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THE OFFICIAL WORD

NEWSLETTER



PRESIDENT'S MESSAGE

Interacting with coaches, a skill we all need to hone

By Joan Powell

President of PAVO Board of Directors

I realize that the collegiate season is over and many have embarked on yet another club/adult season. But I am reminded that we are in need of more training, regardless of the set of rules. The training is not necessarily on rules and techniques. Clinics cover those two topics well. With specific time restraints, clinics do not allow us to delve into the one area where we could all use more guidance and practice. Comments on the Official's Training Program (OTP) evaluations continually remind the cadre that the membership desires more attention to "coach interaction."

We are actually surrounded by the training. That's right; **we** can all assist in teaching one another through our own experiences; we just need to be able to share.

The examples below are not necessarily the only way to handle the situations described. They are responses that a particular official used and likely won't work for every official. Each official, depending on experience, may come up with a response that will work for them in their particular situation.

I propose that this newsletter provide a learning forum for referees to contribute some examples of coach interaction. I will provide some true illustrations and a template. USAV and PAVO members can send in their best responses to the following scenarios, or others, which will be published future editions of *The Official Word*.

Age Group: Collegiate Women

Type of Response: Teachable Moment

Occurrence: A coach questions back row block; the coach wants reaching over.

R2's Response: Protecting the R1, the R2 said, "When the ball is passed in the plane, we can no longer protect your setter. If the ball is passed totally on your side of the net and the blocker touches the ball, then we will call reaching over."

Age Group: Collegiate Women

Type of Response: Professional Protection

Occurrence: The coach questions the R2 about the R1's no call on ball handling.

R2's Response: "Coach, it's a game of angles."

Coaches' Response: "Angles? You are going to stick with that?"

R2's Response: "Yes - angles."

Age Group: Men

Type of Response: Humorous

Occurrence: It was in the early days of USAV's signal sequence reversal when the captain saw the loss of rally signal by the R1, but did not see the lift signal that followed. The captain said, "Explain that call to me like I'm a 4 year old." The first referee pointed at the teammate that lifted the ball and said, "Bad," giving the loss of rally signal added, "Their ball."

Age Group: Girls' 15's

Type of Response: Gutsy

Occurrence: In second set there was a problem at the score table - wrong server. The first referee checked the score sheet and concurred. The coach whose team served out of order was upset and sent her captain over to the first referee with a message. The young captain conveyed the coach's message verbatim with extremely inappropriate language, directed at the official. Doubting what was said, the referee asked the captain to repeat her message. After hearing the abusive response, the first referee sent the captain back to her coach to inquire if there was another Impact certified coach either on the bench or in the facility, knowing that the official was about to disqualify the coach. After the yellow and red card were administered, the referee then signaled set; the match was over as the team did not have a coach.

Please submit your responses to Joan Powell - jpr1r2@msn.com by using the bolded template. Keep your responses succinct - no long war stories!! You just may make the next newsletter. The deadline is March 1, 2008.

Thanks to Anne Pufahl, Dan Houser and Glo Bailey for their contributions.



APPROVED VENDORS AND UNIFORMS

Only five vendors authorized to sell officials' uniforms

By Marcia Alterman
PAVO Executive Director

By now, most of you know that a long-sleeved uniform shirt was approved a few seasons ago, and a vest (to be worn over the uniform shirt) got the OK a year after that. Now you have several choices of approved uniforms.

However, at this time, only shirts made of 100 percent cotton or a 50/50 blend are approved fabrics. No alternates, such as Dry-Weave or other "cool" fabrics, have been approved. Those fabrics are being considered, and an announcement will be made if and when final approval is given.

To ensure your uniform purchase is "legal" you should buy only from one of our approved vendors. Only these vendors have permission to use the trademarked "Volleyball Certified Official" logo, and they have the specifications regarding thread color, fabric weight, and style that both PAVO and USAV have approved. So, stick with only purchases from one of the following vendors:

All-American Athletic Sales
Nancy Strader
1-254-855-2354

Great Lakes Apparel
Mary Malpede
1-630-691-8170
mmalpede@aol.com
www.greatlakesapparel.com

The Ref Shop
Michael Hertz
1-727-392-7294
backset@tampabay.rr.com
www.TheRefShop.com

Time Out For Sports
Nancy Sommer
1-888-594-4884
nlsommer@yahoo.com

Roof Sportswear
Verna Klubnikin
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GLENN'S UPDATE

By Glenn Sapp
VP Official's Division

Most everyone's USAV season is underway!

Junior and adult tournaments abound.

So many demands - tournaments, clinics, training

On a personal note, always keep everything in perspective.

Three topics in this article -
March meetings in lieu of the meetings in May
National level clinics for next year
Gosh, are we short handed

With the impending changes at the USAV Board of Directors and in light of the USOC mandate that NGB's (National Governing Bodies of which USAV is for volleyball) be staff driven, the Officials Division, as with other groups within our organization, are not clear on how our sub structures will operate in the future. In an effort to be proactive, most of the Officials Division Administrative Council will meet to work on our vision of how the Officials Division will look and work within the revamped USAV organization. The Council will tackle creating a flatter organization chart while still providing the leadership and training required to help officials grow and will also address the future participation in the selection of the Officials Board of Director's position. At this time the Council will also work on planning programs for the 2009/2010 season as well as finalization of 2008/2009 programs. It is anticipated that a meeting in March will be more productive than the meetings which were once held in May. Generally at the May meetings many participants were drawn in many directions given the Adult National Tournament being held at the same time. In May, there will probably be abbreviated meetings that will be held more for informational and progress report purposes. As always, the March and the May meetings will be open for anyone to attend at their own expense. The March meetings will be held March 11th, 12th & 13th in Denver, Colorado.

So that there is absolutely NO misunderstanding, the Officials Division is offering National Level Officials

clinics beginning in late 2008 and early 2009. If or when attended, these clinics will fulfill the Clinic requirement for those officials working at the USAV National Championship Tournaments. A clinic will still be offered at the tournaments. By attending one of these traveling clinics, a person will have the freedom to arrive at the National Tournament on the day of their choosing and will only have to obtain the Championship directives, ground rules etc. for that event from the work room staff and make sure they have their availability forms updated. They will then be ready to work the event. Many have asked the question, why will there be a charge for the clinic? The reason is a mandate from USAV that the program must be self sustaining. So you, through your Region, must ascertain if the program is worth it to you and your colleagues in order to have more freedom in your choices when attending the National tournaments. These clinics are open to all USAV Officials for their training and education BUT (**VERY IMPORTANT**) this clinic DOES NOT fulfill any Regional requirements unless so determined by the respective Region.

