Libero on the bench may replace the current Libero serving in Position 1 as the correct server
- C. The player on the bench may return and replace the current Libero serving in Position 1 as the correct server

Remember that at NO TIME may a team have two Liberos on the court during play.

The following guidelines should be used by the scorer and assistant scorer when the Libero serves.

The assistant scorer must pay close attention to observe and record all Libero replacements accurately.

The referees and scorers will not intervene to correct an illegal Libero replacement or potential wrong server prior to the service. Instead, a positional fault or rotational fault, respectively, will be called at the moment of the service hit. Prior to the authorization to serve, the coach or captain may request a line-up check to verify the team's position or rotation order.

Continued on page 17

Libero Serving Instructions
continued from page 16

The Libero(s) will be permitted to serve in only one rotation during each set. The first time a Libero serves in each set, the scorer and assistant scorer will draw a triangle around the position number (the Roman numeral) in the Svc Order area of the scoresheet (Fig. A) and Libero Control Sheet (Fig. B).

Fig A

START 19: 00		TEAM BLUE		
Svc Order	I	II	III	IV
Nº of Players	2	8	10	12
Players				

Fig B

Libero	
L	R
9	X

(B) SP	I	2
	II	8 L
	III	10
	IV	12

Deciding set: If a Libero serves for the team on the left before the court switch, the scorer must record the triangle around the appropriate position number in the Service Order area on the far left and far right sides of the scoresheet (Fig C).

Fig C

START 17:36 TEAM SILVER Libero 3 1 2 2 (A) SP										Points		Libero 9 1 X BLUE TEAM Points										Points		Points At Chg		(A) SP SILVER TEAM END :										
Service Order	I	II	III	IV	V	VI	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Nº of Players	5	17	1	9	4	2	1	9	2	8	10	12	4	1	5	17	1	9	4	2	1	9	2	8	10	12	4	1	5	17	1	9	4	2	1	9
Players																																				

Fig D

In addition, the assistant scorer must record the triangle around the appropriate position number in the Service Order area on both the left and right sides of the Libero Control Sheet (Fig. D).

AorB		Libero	AorB		Libero	AorB		Libero
(A) SP	L	R	(B) SP	L	R	(A) SP	L	R
3	22		9	X				

I	5c		I	2c		I	5c	
II	17 L		II	8		II	17	
III	1		III	10		III	1	
IV	9		IV	12		IV	9	
V	4		V	4		V	4	
VI	2		VI	1		VI	2	

Fig E

In the running score column on the scoresheet, the service of points scored by each Libero will be designated by a triangle rather than a slash in the running score column. (Fig. E)

Points	Points
12 23	12 23
13 24	2 13 24
14 25	3 14 25
4 15 26	4 15 26
5 16 27	5 16 27
6 17 28	6 17 28
7 18 29	7 18 29
8 19 30	8 19 30
9 20 31	9 20 31
10 21 32	10 21 32
11 22 33	11 22 33



UNIFORMS SUBJECT OF INTERFACE COMMITTEE MEETING

*by Julie Voeck
President*

The PAVO/USAV Interface Committee met May 26 during the USAV Open Championships in Salt Lake City. The purpose of the committee is to address issues common to both organizations that are outside of the rules.

Both USAV and PAVO had voting representatives attend the meeting. The respective voting representatives were: Marcia Costley, Larry Dolvig, Tom Joseph representing USAV, and Joan Powell, Julie Voeck, Don Goodwin representing PAVO.

The Interface committee addressed two issues regarding uniforms. The first was discussion on whether to change the existing uniform and the second was to consider the one-half zip crew sweatshirt could be approved as on-court wear along with the sweater and vest.

Topic #1 – Official's Uniform

The committee had significant discussion about whether and how to make modifications to the current uniform. The committee discussed several ideas, but did not reach any conclusions or provide any recommendations to make changes at this time. The committee did develop a plan of action to obtain additional information for future discussions. The committee does not expect to make any final recommendations to change the uniform in the near future. Any changes are expected to be several years away and would likely include a transition period.

