

THE OFFICIAL WORD NEWSLETTER



PRESIDENT'S MESSAGE

New Projects for 2010, mentoring and training programs

by Crystal Lewis
PAVO President

As I reminisce and thank God for all the good blessings in 2009, I am also looking forward to all the new things to come in 2010!

Before I start my article, I want to send a big "Thank You" to Joan Powell, our past president, who has been an inspiration to so many of us throughout the years. Joan served as our PAVO President for 13 years and she has always had a smile for you, been a great listener, and my favorite, one of the best story tellers and speakers you will ever hear! She has so much experience and knowledge that I am proud to have learned from her. If I can be half as good a president as she has been, then I feel I will have done justice as her successor. So once again Joan, words cannot describe our heartfelt appreciation for the many years of dedicated service you have given to PAVO and its membership. THANK YOU!

I find myself sitting here writing my first article as your new PAVO President, and I want it to be informative, but what topic should I write about? At first I was going to tell everybody who missed this year's convention that it was the best we have ever had, and I wished everyone could have been there! Then I thought, no, go over some of the things that are happening in the volleyball world. (Those convention kudos are elsewhere in this newsletter.) So, I asked some members what they would want to hear from me. Most just wanted to know what my goals are and what I want to see accomplished this year. I've always said, "Set realistic goals," so here are two that I think we can accomplish for this year.

First, for many years, I have mentored others and wanted to see officials at all levels reach their goals

and develop their skills to their highest potential. I would like to see those who are just starting their officiating career have a good foundation of basic skills. I know PAVO already does a lot with scholarships, grants, camps and training materials, but I would like to see each PAVO member who has been around a while take a role in developing a new official. I think we forget to "give back" and help others as we have been helped. So I propose that you "pay it forward" and pick a new official you can mentor. It won't take a lot to help guide them up the ladder throughout this year. For those who are new officials and do not have a mentor, I suggest you ask someone in your area to help you meet your goals. If your goals are on a national level, then you might need two mentors, one who has a national rating and one in your local area who can help you reach your goals. If you need some suggestions on how to be a good mentor you can e-mail me anytime. I would love to read some of your mentor stories, so please share them with me.

In the words of Nelson Mandela, the former president of South Africa, "Each One - Teach One." This was the concept which Mandela passed on while he was incarcerated for 27 years, and it applies to every walk of life. Just imagine if each one of us were to mentor just one official how successful this volleyball cadre would be!

Second, I would like to see all PAVO boards be consistent with applying a good training and developing program to their members. We have some boards that do a wonderful job in training and others



APPROVED VENDORS AND UNIFORMS

Only four vendors authorized to sell officials' uniforms

by Marcia Alterman
PAVO Executive Director

The joint PAVO/USAV Interface Committee recently approved a new 60/40 cotton/polyester blend uniform shirt. This fabric is in addition to the previously approved fabrics (100% cotton pique, 100% combed cotton, or 50/50 jersey blend). The new fabric is intended to offer a cooler alternative while still maintaining a professional look.

To ensure your uniform purchase is "legal," you should buy only from one of our four 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.

The approved vendors are:

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

Time Out For Sports
Nancy Sommer
1-888-594-4884
salestime@comcast.net
www.timeoutfs.com

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

Roof Sportswear
Verna Klubnikin
1-888-830-8374
roofsport@aol.com
www.roofsportswear.com



PAVO'S NEW "DIGS"!!

by Marcia Alterman
PAVO Executive Director

PAVO has moved operations to a new office in Oxford, Kansas. The new office area offers improved work space and storage, and Miki Kennedy can finally have her family room available to her family! While the mailing address did not change (P.O. Box 780, Oxford KS 67119), the new shipping address is 123 N. Sumner, Oxford, KS 67119. The phone and fax numbers also remain the same – 1-888-791-2074 (phone) and 1-620-455-3800 (fax). Please note that the phone options

in Oxford do not include electronic voice mail, so we rely on an old-fashioned answering machine when the office is unoccupied. If you call while the phone line is in use, the answering machine does not pick up, so you'll just hear the phone continue to ring. Please just place the call again in a few minutes.