Finally, it is that time of year again. The Qualifier Season is upon us--so many opportunities, so many demands and requests upon our time. By recollection, there are multiple Qualifiers on all weekends beginning in early March through the end of April. I implore you to do your best to attend as many of these events as you can. These events want and need high quality trained Officials. The events need Officials that are leaders and role models to help perpetuate and grow the game. One of the major issues that is contributing to hindering the growth of our sport is the lack of qualified Officials. As I do every year at this time, I request that you take it upon yourself to find, help train and mentor a new official. If we doubled or even tripled the number of National level Officials we currently have trained, we still would not have adequate numbers to appropriately staff the events currently being conducted. I thank you in advance for your help and diligence in making this season even better than last year.



CONGRATULATIONS TO PEGGY SCHAEFER, PAVO's NEW BOARD DELEGATE!

Schaefer began her duties in January

*By Joan Powell
PAVO President*

Peggy Schaefer has been elected as the newest PAVO Board delegate.

Schaefer has been involved in nearly every aspect of officiating on a local and national level since 1988. Schaefer has served on the PAVO National Rating Team and has been a mentor in the Officials Training Program spring camps. She served as head referee for the NAIA National Championship Tournament in 1999 and 2000, and she has officiated in NCAA Division I tournaments.

Schaefer was a member of the PAVO Board of Directors for three years and is a past editor of *The Official Word*. Twice she has presented at the annual PAVO Officials Convention, once on

violence in sports and the other on vision training.

Schaefer began officiating volleyball in 1981 and helped form the initial North Carolina Board on which she served as vice chair for three years. Schaefer is now the ratings chair. She also umpires softball.

When she is not officiating, she works for the North Carolina Justice Academy and has served as a law enforcement instructor for 20 years.

Schaefer's 3-year term officially began on January 1, 2008, and she will attend her first Board of Director's meeting at the end of February.



NOMINATIONS SOUGHT FOR PAVO PRESIDENT, DIRECTOR AT LARGE

Positions to be decided in fall election

*By Dale Goodwin
PAVO Interim Board Member*

In October, PAVO members will be asked to elect a president and a director at large to its 12-member Board of Directors. Please consider nominating yourself or a member you know who would serve the organization well.

The president who is elected will serve a four-year-term, from 2009-2012. The first year will be in the role as president-elect, the second and third years as president, and the fourth year as past president.

As president-elect and past president, the officer will chair the Nominating and Honor Award committees, and complete other duties assigned by the president. As president, the officer will direct the affairs of the Board, preside at all meetings, set agendas and represent PAVO at other volleyball and officiating gatherings. The

president must have previous board experience or have served in leadership positions on their local PAVO boards.

The director at large will be elected to serve a three-year term, from 2009-2011. The individual in this role is required to attend annual board meetings in February or March, foster positive relationships with local PAVO boards by addressing local board and member issues that arise, and undertake other assignments as directed by the president.

Both positions require a PAVO member who is in good standing. To self-nominate, send a letter of application and a brief volleyball resume to past.president@pavo.org. All nominations must be received by Aug. 15. For more information, call Dale Goodwin at 1-509-323-6133.



HONOR AWARD 2007

Ben Jordan stood among the giants of our sport

*By Mike Carter
PAVO NRT Director*

In a 2000 story in *The Official Word*, it was written that often in the world of athletics we find inspiration in a variety of places: a player overcoming odds, an underdog surging to the front, a youngster challenging the established favorite. The inspiration isn't contrived or manufactured. It comes naturally.

Ben Jordan was a man of towering inspiration to others. He first surfaced on the volleyball scene as a 6-foot-5 player from Richardson, Texas. His mere size made him an imposing figure on the court. But his infectious smile and warm demeanor soon dashed any feeling of trepidation and endeared him to anyone who made his acquaintance.

Ben Jordan was the 2007 recipient of the PAVO Honor Award on Dec. 14th and was inducted into the PAVO Hall of Fame. His award was presented posthumously to his widow Leisa at the PAVO Officials Convention in Sacramento. Ben died on October 31 after a long and courageous battle with cancer.

He was a leader in our sport, as examination director and a member of the board of directors of PAVO, as national commissioner for referee development for USAV, and as an active member of the World Organization of Volleyball, Disabled (WOVD).

A native Texan and Aggie, Ben played during the 80s and 90s out of both Houston and Dallas. Those who played against him knew him to be a fierce competitor, an integral part in several Regional Championships in both the North Texas and Lone Star regions. Like many referees, Ben was first exposed to officiating as a player, taking his turn in the saddle when his team was

scheduled to referee. Between his ability to adapt rapidly as an official and his imposing size, he quickly earned the respect of his fellow players. He earned his USAV Junior National, then National rating in the mid-'90s. Ben was the Silver Whistle Award winner in 1995 for his performance as a candidate in Tulsa, Okla. He quickly earned his PAVO National rating as well.

Not one to be idle, Ben became involved in the North Texas region as a regional rater as well as referee chair. Both PAVO and USAV were the beneficiaries of his expertise, and changes implemented under his watch enabled both organizations to move rapidly into the 21st century.

Ben was selected as a line judge for the 1996 Olympics for indoor volleyball. At the same time he became actively involved as an official with WOVD. Working the Paralympics and with both the sitting and standing teams brought Ben great joy. His personality was perfect to interact with these athletes and he received several very prestigious assignments, including Sydney, Australia, the Netherlands and Montreal, Canada.

During Ben's battle with cancer, he further inspired people with his undying spirit and his love of those around him.

"I love volleyball because of the people I've met, most importantly my wife," Jordan had said. "It's just one big, fairly happy, slightly dysfunctional family."

Ben will always be remembered for all he brought to us through the game of volleyball. You may not have known him personally, but every one of us has benefited from his contributions.



SACRAMENTO PAVO CONVENTION STRIKES GOLD WITH RECORD-SETTING ATTENDANCE

Plans already underway for Omaha in 2008

*By Dale Goodwin
PAVO Interim Board Member*

PAVO officials turned out in record numbers for the annual officials' convention for the second straight year as 160 members took part in the three-day affair held in conjunction with the Final Four in Sacramento, Calif. That attendance number shattered the previous record set in 2006 when the PAVO Officials Convention was held in Omaha, Neb.

Omaha will have another shot at reclaiming the top spot in the record book when the 13th annual convention is held there on Dec. 18-20, 2008.

California was the most-represented state as 40 officials from the Golden State made their way to Sacramento. That was the most ever from a single state. Washington sent 14 officials while nine attended from Oregon and eight each from Florida, Pennsylvania and Texas.

The 2007 convention sessions were well-received by convention attendees, according to survey results. Mike Pereira, vice president of officiating for the NFL, wowed attendees with his presentation on "The IT Factor." He talked about officials who have "IT" and those who don't, and how to achieve "IT."

Marcia Alterman's session on "Tough Calls" came in a close second in the results. Through the use of video tape showing officials in action, Alterman was able to highlight some "do's" and "don'ts" of effective officiating. Also receiving high marks were the Coaches' Panel, emceed by Joan Powell; FIVB and the outlook on rules of the international game by Tom Blue; the semi-final analysis moderated by Mike Carter and Alterman; the Coordinator's Panel emceed by Powell; and "Reffing from a Coach's Perspective" by coach-turned-referee Chuck Erbe.