The following ideas were discussed and questions considered as potential changes to the existing uniform:

Shirt –

Should there be multiple colors for uniforms such as other sports? Should white always be a default color? Should there be a light and dark alternative to a white shirt?

Issues to consider: Longevity of the color/style and availability. How would patches from both

organizations look on a new uniform? There also is a need to be sensitive to issues such as cost for entry-level officials. The committee also discussed whether the shirts of other officials should be addressed – such as a white shirt for the scorekeeper.

Pants –

The committee also discussed the potential for another color for pants, such as black as they may be easier to obtain than navy blue.

Shoes –

The committee also discussed whether white shoes would continue to be appropriate with a new uniform. As part of the follow-up actions, the committee discussed following up with additional research including investigating the cost of uniforms for other sports and sending a survey to officials to obtain their input on potential changes for uniforms.

Topic #2 – ½ Zip Cadet Crew Sweatshirt

The committee voted to approve the one-half zip cadet crew sweatshirt as approved court wear for officials who have more than one assignment in the same day, pending the approval of the leadership of each respective organization. The "Volleyball Certified Official" will be embroidered on the left chest, and the certification/conference patch, if worn, on the right chest.

PAVO's board has approved the one-half zip cadet crew sweatshirt for on-court wear, subject to the approval of USAV leadership. The PAVO board did not want to have a garment approved for on-court wear by one organization that was not also approved for the other organization.

At the time of writing of this article, USAV leadership has not yet approved all the Interface committee recommendation. Thus, this garment is NOT yet approved for on-court wear for either organization. An update will be provided after USAV leadership votes on the Interface committee motion.



USA Volleyball

by Thomas Hoy
Director, Nat'l Indoor Ref Camps & Training

CAMPERS RATE EXPERIENCE HIGHLY

The USAV Premier Referee Camp at the GJNC in Columbus, Ohio, was a popular choice for many of the Junior National Candidates this year. The camp was held July 1-4, 2012, in conjunction with the USAV Girls Junior National Championships, with over 32 participants. Many thanks go out to the trainers, including Michelle Prater, Marcia Costley, Darin Clark, Eric Hoffman, Tom Joseph, Steve Kenyon, Crystal Lewis, Thomas Hoy and Bill Thornburgh. Special thanks to Carla Bunner, as an Observer/Trainer for this Camp.

The success of the camp is largely due to the personal relationships that are built during the training. Campers work together, get to know each other and build a trust with each other before Junior National ratings begin. The Trainers work closely with the campers and give them the insight and adjustments needed to improve in their officiating careers. These relationships are not always formed on the court;

many times it is the group debriefings, discussions over special camp exams, meeting with head referees, or the talk about rules and techniques that goes on with trainers and campers at round tables in the workroom.

The evaluations were especially supportive of the GJNC camp, with over 97% of the items marked with positive responses by the campers. Comments such as "very well worth the time" and "it was never boring" were common, and the campers voiced their appreciation of the trainers who became their colleagues.

We have USAV camps being planned and scheduled for the 2012-2013 season, and we invite those in charge of the regions, tournaments and officials to start thinking about the next steps they want to take to help the upcoming officials in their area.

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STEER CLEAR OF THE FLEECE; NEW UNIFORMS UNDER CONSIDERATION

by Marcia Alterman, Executive Director and
Kathy Ferraraccio, Officials Consultant, USAV

Recently, there have been a couple of changes discussed by the PAVO and USAV leadership that have started the rumor mill in high gear! Here is a complete explanation of the processes and decisions that are currently in the works.