Please note the new shipping address if you have items to ship to the PAVO central office.



REFEREE TRAINING AND EDUCATION PROGRAM

2010 USAV Training Camps

The USAV Training and Education Program is sending members of the National Training Team to regional tournaments this spring, where camps are being sponsored by the region for their local officials. If a region is interested in hosting a camp or you are interested in attending a camp, please contact Gloria Cox at gloria-cox@austin.rr.com for more details. The cost of the camp will vary depending upon the number of campers, but the cost to the region is approximately \$2000-\$2500 for a two day camp with three trainers.

USAV and PAVO will once again join in hosting a camp at NIRSA in Dallas, March 31-April 2 at a cost of \$200/camper. In addition, a Premier Camp will be hosted by the two organizations at the NCVF in Louisville, March 31-April 1 at a cost of \$250/camper. Register for these camps online at www.pavo.org/Home/Estore/tabid/62/Default.aspx, click on Events. Space is limited, so register now!

USAV will host a Premier Camp at the Girls' National

Tournament in Reno, Nevada on June 27-29. This camp is recommended for Junior National candidates and other experienced regional referees, who wish to elevate their level of officiating. Campers will be observed during their matches without the added pressure of being rated and will have the opportunity to meet with the trainers to review each match and ask questions. In addition, each camper will have the opportunity to officiate with a member of the USAV National Training Team. The camp also includes training in scorekeeping and line judging. The cost is \$250/camper and the registration form can be found on the USAV website at either <http://volleyball.teamusa.org/pages/6520> or <http://volleyball.teamusa.org/pages/3374>. Space at this Premier Camp is limited, so register before the May 1, 2010 deadline!

If you have questions about any of the USAV camps, contact Gloria Cox at gloria-cox@austin.rr.com

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that don't do any training in their area. My goal is to see that the certification process set by PAVO is being implemented consistently by all boards, and this all starts with our board chairs getting on BOARD. No pun intended! Board Chairs are PAVO's backbone, and must ensure that training and certification guidelines are being passed onto their members correctly. I am proposing that PAVO develop a certification and training manual that has basic guidelines on how the process is to be done at the local level. With a structured set of guidelines, the outcome can only result in consistency from board to board. To

ensure the success of this endeavor, I would like to see PAVO establish a follow-up committee. Just think, no matter where you live in this country, we will have continuity in the way we are trained as officials.

I am not the most patient person, and I like to see things accomplished immediately. But, I have been reminded that some things take time. So with that, I'm ready to get started, and I am looking forward to serving our PAVO members. Please feel free to e-mail me anytime at president@pavo.org.



CHAMPIONSHIP ASSIGNMENTS 2009

by Marcia Alterman
PAVO Executive Director

Congratulations to all officials who were selected to work 2009 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:

NCAA DIVISION I Championship Referees

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 Tampa, FL.

Paul Albright*	Michael Gale	Nancy Nester
Eric Asami*	Don Goodwin*	Kim Pickering
Mary Blalock*	Mike Hamilton	Tom Pingel
Wade Brence*	Linda Hamernik	Joan Powell**
Tracie Brinkley	Tracey Harrison	Marty Prochko**
Donna Carter*	Brian Hemelgarn**	Margie Ray*
Mike Carter	Michael Hertz	Wanda Roberts
Dave Chalupa*	Dean Hoskin	Carlos Rodriguez
Darin Clark	Gary Houghton	Kathy Rogers
John Cline	Mic Huffman	Patty Salvatore
Gloria Cox	Ann Hutchins	Eric Sanders
Kevin Cull**	Leisa Jordan	Glenn Sapp
Larry Dolvig	Tom Joseph	Chris Saunders
Lara Donaldson	Steve Kenyon	Larry Schwartz
Ross Erickson	John Kinyon	Bill Stanley*
Charles Ezigbo	Verna Klubnikin*	Courtney Stuman
Mary Faragher*	Jim Kuziela	Bill Thornburgh
Kathy Ferraraccio	Patsy Malta*	Emi Vishoot
Eric Fisaga	John Martin	Julie Voeck
Chuck Fleet	Pat Martin	Michael Yoshikawa
Bill Forrester	Terry Miller	
Kurt Fulmer	Keith Murlless	