The convention also provided a forum to share ideas and concerns, meet fellow officials and the leaders in volleyball officiating, connect with conference assigners, and enjoy the semifinal and final matches of the NCAA Division I tournament. The PAVO Board Chair Assembly, a popular addition to the convention lineup, allowed local board chairs to meet directly with PAVO leadership to address issues and concerns.

Several attendees noted the breadth of information presented, and appreciated the chance to network with other officials. Convention organizers said they will look at allotting more time for some sessions in 2008 as attendees expressed concerns that some sessions in were simply too short.

As convention organizers already are planning for 2008, they'll be looking at feedback that indicated that attendees overwhelmingly want more time with officials and coaches examining issues of the game. The convention committee is looking at sessions on conflict resolution and the art of communication for 2008. Other topics being considered include the value and essence of mentoring, development of quality line judges and keys to recruiting officials as well as having a sports psychologist and veteran official talk about keys to good mental preparation. A look at the PAVO structure, what the organization does and how PAVO can help individual members is also a possibility.

The committee is looking for ideas from members for sessions in Omaha. Members can submit their suggestions to past.president@pavo.org.

The 2008 PAVO Officials Convention will be held Dec. 18-20 in Omaha. The NCAA semifinals are set Dec. 18, with the championship Dec. 20. More



THE JUNIOR NATIONAL REFEREE PROCESS

Charles Ezigbo
Director, USA Jr. National Referee Certification & Evaluation

Evaluations of new Junior National Referee candidates will take place at the Dallas Convention Center, Dallas Texas at the 2008 USA Junior Olympic Girls Volleyball Championships. The dates for this tournament are June 26, 2008 - July 5, 2008. The exact days during this event for the rating process are: Thursday, June 26, 2008, 4:00 PM through the last scheduled match on Sunday, June 29, 2008. The clinic times on June 26, 2008 are: 4:00 PM [Candidate's Session], 7:00 PM [National Clinic], and 8:00 PM [Tournament Procedures]. NOTE: attendance at ALL clinic sessions is required by ALL candidates, i.e. candidates must make arrangements to attend the first meeting on Thursday June 26 starting at 4:00 PM through through the entire day on Sunday, June 29, 2008.

It is recommended that potential candidates attend a Qualifier in order to gain experience at that level, and to become accustomed to the procedures used at the Girls' Championships. You can find out more about National Qualifiers as well as additional training opportunities by contacting your Regional Referee Chairperson or going to the USAV web site at www.usavolleyball.org.

Application deadline to be considered as a Junior National Referee candidate is April 1, 2008. Candidates will be notified via email of their acceptance by May 1, 2008. The application can be found on the USAV website under the "Officiating" sub-link of "Applications". Acceptance is not automatic. In order to be considered

- ♦ a candidate must be recommended by his/her Regional Referee Chair,
- ♦ the Commissioner and Regional Scorekeeper Chair must sign off on the application,
- ♦ a fee of \$150 must accompany the application, and
- ♦ at the time of application, the candidate must have taken this season's USAV referee exam, and corrected it as required by the exam guideline.

All new candidates will be required to complete and pass a practice score sheet at the event. Additionally, the candidate may be required to verbally display a basic knowledge of the rules during the debriefing session(s).

At the tournament, the candidates will be evaluated for three days, being rated in both the R1 and R2

positions. Candidates will not receive any pay for matches worked during the rating session of the Girls' Championships. Those who successfully complete the process will be awarded their Junior National patch before leaving the event.

For those who are already Jr. National referees, the Girls' and Boys' National Junior tournaments will continue to be used as opportunities for review. The intent is to continue to provide feedback for improvement and advancement!

If it is your desire to be a candidate for a Junior National referee, it is a good idea to start working now with your regional leadership to make your intentions known. Your Referee Chair can guide and prepare you with the requirements for consideration as a candidate. Then get out on the courts and work, work, work--especially in the R2 position!

Those who are applying as a Junior National candidate and have the go-ahead of their Referee Chair can go to the USAV website under the "Officiating" sub-link of "Applications" to apply.

To sum up, here is a time line of events:

1. Take the online exam before starting the application process to become a Junior National candidate. Contact your regional chairperson for instructions on taking the exam. Correct it to 100%
2. Complete the online application process by clicking on the link below. This MUST be completed before midnight EST on April 1, 2008.
3. Download the signature form and fill it out COMPLETELY.
4. Have your Regional Chairperson, Regional Commissioner, and Scorekeeper Chairperson sign and date the signature form.
5. Mail the signed and completed signature form plus a \$150 application fee made out to "USA Volleyball," to the address noted on the form. This must be postmarked before the deadline of April 1, 2008.
6. If the above are not completed by the deadline, your application will be incomplete and you will not be considered for Junior National candidacy this season.

Continued on page 8



2008 USAV REFEREE TRAINING CAMPS

By Brian Hemelgarn
National Director - RVA Referee Development

The Officials Division of USA Volleyball announces the sites/dates for the 2008 USAV Referee Training Camps. This information, along with the camp registration/application forms, is now posted on the USAV website.

We will be offering three different camps this year for referees at the grass roots level all the way through National level. Each camp will be set up to allow for the appropriate training to match the level of campers in attendance.

The first level of camp is our Novice Camp. This is mainly for new Regional referees, Provisional referees, or those who are just getting started at blowing a whistle!! This camp will help referees in using the correct techniques and mechanics involved in working a match using USAV rules. This camp will be offered at the Northeast and Big South Qualifiers. The cost of this camp is \$200.

The second level of camp is our Intermediate Camp. This camp is geared toward Regional referees of all levels. With a signature from their regional chairperson, a Provisional referee can also attend this level of camp. We will work with the referees to get them ready for advancement, or just to hone up their skills if they do not want to get a more advanced rating! This camp will be offered at the Pacific Northwest and Crossroads Qualifiers. The cost of this camp is \$200.

The third level of camp is our Premier Camp. This camp is for Junior National and National referees who wish to stay on top of their game and learn from some of the top raters and trainers that USAV has to offer. Regional referees who get

the signature of their regional chairperson are also eligible to attend this level of camp. Right now, the dates are not set, but we are hoping to host a camp at either the Boys or Girls JOVC, and possibly both!! The cost of this camp is \$250.

The dates for the Intermediate and Novice camps are:

- March 14-16, 2008:
Colorado Crossroads Qualifier - Denver, CO
- March 21-23, 2008:
Big South Qualifier - Atlanta, Georgia
- March 28-30, 2008:
Pacific Northwest Qualifier - Spokane, WA
- April 4-6, 2008:
Northeast Qualifier - Baltimore, Maryland

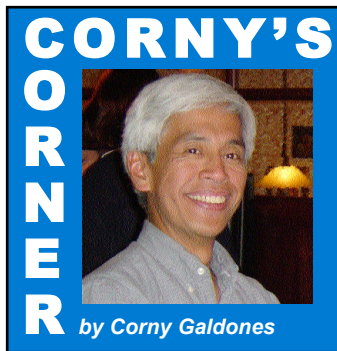
Campers will need to arrive one day prior to the first day of competition in order to attend pre-tournament meetings, etc. Those meetings are generally held in the evening at the tournament site.