Fleece Outerwear: Many of you have probably heard that a new outer-garment was approved by the PAVO/USAV Interface Committee in May. The quarter-zip fleece that is already offered by several of the approved vendors was approved for on-court wear under certain circumstances. However, that action by the Interface Committee must earn final approval by the leadership groups of both organizations (PAVO Board of Directors and USAV Officials Commission) before officials will be allowed to wear the fleece garment. Until permission is granted, the only garments that are approved for wear once the match begins are:

- Approved short- or long-sleeved uniform shirt
- Approved sweater
- Approved sweater-vest

New Uniforms: Yes, there is discussion about possibly adopting new uniforms.....in the future!! The USAV and PAVO leadership and the NCAA National Coordinator are beginning to study the idea of a new officials' uniform. However, it will take a significant amount of time to decide on the new uniform, given all of the opinions and choices to be taken into consideration.

Then, even after a new uniform is decided on, the chances are good that there will be a "phase in" period before it is required for wear. The whole process could easily take 2-3 years! So don't hesitate to buy the current uniform now. There are plans to do a survey of both USAV and PAVO membership to get some ideas about what uniform types you would like. Keep an eye out for an email survey on this topic, and let us know what you think! And don't worry, we'll keep you updated on the discussion!

Have you seen the new modules on using the 'Libero Control Sheet' or 'Getting Rated'?

Have you seen all the training modules regarding USAV play?



USA Volleyball.

Visit the
Volleyball Referee Training Site
<http://www.volleyballreftraining.com/>



USA Volleyball.

Do you have a question on a USAV rule?
Do you want to know a correct USAV technique?
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!!!!



DOWN THE LINE

Pre-season practice can help shake off the rust

By Andy Martin

Is the summer almost over already? As the dog days of summer roll on and August turns toward fall, it is time for all of us to prepare for the upcoming season. As each new season approaches, there is the standard checklist of items that line judges should check off to prepare for the season: Does the uniform still fit? Is your schedule confirmed and calendar updated? Are you up to date on any rule changes and points of emphasis?

The list seems to go on and on and certainly each item is important. But what is probably on the forefront of most of our minds this time of year, especially if you have not had a chance to work a match for a while, is just how rusty will we be? Most of the teams that we will be officiating this season have already started practicing well before the season starts. Just as the players are working to make sure they are in top form, we owe it to our fellow crew members, the teams, and the spectators to ensure we are as well.

Practice? Are we talking about practice? That is exactly what we are talking about. Watching the Olympics has been a constant reminder of how important practice is for the athletes to be prepared for almost any situation, and really it is no different even for line judges. Obviously it is going to be difficult or impossible to put in the amount of hours the athletes do. However, there are opportunities especially early in the season that can help us not only shake off the rust but hone our skills.

Team practices can be an excellent pre-season warm-up for line judges, even if it is just a local high school team. Reach out to a local coach and determine a couple of convenient practice times. Just be sure to remember that you are a guest and do your best not to interfere with any organized activities. Typically practices will not give you live game simulation, but will provide repetition. Practices also give you the opportunity to work on new techniques such as improving movement or watching hands-on blocks. Another benefit of practices is learning to anticipate along with the players. Listen as the coaches instruct the players on offensive and defensive setups as well as hitting mechanics which will help improve your ability to anticipate as a line judge.

Another opportunity to get some pre-season work in is at scrimmages. As the season approaches, coaches attempt to simulate real match conditions through some type of scrimmage. Many times these matches are officiated by assistants or even players. Having actual officials and line judges helps prepare the teams for the season so coaches are typically thrilled to have you especially on a volunteer basis. Putting together a team of officials and line judges is a great way to give everyone involved a more realistic experience. And do not be afraid to have extra officials and line judges that can rotate in and out allowing more officials a chance to prepare for the season. Scrimmages are also an excellent time to step up to a higher level of play without the pressure of the regular season. If you are already working at a high level then bring a less experienced line judge along to a scrimmage and help him or her take the next step.