Back, L to R - Neal Meredith, Ryan Tighe, Greg Vraspier, Chris Tan, Marty Prochko, Brian Hemelgarn; Front, L to R - Celena Coburn, Joan Powell, Kevin Cull.

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 Tampa.

Brett Anderson	Jeff Kushaney	Tina Spann
Mike Behrens	Neal Meredith*	Peter Sproules
Thomas Berg	Jeff Krause	Donal Tarin
John Coyne	Jeff Kushaney	Chris Tan*
Rich Jochner	Chad Oberholtzer	Ryan Tighe*
Ryan Knoblock	Brian Smith	Greg Vraspier*



Back, L to R - Michelle Furlong, Kendra Corneliusen, Brad Aaberg, Tim Harlow, Christina Fiebich, Paul Johnson; Front, L to R - Patti Nelis, Crystal Lewis.

NCAA DIVISION II Championship Referees

Brad Aaberg
Michele Furlong
Crystal Lewis
Patti Nelis

NCAA DIVISION III Championship Referees

Chris Johnson
Mary Malpede
Glenn Sapp
Stacey Weitzel

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NJCAA Championship Referees

DIVISION I

Sue Mailhot*
Peri Copeland
Eloise Hiemke
Clark Radcliffe
Raul Ramos
Joao Paulo
Santasofia
Ryan Tighe
Craig Werner

*Coordinator

DIVISION II

Justin Basovsky*
Eileen Alt
Tom Cote
Skip Cross
Marcos Franklin
Travis Karlin
Mike Ochs
Roger Ozima
Bill Petersen
Bob Poyer
Donna Robert
Larry Shoenick
John Wasserstrass

*Coordinator

DIVISION III

Dan Wong**
Andrew Baehr
Jerry Moews
Shauna Rhinesmith
Ed Richardson
Dan Wagner

**Head Referee

NAIA Championship Referees

Jung Park*
Glo Bailey
Rebecca Carstenson
Lydia Godshall
Brian Heaton
Todd Karolczak
Daryl Korinek
CJ McAbee-Reher
Liz McHugh
Craig Werner

*Head Referee



Back Row, L to R - Brian Heaton, Rebecca Carstenson, Lydia Godshall, Liz McHugh, Craig Werner;
Front Row, L to R - Jung Park, CJ McAbee-Reher, Glo Bailey, Todd Karolczak, Darrell Korinek



PAVO DUES

Many PAVO local boards will opt for online dues payment for the 2010 membership year. You will soon hear from your board leadership about how and when to pay your PAVO dues, which are due June 1, 2010.

The portion of your dues that is sent to the PAVO central office will not change for 2010; \$45 of your payment goes into the national organization's budget, and the balance is retained by your local board for programs and services in your area.

Regardless of the payment method that your board chooses, please be prompt with your dues payment. Late fees are charged by the PAVO central office beginning July 1, 2010. Your board may initiate late fees at an earlier date.

Be on the lookout for more details from your board chair!



CONVENTION DVDs FOR SALE!!

Maybe you couldn't be in Tampa, but have heard about the great 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 2009 Convention. Enjoy sessions from speakers Tom Blue, Cathy Lewis, Keith Murlless, Crystal Lewis, Jung Park and Marcia Alterman just to name a few. All convention sessions except the "Semi-final Analysis" are included.

It's the next best thing to being there. To order a set of DVDs, contact the PAVO central office today (pavo@pavo.org or 1-888-791-2074). The set of six DVDs is only \$30. Order now!