There will also be a joint USAV/PAVO camp at NIRSA again this year. The dates for this camp will be April 9 and 10 and April 10 and 11 in Dallas, TX. More information on the joint camp can be found at www.pavo.org.

Please share this information with referees in your region and encourage attendance! The success of our camps has been overwhelming during the past three years, and we're looking forward to offering these great training opportunities again this season.

Jr National Referee Process continued from page 7

7. The applications will be reviewed and all applicants will be notified by May 1, 2008 whether they have been accepted as a Junior National candidate or not.
8. If you are not accepted as a candidate, the \$150 will be refunded.
9. Register as a candidate for the Girls JOVC tournament AFTER being accepted as a candidate. Do NOT register before this even though the registration process might be closed. There is space left at the tournament for all candidates, and all those accepted as candidates will also be confirmed to work the tournament.
10. If you are accepted as a candidate, you must attend the Girls JOVC in Dallas, TX to be held at the Dallas Convention Center.
11. You must attend the candidates meeting on Thursday, June 26, 2008 at 4pm.
12. You must attend the candidates' national clinic on Thursday, June 26, 2008 at 7pm.
13. You must attend the candidates' tournament procedures meeting on Thursday, June 26, 2008 at 8pm.
14. You must be available for ratings at any time on Friday, June 27, 2008 through Sunday, June 29, 2008.
15. The earliest you can leave the tournament will be any time on Monday, June 30, 2008.



TOO BIG FOR OUR BRITCHES

By Corny Galdones

Have you outgrown your britches? Wait! Hang on to those britches. It's a loaded question so don't get uptight. This heavy inquiry is for posterity, not posteriors. On the other hand, if the beautiful body you used to eyeball in the mirror is now too short for its weight in the battle of the bulge, taking up a New Year's resolution to push up from the floor and push away from the dining table might help. Or it might not.

We're not talking figures but figuratively of the possible need for an attitude adjustment. The point is we're good. At least we like to think we are. This is okay. What's not kosher is carrying on as though we're hot stuff. Think again. We're not as good as our ego believes. We can be a better official and a better person. Sure, we work hard on technical skills. What about people skills? Confidence, we have. But is there humility? Is there concern for anyone else? Does effort go on to benefit the entire group? Claiming to possess these qualities won't fly. As they say in Missouri, show me.

Unless our name is Glen Davies, Tom Blue or Joan Powell, every official can improve in posture. Who are they? If you must ask this question, shame on you. Know and respect the anchors of our past and present. Glen, Tom and Joan happen to be three of the greatest U.S. volleyball referees plus managers whose superb officiating and visionary leadership have graced us with dignity, warmth and excellence. In short, they're gods. Everything these modest, caring nobles did and still do is for our sport and our profession. It's never about them. It's always about us. We can't appreciate and thank enough these three and others like them for making our work setting a better place. The biggest homage we can pay these model idols is to follow

the elite examples and forward the lofty legacies they've set.

Where do we begin? It's easy. Having all the talent in the world is nothing without moral backbone. Consider every match, big or small, to be important. None is beneath us regardless of the status we achieve. Being choosy of working only certain matches turns people off. The same goes for pulling rank. If a better officiating opportunity from elsewhere pops up later, an assignment already accepted is a commitment made. Honor it. Of course, there will be days we would rather be doing something else besides blowing the whistle. Just don't show it. No matter how trivial the match is, earn that paycheck instead of going through the motions. How we appear and how we perform matter to those involved. They expect and deserve the best from us even if we don't feel up to it. Pay attention. For example, have you let the libero serve this USAV season? You can confess. Funny, you're not alone.

Looking out for oneself is normal. Show me a person who doesn't and I'll show you a fool. However, chasing after interests at the expense of or without regard for others, especially the little guys, is selfish. That's not you. You're humane. Reveal the big heart that's in you. You can do it. Start off simple. Go out of your way to aid a needy official, a shorthanded task or a worthy cause such as Special Olympics. Mean what you do. Kill them with kindness and sweat. Who knows, this charity might become habit forming. If it does, you're special.

Are you still hanging on to those britches? Do they fit? Why not?



By Kathy Ferraraccio

MEETING SCHEDULE FOR OPENS

Below is the schedule of officials' meetings and activities during the Open Championships in Atlanta GA. Everyone should make their travel plans in order to attend the mandatory meetings on either May 23 or May 27.

MANDATORY MEETINGS FOR REFEREES AND SCOREKEEPERS:

Friday, May 23

4:00 pm - 5:00 pm . . . Scorekeeper National Clinic - 1st Session
 5:00 pm - 5:30 pm . . . Picture - Referees (In Uniform)
 Picture - Scorekeepers (In Uniform)
 5:30 pm - 7:00 pm . . . Officials Division Tournament Procedures;
 Officials Division Awards
 7:00 pm - 7:30 pm . . . Referees/Scorekeepers w/ National Championships Committee
 7:30 pm - 8:30 pm . . . Referee National Clinic - 1st Session

Tuesday, May 27

2:00 pm - 6:00 pm . . . Scorekeeper Candidates Session w/ Raters
 7:00 pm - 8:00 pm . . . Referee and Scorekeeper National Clinic, 2nd session
 8:00 pm - 9:00 pm . . . Officials Division Tournament Procedures

ADDITIONAL MEETINGS/ACTIVITIES:

Friday, May 23

8:00 am - 10:00 am . . . Scorekeeper RVA Development
 8:00 am - 1:00 pm . . . USA International Referees
 10:00 am - 10:15 am . . . RVA Referee Commission w/ Zonal Reps (CLOSED)
 10:15 am - 11:00 am . . . Referees' Zonal Meetings
 11:00 am - 12:00 pm . . . Referee RVA Development
 12:00 pm - 4:00 pm . . . Officials Registration
 12:30 pm - 1:30 pm . . . Rules Testing Commission
 1:00 pm - 2:30 pm . . . Scorekeeper IRTC Clinic
 2:30 pm - 4:00 pm . . . Open Referee Clinic
 8:30 pm - 11:00 pm . . . Officials' Social

Saturday, May 24

8:00 pm - 10:00 pm . . . USAV/PAVO Interface Committee

Tuesday, May 27

5:30 pm - 6:30 pm . . . Beach Officials Clinic



2008 NCAA PROPOSED RULE CHANGES

Women's volleyball rules committee recommends format change to 25-point sets

By Marcia Alterman
NCAA Volleyball Rules Interpreter

*The following press release was distributed to the public on Feb. 7, 2008. It summarizes the major changes and points of emphasis for the 2008 season. More details and rules references will be provided in the next "Official Word". Please note that these changes are **not** final until they are approved by the PROP committee (see below).*

INDIANAPOLIS---The NCAA Women's Volleyball Rules Committee proposed a scoring format that will change the winning score for games one through four from 30 points to 25 points, which will be more consistent with national and international match formats.