Although not as obvious as actual putting your skills to the test another way to prepare for the season is to host a line judge clinic. Many smaller schools do not have the budget to hire certified line judges. Unfortunately the students who typically get recruited to call lines have not had much in the way of training. Putting together a short clinic using the PAVO-provided training tools (video, manual, and exam) not only helps increase the chance the student line judges will be successful, but also can provide a learning opportunity for those of us with more experience. Often we tend to take our knowledge for granted but having to repackage and explain that knowledge in a simpler form can provide us with a fresh perspective. The officials who work at those schools will certainly be appreciative of your efforts, and who knows, you might be recruiting a future official or line judge.

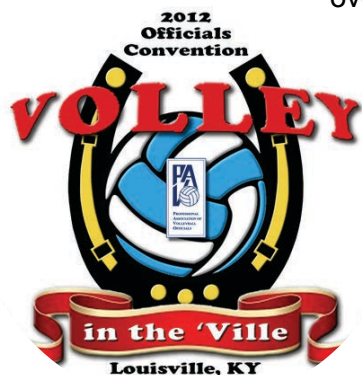
Just as the players put in extra hours at the gym putting in a few extra hours shaking off the rust, getting on the court will help you prepare for the season. So as you are polishing the white shoes and making sure the flags are still in good condition, remember to schedule some time actually practicing our craft. Practice may not make us perfect, but it certainly will help us prepare so that when our first match arrives we are ready when the first serve lands near our line. At least that is how I see it looking down the line.



WHY GO TO THE CONVENTION?

Simple, it's informative and fun

by Donna Carter
Board Delegate



Officials who attend the annual PAVO Officials' Convention have many reasons why they attend the annual event, but an overwhelming number put

professional development and networking at the top of their lists.

Each year PAVO gathers feedback from officials who attend the annual event that is used to plan future conventions. Survey results from 2011 is being used to plan this year's event, which will take place in conjunction with the NCAA Division I National Championships Dec. 13-15 at the KFC Yum! Center in Louisville, KY.

Like in the past, attendees will be given a gift for filling out a survey and providing ideas for 2013.

One question that will appear on the survey will be "Why did you come to the convention? What were your expectations?" Here is a sampler from last year's responses.

- To continue to improve as an official.
- See new and old friends.
- Keep up with the expectation of the assignors and raters.
- To show my dedication to excellence for the sport and my part in it
- Meet new referees and others I know.
- Attend the PAVO Board Chair meeting and USAV National Clinic.
- Increase knowledge, upgrade skills and network.

- Ensure consistency from year to year.
- I expected to hear about any rule change and expectations of coordinators first hand.
- Joan Powell.
- Watch great volleyball.
- Network, socialize and watch great volleyball;
- Represent my board.
- Meet with other officials and ask questions of more seasoned officials.
- Wife wanted to go to San Antonio.
- As a new Junior National and first year collegiate official, I wanted to learn more. The quality and experience of the officials is so inspiring;
- Keep up with current events in officiating and learn new techniques.
- See the top officials at their best.
- Love that each session includes Q & A opportunities;
- As a board chair, bring back and share valuable information to members.
- Professional growth.
- Meet with fellow coordinators and pick their brains;
- How to improve training of high school volleyball officials in my chapter.
- Share volleyball stories.
- To be around people who love the game as much as I do.
- To meet people and learn from those in the know. See and be seen.

Regardless of the reason, the PAVO Officials Convention affords opportunities to learn, laugh, network, represent, develop, share and visit. Convention registration information will be provided soon, so keep an eye on the PAVO website and future newsletters. Hope to see you there!

2012 PAVO Officials' Convention – December 13 - 15

REGISTRATION-LOUISVILLE

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 11/15/12	PAVO Members After 11/15/12	Non-PAVO Members Before 11/15/12	Non-PAVO Members After 11/15/12	Amount You Are Paying
Convention Registration *	\$175	\$225	\$200	\$225	
Includes all PAVO sessions and AVCA Marketplace admittance (dates & times TBD)					
"Mini" Convention Registration *	\$100	\$125	\$100	\$125	
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. 13 and Saturday, Dec. 15. All tickets sold in sets for both days, and are all in the lower bowl of the Yum! Center. Limited quantity available – maximum 4 per registrant . Non-registrants may not place ticket orders. \$64 x _____ (No. of tickets)				
AVCA/Jostens Coaches Honors Luncheon	Thursday, Dec 13-noon-2:00pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
AVCA All-America/ Players-of-the-Year Banquet	Friday, Dec 14-10:45am-12:45pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
Guest attendance	Friday 12/14. 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.