EXCERPTS FROM 2009-10 RULES INTERPRETATION BULLETIN #1

February 2010

by Steve Thorpe
USA Volleyball Rules Interpreter

The following excerpts are taken directly from the 2009-2010 USA Volleyball Rules Interpretation Bulletin #1. The bulletin, in its entirety, can be found on the USA Volleyball website:

<http://usavolleyball.org/pages/6522>.

Statement regarding regional rule modifications which allow the Libero to serve:

The Rules Testing Commission is aware that there are several regions using a rule modification that allows the Libero to serve. These regions are required to fully inform all teams involved in an event where a rule modification, such as this, will be used. Since the USAV/FIVB rules do not allow for the Libero to serve, no interpretations shall be issued from USA Volleyball or the USA Volleyball National Rules Interpreter on related situations. Regions that have implemented this rule may consider adopting rules or interpretations of other organizations that use this rule (NCAA women or NFHS)

PLEASE NOTE: The "Libero serve" rule modification will not be utilized at any USAV national tournaments, including National Qualifiers and Bid Tournaments, or National Championship events.

1. The Libero is legally replaced at the conclusion of a rally. During the next rally, a back row player is injured and the referee whistles to stop play, necessitating a replay. Rule 19.3.2.1 says the Libero must stay off the court for a completed rally. In this situation, there has not been a completed rally. HOWEVER, USAV 17.1.1 allows a Libero to replace an injured (back row) player if the Libero wasn't on the court at the time of the injury. What is the correct way to handle this situation?

RULING: A Libero replacement is one of the allowable outcomes in this situation. Rule 19.3.2.1 allows a Libero replacement due to injury/illness without an intervening completed rally.

2. The referees stop the rally when a Team A player is injured. After 25 seconds, the coach for Team A says that the player can continue to play. As the

first referee prepares to beckon for the next serve, the coach for Team A requests a time-out and the second referee whistles the request. Should Team A be allowed this regular game interruption?

RULING: Since there has not been a completed rally in this situation, and the coach has already indicated the player is ready to play, there can be no regular game interruption request. Since the time-out request was acknowledged, a delay sanction would be assessed.

3. In the above situation, assume Team A had been assessed a delay warning earlier in the match. As a result, Team A must now be sanctioned with a delay penalty, resulting in a point and the service being awarded to Team B. Team B would now like to make a regular substitution for their defensive specialist who is rotating to position 4 in the front row. Since there has not been a completed rally, can this substitution occur?

RULING: The spirit of Rule 15, which requires a completed rally for there to be a regular game interruption, is to prevent delay of play, and to provide an orderly and fair environment for teams and officials in the administration of the match. It is not to offer one team an advantage, or to put the other team at a disadvantage. The team, in this case Team B, which did nothing wrong, is being put at a disadvantage by their forced rotation of the defensive specialist to position 4. The Libero replacement rule, Rule 19.3.2.1, provides a remedy in this situation, allowing a replacement without an intervening completed rally if the replacement is, "...due to injury/illness or there is a forced rotation caused by a penalty." The same remedy should be allowed for Team B in this situation.

4. If a rally-in-progress is stopped due to an (extreme) unsporting act, and a team member is immediately sanctioned with a yellow card is this considered a

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completed rally? If this penalty forces a rotation, can the rotating team make a substitution?

RULING: As in question #3 above, the rotating team should be allowed a substitution, even though there has not been a completed rally.

5. If a rally-in-progress is stopped due to an (extreme) unsporting act, and a team member is expelled or disqualified, would this constitute a completed rally? If not a completed rally, should we still allow for the substitution that would need to occur if the penalized team member was one of the players on the court?

RULING: While not a completed rally, in order for the team to remain complete, they must be allowed a legal substitution.

6. USAV Rule 17.1.1 states: If the injured player cannot continue playing within 30 seconds, the player must be replaced by substitution, a legal Libero replacement (if the Libero is not on the court at the time of the injury) or the team must take a legal time-out if the player is to remain in the set.

- a. How can we allow a time-out if a completed rally has not occurred? If we stop play to handle the injury, we will award a replay.