All rules change proposals must be approved by the NCAA Playing Rules Oversight Panel (PROP), which will review all recommendations at its next meeting February 27. The 25-point format is used in all rule codes, including the National Federation of State High Schools. The fifth set, if necessary, will still be to 15 points.

"The 25-point sets will add an intensity and excitement level to our matches that has been missing," said Marcia Alterman, the committee's secretary-rules editor. "I believe that players, coaches and fans will agree that the critical nature of every point will emphasize the need for focus and consistency on every play."

In addition, the committee recommended changing the term game to set and reducing substitutions from 15 to 12, primarily because of the change to 25-point sets. The format for media timeouts will remain the same.

Additionally, a new ball handling directive, which guides officials to be less severe when judging second team contacts, was proposed. The committee envisions that this directive will not only increase consistency in officiating calls, but also assist the growth of the game by no longer punishing extraordinary and highly athletic plays.

"There has been a demand for more consistency regarding the referees' ball handling decisions for several years across all divisions as well as regions of the country," said Kerry Carr, chair of the committee and head women's volleyball coach at the University of Pennsylvania. "I think the game will benefit from a decrease in the whistles that stop a rally due to a marginal infraction on ball handling, especially when there's been a great athletic attempt to keep the ball alive."

The committee, comprised of Divisions I, II and III coaches and administrators, gave the topic of event management and facility expectations serious consideration. After much discussion, the group recommended adding preferred facility specifications to the NCAA WOMEN'S VOLLEYBALL RULES AND INTERPRETATIONS. In addition, Rule 1.1 was changed to state that all playable areas must be visible to team members and officials.

The committee also reviewed various types of net systems available, which are becoming more diverse, as manufacturers seek alternatives for facilities that cannot accommodate the traditional sleeve system. The committee will continue to research minimal net and pole requirements that maintain the integrity of the game while providing choices for various facilities.

As technology continues to impact volleyball, the committee is monitoring methods used to gather data during a match and broadcast matches to the public. The committee began discussions on the use of instant replay and its impact on volleyball.

A recommendation from the NCAA Division I Women's Volleyball Committee was reviewed to amend Rule 18 to include an option for relocating the first referee to the bench side of the net for the NCAA championships. ESPN has made this request to enhance the television production of the championship. No action was taken on the request at this time, but continued research and consideration are planned in the near future.

The volleyball rules book was slated to move to a two-year cycle starting with the 2009 publication. The committee is forwarding a request to PROP to start its two-year cycle with the 2010 book. This will provide a better cycle to consider those rule changes made by Federation of International Volleyball (FIVB) after the 2008 Beijing Olympics.



BOARD CHAIR ASSEMBLY DRAWS RECORD 35 PARTICIPANTS

Training, recruiting and retention among the topics discussed

By Marcia Alterman
PAVO Executive Director

Thirty-five individuals representing PAVO affiliated boards across the country attended the fourth annual Board Chair Assembly (BCA) held during the 2007 PAVO Convention in Sacramento, Calif. That marked the highest attendance in the assembly's history.

For more than two hours, the group discussed issues regarding board chair administration, interactions with the PAVO central office, local training plans, and initiatives on the horizon for the PAVO Board of Directors.

For the first time, three specific board chairs came in prepared to provide a brief summary of their board's efforts in training, recruiting, or retention, or all three. Donna Carter (Central Florida Board), Keith Murlless (North Carolina Volleyball Officials Board) and Mark Sykes (Oregon Collegiate Volleyball Officials Association) talked about their local programs. These presentations helped stimulate discussion of how boards can better address these issues, and will become an annual part of this meeting.

The discussion regarding training emphasized two important concepts. First, how PAVO can help the local boards "train their trainers." The PAVO BOD will address that issue when it meets in late February. Those present also agreed that using more video is a key in improving training. Enhancements to the PAVO website that are in the works are designed to reach that goal.

Participants had a good discussion on line judge and scorekeeper training efforts, and discussed how the local boards can assist people with interest in those programs. Marketing by the PAVO central office will help, and continued review of the program to reduce barriers is important as well, the assembly said.

The PAVO staff and directors who were present discussed several areas that are in development regarding the PAVO website. Many improvements are planned in the near future, including:

- ❖ A revamped look and improved user-friendliness.
- ❖ Video rules interpretations when applicable and online video quizzes for members.
- ❖ A third-party search feature, which will help promote PAVO members to hiring entities.
- ❖ Establishing an optional web page for each local board that can be maintained by the local leadership to communicate news, events, calendars, officiating opportunities and other information.

Attendees also discussed ways to improve the process when the board chair enters data such as rating levels into the database, and how to automatically inform the board chair when a member takes their exam online. The PAVO staff will talk with the web designers about those enhancements.

In a straw poll, it appeared that more than half of the represented boards had provided financial support for their representative to attend. The BCA provides a great opportunity for board representatives to gather ideas from other board leadership, and to interact with the PAVO staff and directors. It is recommended that **all** PAVO boards ensure that they send a representative to the 2008 BCA meeting, which next will be held Dec. 19 or 20 in Omaha, site of the 2008 NCAA Division I Championships and the PAVO Convention.



REGISTRATION INFORMATION

For National Championships

By Kathy Ferraraccio

The following information was sent out on February 1, 2008 to all National Scorekeepers and Referees and Junior National Referees. If you have any questions about the registration process, please contact George Egan at george.egan@usav.org

Remember that your dues must be paid and your corrected exam must have been submitted to Kathy Ferraraccio (Kathy@ferraraccio.com) by the deadline of February 15, 2008 to be eligible for confirmation at the US Opens, Girls JOVC and Boys JOVC.

The Officials' On-line Event Registration System for the US Opens, Girls' JOVC and Boys' JOVC can be found at the following URL:

<http://www.usavolleyball.org/RulesOfficials/application.asp>

US Adult Opens - Atlanta, Georgia
Saturday, May 24 - Saturday, May 31

Girls JOVC - Dallas, Texas
Thursday, June 26 - Saturday, July 5

Boys JOVC - Sandy, Utah
Wednesday, July 2 - Wednesday, July 9

You may apply also for the Officials Complimentary Room Program that is offered in conjunction with each event. The requirements can be accessed on the same page listed above. To clarify those requirements, an official must contract for a minimum of 6 days at 6 matches per day - NO CONFLICTS. If an official plans to stay longer than 6 days in the room provided through this program, the official must commit to working 6 matches for each day the official is occupying that room with NO CONFLICTS.

Contracts and W-9s will be sent usually within 2 business days by email provided that you have paid your 2007-2008 National Officials' Division dues, are in good standing within your region, updated your membership with your region and the referees have test results on file with Kathy Ferraraccio by February 15th. Please contact George Egan if you have not received your email paperwork at the end of 2 business days from the date that you registered.