USAV LIBERO SERVING RULE

USAV 7.7.1: A rotational fault is committed when a Libero serves in a second rotation position in the same set.

USAV 19.3.1.3:

- a. The Libero may not block or attempt to block.
- b. In one rotation, a Libero may serve after replacing the player in position 1.

USAV 19.3.2.1: In one rotation, a Libero can replace the player in position 1 and serve the next rally, even if s/he is already on the court in replacement of another player. In this situation, the Libero does not have to exit the court before replacing the player in position 1, and there does not need to be a completed rally between Libero replacements.

Related Rule Interpretations

1. Team A's Libero (#3) is in the game in position 5, having replaced #8. A Libero has not served in the set. #10 is in position 2. Team A wins the rally and rotates. The Libero #3 goes directly to position 1 to serve. Team A's #8 comes off the bench to position 4 and #10 leaves the court to the bench. Both regular players exchange through the Libero Replacement Zone.

Ruling: This is the proper procedure. According to USAV 19.3.2.1, the Libero does not have to leave the court, and there need not be a completed rally if s/he is replacing the player in position 1, and is the next correct server.

2. Team A's Libero (#3) is on the court in position 5, having replaced #8. Team A has a second Libero (#14) who is on the bench. A Libero has not served in the set. #10 is in position 2. Team A wins the rally and rotates. Team A wants the second Libero (#14) to serve, so Libero #3 and regular player #8 exchange, and Libero #14 and regular player #10 exchange. Libero #14 is the next server for Team A.

Ruling: This is the proper procedure. A team with two designated Liberos may exchange Liberos freely, as long as the exchange takes place between completed rallies. Either Libero may serve, as long as it is in only one service rotation position.

3. Team A's Libero #3 has served in rotation 1. In the same set, after winning a rally, Team A's Libero #14 replaces the player in rotation 4 on the scoresheet. #14 goes to position 1 and prepares to serve.

Ruling: Even when there are two Liberos on a team, the Libero(s) can only serve in one position on the scoresheet. The Scorer and Assistant Scorer should wait until the Libero contacts the ball for service, and then notify the second referee that a rotation fault has occurred. The second referee should whistle to stop play, indicate a rotational fault, and the first referee should award the rally to Team B. If Libero #14 entered the game from the bench after there had been a completed rally, s/he may stay in the game. If Libero #14 was already on the court, or if there had not been a completed rally between the Libero replacements, the regular player and Libero #14 must exchange, with the regular player going back to position 1. There now must be a completed rally before Team A is allowed another Libero replacement.

4. Team A's Libero, #3 serves three points. The Team A coach now wants their second Libero, #14 to serve during the same term of service.

Ruling: Per Rule 19.3.2.2 the Liberos are allowed to exchange after a completed rally at any time during the match, so there is no rule prohibiting this type of replacement. However, the match must not be delayed any longer than if the same player had stayed in the game to serve. If there is any delay longer than the normally allowed interval between serves, the replacement is allowed, however a delay sanction should be assessed.

5. Team A's #1 rotates to position 1 to serve. The Team A Libero runs from the warm-up area, and #1 leaves the service zone directly to the warm-up area. The exchange takes place behind the end line.

Ruling: All Libero exchanges must take place in the Libero Replacement Zone, in order for the Scorer and Assistant Scorer to properly note the exchange. Team A is at risk of a delay sanction. Even if a delay sanction is assessed, the replacement, if otherwise legal, should be allowed.