PAVO ACCEPTING NOMINATIONS

**Honor Award is PAVO's top honor;
Excellence in Service award given for
outstanding service to PAVO**

By Dale Goodwin

PAVO Interim Board Member

PAVO is accepting nominations for its top award, the Honor Award. To be considered for this award, nominees must be at least 30 years old and have promoted officiating through PAVO for at least 10 years. Candidates must be of high moral character and personal integrity, and by their leadership and effort have made an outstanding contribution to officiating.

The recipient of the Honor Award will be enshrined in the PAVO Hall of Fame. Written nominations should be e-mailed by Aug. 1 to past.president@pavo.org. For more information call Dale Goodwin at 1-509-323-6133.

PAVO also is accepting nominations for its annual Excellence in Service Award, which is given to a PAVO member who has demonstrated dedication, commitment and service to PAVO and/or its members, on a local, regional or national level.

Written submissions should be submitted by Aug. 1 to pavo@pavo.org. For more information call Miki Kennedy at 1-888-791-2074.



NATIONAL SCOREKEEPER

Application available

By Nancy Funk

Director Scorekeeping

Certification & Evaluation

The USA Volleyball National Scorekeeper application for the 2008 season is available on the USA Volleyball website. The due date for the application and the \$150 fee is March 1, 2008.

Remember each region may have one candidate per season. If your region has more than one candidate, please see that you rank them in some order.

The mandatory candidate meeting begins on Tuesday, May 27, 2008 at 2:00PM in Atlanta, Georgia

For all of you who are sending candidates;

- o Be sure that they keep score on matches in your region
- o Have them mentored by another National Scorekeeper to get information concerning National Scorekeeping techniques
- o Have them prepared



CHAMPIONSHIP ASSIGNMENTS 2007

By Marcia Alterman
PAVO Executive Director

Congratulations to all officials who were selected to work post-season events! It is indeed an honor and privilege to be involved in any conference tournament or any stage of the championship tournaments - NCAA, NAIA, and Junior/Community College.

The following officials were selected for participation at the events noted:

NJCAA

Championship Referees

DIVISION I

Sue Mailhot, head referee
Mike Gibbs
Kim Heffinger
Jen Myers
Clark Radcliffe
Karen Sloan
Ryan Tighe
Craig Werner

DIVISION II

Syd Church, Coordinator
Earl Capps
Paul Coltrin
Pat Damiani
Jim Feickert
Doug Kiefer
Moose Knudtson
Matt Larsen
Peter Meyer
Alyson Parry
Ron Pelham
Chip Pop
Brad Rinehart
JR Salima
Bob Tang
Ed Vasquez
John Walton

DIVISION III

Julie Voeck, Coordinator
Bill Petersen
Eileen Alt
Roger Ozima
Shauna Rhinesmith
Bob Stanek
April Sutor

NAIA

Championship Referees

Glo Bailey
Gary Kufahl
Jung Park
Denise Penzkofer
Michelle Prater
Karen Sloan
Joe Sloate
Dave Spencer
Bill Stanley
Barb Strome*

* Head Referee

NCAA DIVISION III

Championship Referees

Bob Kyle
Michael Rolfes
Gerry Sobel
Mara Wager

NCAA DIVISION II

Championship Referees

Michele Furlong
Ernie Ho
Pat Martin
Shera Moxley

NCAA DIVISION I Championships

For the first time in 2007, 64 referees were chosen for the first/second round assignments (increased from 48 in previous years). All of the individuals listed below were referees at a first/second round site. Those with one asterisk were selected to referee at a regional site as well; those with two asterisks were also selected to referee the Division I Championship Semifinals and Final in Sacramento.

Paul Albright*	Jim Olson
Eric Asami	Tom Pingel*
Mary Blalock**	Joan Powell**
Michael Blalock	Marty Prochko
Richard Bleau	Margie Ray**
Wade Brence*	Glen Reid
Tracie Brinkley	Steve Robb
Dave Carson	Glenn Sapp
Donna Carter*	Bill Thornburgh
Mike Carter	Steve Thorpe*
Syd Church	Barbara Vaughn
Gloria Cox	Emi Vishoot
Kevin Cull	Julie Voeck*
Michael Denardo	Mara Wager
Larry Dolvig	Steve Webster
Charles Ezigbo	Rick Welch
Mary Faragher*	Kevin Wendelboe
Kathy Ferraraccio	Kim Wishum
Bill Forrester*	Michael Yoshikawa
Kurt Fulmer	Don Goodwin
Corny Galdones	Marvin Hall
Tom Given	Mike Hamilton
Rick Olmstead	Linda Hamernik

Continued on page 15

*Championship Assignments
continued from page 14*

Brian Hemelgarn**
Dean Hoskin
Gary Houghton
Ann Hutchins
Dan Houser
Tom Joseph
Steve Kenyon
John Kinyon*
Kent Kitade
Verna Klubnikin*
Daryl Korinek
Jim Kuziela
Hansen Leong
Crystal Lewis
Patsy Malta*
Paula Martin
Bonnie O'Connor
Michael O'Connor*

*All of the individuals listed below
were line judges at a regional
site; those with an asterisk were
also selected as line judges for
the Division I Championship
Semifinals and Final in
Sacramento.*

David Atkinson
Brian Brink
Scott Duncan
Marie Dunn
Ruchelle Dunwoody
Robin Filimaui*
Gary Hesse
Chad Oberholtzer*
Dale Rohde*
Chris Saunders
Stephen Shepherd
Tina Spann
Pete Sproules
Chris Tan
Donald Tarin
Tom Ulibarri*



NEW REFEREE TRAINING SITE

By Kathy Ferraraccio

USA Volleyball and its Officials Division have launched the first USAV-sanctioned referee training web site with the release of the only comprehensive training video of its kind.

First Referee Basics, a 23-minute video available on line at www.volleyballreftraining.com, is the first of many such training modules and covers such topics as attire, necessary equipment, pre-match briefings, basic first referee mechanics and the three elements of making a call.

In addition to First Referee Basics, a 25-minute video on Second Referee Basics is also available. This module covers topics such as positioning for various plays, working with the first referee, and basic second referee mechanics. A module on USA Volleyball signals is also in production and we plan to produce short (10-20 minute) modules on other topics, including:

- Sanctions
- The Libero
- Ball handling
- Dealing w/participants
- Pre-match conversations
- In-match referee teamwork
- Line judging

The USAV-approved videos available on www.volleyballreftraining.com feature narration by Tom Blue, USAV vice president for international referees, and are professionally produced to address the most recent rules, techniques and interpretations. The videos available at www.volleyballreftraining.com are the only training videos sanctioned by USA Volleyball.

Members of www.volleyballreftraining.com can access all available videos through six- or 12-month subscriptions. In addition to the training videos, the site will ultimately include "you make the call" video clips, or still shots, along with a blog, and up-to-date web sites for necessary resources for all levels of officiating.

This site is for all volleyball referees, and if there is anything USAV's Officials Division can do to assist in the training of referees, please let us know. We want to keep the site current for all levels of referees.

For more information about www.volleyballreftraining.com, contact info@volleyballreftraining.com or Kathy Ferraraccio at kathy@ferraraccio.com.



PAVO SPRING CAMPS

Four camps to be held in 2008

*By Julie Voeck
PAVO OTP Camp Director*

The PAVO training camp program is now 10 years old! Since the inception of this program, camps have been offered throughout the country with great results. Many campers have benefited from their camp experiences and subsequently became NCAA Division I collegiate referees, USAV national officials, and even FIVB (International) referees. PAVO is excited to enhance and expand this program in 2008.

Here is the schedule for the PAVO Spring 2008 camps:

Collegiate Training Camp: March 28-29, Collegiate Club Tournament, Marquette University (Milwaukee, WI)

Collegiate Training Camp: April 4-5, Division I Spring Tournament, University of the Pacific (Stockton, CA)

Advanced Collegiate Camp: April 18-19, SPRI-hosted Division I Spring Tournament, (suburban Chicago IL)

Joint PAVO/USAV Advanced Camp: April 9-10 and 10-11, NIRSA Club Championships, (Dallas, TX)

Referee Training Camp: May 23-24, Happy Volley Junior Girls Tournament (Penn State University, State College, PA)

Additional sites may be listed on the PAVO website (www.pavo.org) as they are finalized.

The purpose of training camps is to offer on-court officiating opportunities to officials who desire improvement of skills and wish to advance their career advancement. The camps provide constructive feedback from experienced officials through educational classroom sessions and on-court training.

The camp experience offers the following:

- Opportunities to officiate with officials from other areas of the country.
- Evaluation without the intensity of a rating session.
- Feedback from seasoned evaluators.
- Atmosphere conducive to learning and fun!

Registration Process

Several of the camps still have room for additional campers. If you are interested in attending a camp this year but have not registered, please review the camp registration process:

To register for a Referee training camp, please call 888/791-2074. Participants for the Advanced Camp in Chicago will be accepted through an application process only.

Registration Fees:

Collegiate Training Camp - Marquette: \$200 PAVO members, \$225 for non-members.

Joint PAVO/USAV Advanced Camp - NIRSA: \$250 (Participants must be a USAV and/or PAVO member)

Referee Training Camp - Penn State: \$125.

Continued on page 17

*PAVO Spring Camps
continued from page 16*

Campers are responsible for their own travel costs and housing. Housing will be provided for the Referee Training Camp at Penn State.

New for 2008!

Referees who have already been accepted by NIRSA as tournament officials can register to participate in one of the NIRSA Advanced Camp sessions. This selection must be made by submitting a camp registration form before February 28, 2008.

Advanced Collegiate Camp (Chicago)

The registration fee is \$250 for PAVO or USAV members and \$275 for non-members.

Registrants are accepted via an application process only. To register, applicants must meet the criteria below and submit applications by Feb. 15 to Julie Voeck, 6905 Wellauer Dr., Wauwatosa, WI 53213 (jvoeck@attglobal.net):

- Name, address, e-mail and, phone numbers.
- A complete 2007 officiating schedule (include level of matches, such as Division I or NAIA).
- Two letters of reference - from officials, coaches, or coordinators who have seen you officiate in the last two years. This letter should include comments regarding knowledge of the rules knowledge and application, ability to handle difficult situations and professionalism.
- This information MUST be received by February 15.

Each applicant will be notified by March 1 whether or not he or she has been accepted for this camp. Campers are responsible for their own travel costs and housing.

Scholarships

PAVO will offer scholarships for the 2008 camps. Any PAVO member in good standing may apply for the PAVO scholarship.

To apply for a camp scholarship:

- Submit a letter of interest; explaining your officiating goals, your personal motivation for officiating and why you feel you would be a good scholarship recipient.
- Write a short personal essay explaining your officiating achievements, officiating goals, your personal motivation for officiating, and why you feel you would be a good scholarship recipient.
- Include one letter of recommendation from your Board Chair, a PAVO National official or a conference supervisor
- Submit the above information by March 15, 2008, to: Julie Voeck, 6905 Wellauer Drive, Wauwatosa, WI 53213, or by e-mail to OTP.camp.director@pavo.org

For questions about any of the 2008 camps, see www.pavo.org for sites to be added and general camp information.

If you have any additional questions about the 2008 PAVO camps, contact PAVO Director, Julie Voeck at 1-414-305-7454 or OTP.camp.director@pavo.org



WASHINGTON STATE GETTING CREATIVE WITH RECRUITING OFFICIALS

Campaign seeks to boost number of officials

*By Dale Goodwin
PAVO Interim Board Member*

As it is nearly everywhere in the country, recruitment of new officials is a challenge in Washington state. But longtime volleyball assigner Marc Blau in Tacoma, Wash. has joined with assigners in eight other sports to stage a full-court press.

Here's what they are doing:

1. Challenging the state high school association to send postcards to all graduating seniors, extending an offer to waive state registration fees for all new officials. In turn, the local officials associations are being asked to waive all their fees and dues for new officials, leaving each new official with only a uniform to buy.
2. Asking local cable television providers to post recruitment announcements for officials on their community calendars. Each announcement can be linked to a Web site where information is available on each officials' association.
3. Many cable television providers have community access stations. In Blau's case, he and another assigner appeared "Reaching Out," a 15-minute show dedicated to nonprofit organizations, to tout the benefits of becoming sports officials.
4. The National Association of Sports Officials (NASO) has developed a media kit free to all members. It includes a CD with public address announcements and a poster that can be localized to each organization.

"We've tried a number of recruiting plans over the years, and we just need to get more aggressive and creative in our approach," Blau said.



WANT TO BE A PAVO NATIONAL REFEREE? APPLY NOW

Applications due March 15th

*By Mike Carter
PAVO NRT Director*

Applications are now being accepted for officials who want to attend a National Rating Team site to become a PAVO National Referee. The sites for 2008 have been confirmed:

- Aug 28-29 Sam Houston State University (Huntsville, TX)
- Sep 5-6 University of Missouri - Kansas City
- Sep 19-20 University of South Florida (Tampa, FL)
- Sep 26-27 University of Texas El Paso
- Nov 21-22 South Carolina - Upstate (Spartansburg)

For eligibility criteria and applications, see the PAVO website at <http://www.pavo.org/natcert.html> and scroll down to "Applying for a National Rating". You may want to get started on your application immediately as it must be postmarked and mailed to me by March 15th. There will be no exceptions made. Do not hesitate to contact me with any questions at cartersvb@verizon.net.



PAVO CONVENTION DVDs

By Marcia Alterman
PAVO Executive Director



REFEREE APPLICATIONS

National and Jr National

By Kathy Ferraraccio

Maybe you couldn't be in Sacramento, but have heard about the great speakers that gave presentations at the PAVO Convention. Maybe you WERE at the convention, but really want to have the memories of that information for your personal archives.