USA Volleyball

by Larry Dolvig
Past Chair, Officials Assembly

HEY! HEY!! HEY!!!

Well, here I am writing my last article for the Official Word as the USA Volleyball Officials Assembly Chair. What a learning experience the last two years have been for me. Even though each commission has their own issues, many of these overlap into other commissions. The one thing that is common to all is the amount of work and passion of each member for all the commissions. Each person is relentless in their approach to achieving their goals and doing what is best for our sport and the official cadre that supports them. Often times I have been torn as to what is best, and yet I come away from a meeting with an understanding as to why the vote went as it did. I felt that as the Chair of the Assembly it was my job to represent all officials no matter their relationship to our sport.

The hardest question I had to answer was "Why should I advance in the certification levels when I get to do all I want now?" The answer to me is rather obvious--I need to be observed and told where I need improvement. There is no doubt that we all could use improvement. I believe I should not worry about the type of matches I get, or who gets a particular type of match but rather how do I get better. If I were to get better then the other will take care of itself.

As most of you know by now, at the National meeting of the Officials Assembly in May, we elected a new Assembly Chair. The new Chair, Devonie McLarty, will serve a four year term which began on July 1, 2012. Her duties as the Assembly Chairperson are outlined in the OA Administration Manual which was also approved at the National meeting. It should be stated at this point that I appreciate you passing and approving this manual, because it is a great starting place. The manual is not perfect, can be changed and represents a lot of hard work over a number of years. If you have not seen it and would like a copy please e-mail me and I will send a copy to you.

I would like to wish good luck to Devonie in her new role. I know she will speak well for all USAV officials. When you see her during the collegiate season, or the upcoming USAV season, make sure to congratulate her and let her know your thoughts on officiating for USA Volleyball.

This has been short, but hopefully not the end. Feel free to converse with me whenever you can by whatever media available. I prefer in person so I will be around. DON'T BE A STRANGER.

A note from our new Officials' Assembly Chair

Hello from your new Officials' Assembly Chairperson! I am honored to have been elected into this position by you and am very much looking forward to everything that the next two years has in store for us. Though I have only held this position since July 1, 2012, I have already been (briefly!) exposed to the amount of hours and hard work that members of the Officials Commission put into their job and WOW – so much goes on behind the scenes that few people know about. These people work VERY hard for us!

With the new Quad beginning just after the London Olympics, there is potential for change within the Officials Commission. Stay tuned for more updates on this in the future.

Please know that my phone and mailbox are always open, and thank you for trusting me as YOUR voice!!

Devonie McLarty
Chair, Officials Assembly



FORE HITS

A conversation with Jim Momsen, PAVO State Referee and Certified Line Judge

Jim Momsen, a PAVO member from Wisconsin and referee chair of the Badger Region, has another hobby outside of volleyball as a volunteer at major golf tournaments. The Official Word caught up to him to learn about his love for golf and how his involvement correlates to his goals as a volleyball referee.

OW: How long have you been volunteering at major golf tournaments?

JM: I worked my first Professional Golfers Association (PGA) tournament at the Greater Milwaukee Open in 2002. Since then, I have worked a number of major tournaments, including the 2007 United States Golf Association (USGA) Senior Open, the 2010 PGA Championship, the 2011 USGA Men's Amateur Championship, and the 2012 USGA Women's US Open.

OW: How did you get involved with those events?

JM: My "social style" is an "Analyzer". This helps me in my "real" job in which I design and develop technical training programs and support materials to improve human performance for many corporations. As a part of job, I analyze processes and programs to describe how they work, as well as how to make people, processes, and systems work more efficiently and effectively. I've always loved the game of golf and had attended a couple of tournaments as a spectator. Since I had a couple weeks in between projects and the Greater Milwaukee Open was going on, I was curious about what went on behind the scenes at a tournament. I gave the tournament officials a call and asked if they were still accepting volunteers. They were, so I signed up.

It was a similar situation in 2003 when I became interested in officiating volleyball. I called the USAV

Badger Region office and said I was interested in becoming an official.

OW: What have you done at the golf tournaments?

JM: My first year, I filled several roles; player transportation, will-call tickets, walking scorekeeper and course marshal. There are many other roles available at a typical tournament. An average PGA tournament needs about 2,000 volunteers to function efficiently. Because it was "a major" I think we had 2,400 volunteers at this year's U.S. Women's Open in Kohler.

Similarly, in volleyball, I have been driven to learn about the different roles, and work in as many of them as possible, including first and second referee, line judge, scorekeeper and assistant scorekeeper.

OW: Which golf volunteer roles did you like best and why have you continued to volunteer?

JM: The two roles I enjoyed most were serving as course marshal (those are the folks you see on TV helping locate the ball after an errant shot and helping with crowd control. I also enjoyed the walking scorer role. They are really more statisticians than scorekeepers. They record where each players' shot was taken from, the tee, fairway, light rough, heavy rough, bunker, green, penalty or other.

What keeps me coming back? During my first training session, the tournament director pointed to one of those to one of those over-sized checks that hang above the door. The amount was for \$680,000. During its history, the PGA Tour has given over \$1 billion dollars to local charities in the communities that host their tournaments. It's fun to see that.

Continued on page 27

Fore Hits
continued from page 26

OW: Why those two roles?

JM: In both, you are inside the ropes with the players, similar to being on the volleyball court as a member of the officiating team. The marshals help facilitate the tournament, kind of like a second referee controlling the benches. The walking scorer reports to the tournament committee and media, similar to how volleyball scorekeepers do to the stats crew. That's how the media knows the players' current scores as well as things such as that a player had hit "12 fairways/greens in regulation", or "has had three one-putt greens." The golfers also review the stats after their rounds to help determine what they need to do to improve their game.

OW: You mentioned that you had worked some 'Major' tournaments. Are those different than a "regular" golf tournament?

JM: In some ways they are different. The rules are the same, but similar to NCAA volleyball's different divisions, the golf majors are more like Division I; they host the best players, have larger crowds, and there is more pressure on everyone to do a great job.

OW: What correlations do you see between the golf and volleyball "work crews"?

JM: They both need to be highly focused, know and understand the rules, and be highly attentive to detail. Both also need to be dedicated to providing a great "product" for the players and fans. My real job is also like that.

OW: In all the golf tournaments that you've worked, what's the most interesting, or out-of-the-ordinary situation that you've seen?

JM: It had to be at the 2011 U.S. Amateur Championship at Erin Hills. The players were in single-elimination match play, similar to the NCAA

tournament. I was near the green at a 575-yard par-5 hole that had a waste area in front of the green. I saw that one of the players was attempting to reach the green on his second shot (for the average golfer, it takes 3 shots to get to the green on a par-5 hole). His shot was right on line, but about a foot too short to clear the waste area. It landed, on the fly, in a clump of long fescue grass and disappeared. After his opponent hit his second shot, we went down to find the first golfer's ball. We were successful, and discovered immediately why it hadn't bounced. The player looked at it and called the USGA Rules Official over to ask for a ruling. The USGA official looked at the situation and stated, "The dead gopher is a loose impediment and can be removed, if you don't disturb the ball." The ball had struck the gopher on the fly, killed it, and the little fella's body lay up against the golf ball!! After a few attempts, the player was able to remove the carcass and play continued.

OW: What thoughts from our conversation would you like our readers to take away?

JM: Having worked as a learning and development consultant for many corporations, I have found that lessons learned from various experiences can be adapted and applied to situations encountered in future assignments, even if the industries are different. Similarly, the details you learn by observing situations and how they are handled at work or in other sports can be applied to volleyball officiating. Likewise, observing the best folks who work in our volleyball officiating craft, can only help you to improve.

Rick Reilly, the American sportswriter, may have said it best, "When you get a chance to get around greatness, you should take it, hold it, and savor it."

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