We've got you covered! PAVO is now offering a set of DVDs that will let you enjoy the speakers and presentations from the 2007 Convention. Enjoy Tom Blue's session on FIVB Rules and what the future holds. Listen to Chuck Erbe discussing the transition from big-time coach to NCAA referee. Be a part of the Coach/Referee panel as they debates topics like "fan behavior" and "ball handling".

It's the next best thing to being there. To order a set of DVDs that contain nearly every session from the 2007 Convention, contact the PAVO central office today (pavo@pavo.org or 888/791-2074). The set of four DVDs is only \$25. Order now!

Applications to become USAV National and Junior National Referees are now available on the USA Volleyball web site. The applications for both can be found at:

<http://www.usavolleyball.org/RulesOfficials/application.asp>

All paperwork for both applications must be submitted by the deadline of April 1, 2008 or the applicant will not be considered for candidacy this year.

If you have any questions about either process, please first talk to your regional chairperson, and if they cannot answer your questions, contact Mary Blalock (maryholly@aol.com) if you are applying to become a USAV National referee; or Charles Ezigbo (charles.ezigbo@verizon.net) if you are applying to become a USAV Junior National referee.

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MEMBER PROFILE

SNAP: TOMMY U ON THE SPOT



By Dale Goodwin
PAVO Interim Board Member

Tom Ulibarri is like most of us. He is motivated by positive reviews, whether they come from a coach, evaluator or the popcorn man.

But what separates Ulibarri from the rest of us is his meteoric rise. Heck, Joan Powell worked 20 years as a volleyball official before she was assigned an NCAA Championship Tournament match. Ulibarri began officiating in 2001, worked his first Division I match in 2002 and a year later was working the first of five straight Final Fours as line judge extraordinaire.

He was not your prototypical player, standing only five feet five inches and weighing 170 pounds. He loved his 10 years of coaching. But always being the first person in the gym and the last one out made officiating look a little brighter. And once he started, there was no stopping him.

"I was a little nervous at first," Ulibarri said. "The ball traveled a lot faster in Division I than it had on the high school matches I had coached. But I was naïve as to what I was doing.

"I was assigned to work my first NCAA Tournament match at USC in 2003. I was brand new to the whole playoff thing. I didn't realize how big some of these matches were. I had made a comment to referee Tom Pingel in the Long Beach Regional that year about my lack of experience. He said, 'If you are on this stage, you can be sure you've done big matches.'"

That was enough to land Ulibarri in Dallas for the Final Four that year. He certainly made his mark. In the five Final Fours he has worked, he has been chosen to work the championship match in 2004, 2006 and 2007.

"I think I'm the luckiest line judge around," he said.

One only has to watch him work to know that it's more than luck that got him to the game's top level. He takes an athletic position on his corner. First and foremost, Ulibarri does what he can to get the calls right. And he snaps his flag down with conviction. He said he sees the attack from the perspective of a defensive specialist.

"I try to put myself in a defensive position as if I'm going to try and dig the ball," Ulibarri said. "My footwork is similar to that I used as a DS. The lower I get the easier it is for me to pick up the lines.

"When I was coming up, I watched a lot of other line judges, and picked up little things from other people's style," Ulibarri said. "A lot of it is doing what comes natural. I don't tell people to line judge the way I do. But I do tell them to do what it takes to get the calls right." Of course, he is not exempt from comments from the bench.

"For the most part, I just smile back, but in my mind I'd like to say 'If I was standing where you were standing I might have seen it the



way you did. But standing where I was, I think you would have seen it my way.

"The game is so fast that you position yourself to make the call, then move on. I try not to over think a call too much. I shouldn't probably admit it, but I've had calls that I'm pretty sure I missed. I might keep them on my mind for a play or two. But you've got to just drop it and move on," Ulibarri said.

He has recently moved into the Division I ranks as a referee, working the Big West Conference, as well as some Division I men's matches.

Regardless of the task, "One of the nicer feelings is when you're leaving the building and someone from the losing team tells you that you did a nice job," he said.

It's those positive reviews are that motivates him to be his best every match out.



MURLLESS EARNS EXCELLENCE IN SERVICE AWARD

Award given annually to a PAVO board chair or in a leadership role

By Marcia Alterman
PAVO Executive Director

Keith Murlless of the North Carolina Volleyball Officials Board was honored as the winner of the 2007 PAVO Excellence in Service Award, which is given annually to a current PAVO member who has served as a PAVO board chair or in another leadership role in the past 12 months. Murlless was given the award during the Semifinal Analysis and Social at the PAVO Officials' Convention in Sacramento, Calif.

To be considered for the award, the recipient must:

- Demonstrate active support of PAVO missions and objectives.
- Actively pursue additional training opportunities for members of the local board.
- Utilize all available resources to provide a mentoring program for new officials.
- Actively seek new members to join PAVO through local boards.

Murlless met those criteria, and more. Murlless began his continuing journey with volleyball more than 20 years ago in the Carolinas. In 1987, he joined the Asheville Volleyball Club as an adult player and quickly became a participant in the activities of the USAV Carolina Region. He served on the region's Advisory Board in the early 1990's and as Referee Assignor from 1990 to 1993.

As President of the Asheville Volleyball Club (for adults), Murlless has been responsible for the phenomenal growth of the sport in western North Carolina, and provided impetus to the long-standing success of the High Neighbor (Adult) Tournament as Co-Director since 1995. His success in the adult arena enabled him to mold the juniors' program in the Asheville area, as he co-founded the WNC Blitz/Biltmore Juniors and Asheville Academy Juniors programs in 1992. As coach from 1992 to 1995, Athletic Director from

1995 to 1997 and current member of the Executive Board, he has helped develop some of the most successful programs in the Carolina Region's history.

Murlless holds the following official's ratings:

PAVO National Referee
USAV National Referee
USAV Beach National Referee
FIVB Beach International Referee

Murlless also is the current National Director, USAV Outdoor Referee Training, Certification and Evaluation. Presently, he is serving his second term as Board Chair of the North Carolina Volleyball Officials Board. In this capacity, his leadership has been responsible for an increase in membership, development of an effective referee training/rating program, and an improved, cooperative relationship with other PAVO Boards and USAV Regions.

As a mentor, Murlless has been responsible for the development of many young officials who have subsequently attained their USAV and PAVO National ratings, while his attention to detail and high professional ethics provided them a foundation for personal growth. Murlless' vision of continuous improvement has led to a revision of the North Carolina Volleyball Officials Board's constitution and bylaws, support of officials seeking professional advancement, and improved flow of information flow with local collegiate assignors.

Without question, Murlless' achievements, loyalty to the sport of volleyball, and high professional standards makes him an excellent choice for this award.

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Steve Crane, *Director RVA Scorekeeper Development*
Charles Ezigbo, *Director Jr Referee Cert & Eval*
Jeff Hoppen, *Director for Scorekeeping Evaluation at Junior National Competition*
Marcia Alterman, *Officials Liaison*

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