RULING: USAV 17.1.1 modifies the "regular" rule by allowing a time-out as one of the options for the injured player's team in this situation.

- b. Since we have a rule interpretation that allows

for the time-out even if a completed rally has not occurred, why does USAV 17.1.1 state "if the player is to remain in the set"? How can anyone assess that the player will definitely remain in the set? What if the coach asks for the time-out, thinking the player will remain in the set after the time out - but after the time-out decides the player should NOT continue to play? Is there a penalty for this?

RULING: First of all, it is not up to the referee to determine the extent of the player's injury. When referees stop play due to what they deem an injured player, and subsequently the coach of that player wants to call time-out, this is allowed under the DCR. The option in USAV 17.1.1, "...or the team must take a legal time-out if the player is to remain in the set", should be read to mean that if the first two options (substitution or Libero replacement) are not taken, and the coach wants more than the allowed 30 seconds to assess the player's injury, a time-out must be taken in order for the player to remain in the set.

7. While playing the ball outside the antenna, a player contacts the top band of the net.

RULING: Rule 11.3.2 takes precedence in this case. It states, "Players may touch the post, ropes, or any other object outside the antennae, including the net itself, provided that it does not interfere with play." The intent of this rule is to allow the same contact with the entire net outside the antenna as the contact we previously allowed with the net cables, ropes or post.



USA Adult Open Volleyball Championships
May 29-June 5, 2010 -- Phoenix Convention Center, Phoenix, AZ

USA Volleyball Girls' Junior National Championships
June 24-July 3, 2010 -- Reno Sparks Convention Center, Reno, NV

USA Volleyball Boys' Junior National Championships
June 30-July 7, 2010 -- Austin Convention Center, Austin, TX



ON RATINGS AND EVALUATIONS: FACTS AND MISUNDERSTANDINGS

*by Wally Hendricks
USAV & PAVO Training Team Member*

Being a volleyball referee is a difficult job. Referees are constantly being criticized, rightly and wrongly. It is not surprising that most officials want to get better and they want feedback that will help them achieve that goal. Unfortunately, that is not always easy. Research shows that negative feedback often leads to worse performance, not better. Positive feedback can lead to better performance, but only if it leads the official to use better techniques.

Most of the information that is received by conference coordinators does not come from their own observation. Instead, it comes from coaches or in rare cases, from evaluators. Are these reliable measures of their performance? It varies, but I believe that these evaluations are often influenced by the outcome of the match and a lack of understanding of volleyball rules and techniques. For example, a coach might criticize a referee for the way that the referee handled substitutions. Yet, the referee might be following the correct technique while other officials are not. It is part of the job of conference coordinators to distinguish criticism that is deserved from criticism that is inappropriate.

For many years, I had a rule of thumb when evaluating national-level officials. This process might not be as effective when evaluating less-experienced referees, who are more likely to make mistakes due to their inexperience. At the end of the match in my discussion with these referees, I would conclude that about one-third of the time I was correct. About one-third of the time, I missed something that the referees had seen that made me change my opinion. About one-third of the time, it was difficult to discern who was correct. This leads to an expectation of about one-half the referee errors that I have noted. What would I expect from coaches and evaluators? They are likely to be worse at this job than I am since I have many years and matches of evaluations under my belt.

I generally find that one error per set is a good cutoff for a well-called match. That means that I should expect to see about six errors in three sets, since I will be wrong half the time. Note, that this is different for technique errors. I think that I am correct on these 100 percent of the time. When a coach complains about an official, it is often on the basis of one incident or several calls or non-calls at the end of the match that were not called the same way previously. So it is likely that the feedback that is sent to coordinators is

replete with bias. This is borne out by the fact coaches are often in disagreement about how well the official has handled the match. It is also very strongly influenced by the personality of the evaluator, since the evaluator is not trained.

So, how should evaluations be handled? In my view, the sample size, even during a whole season, might be so small that negative criticism might dominate. It is very unlikely that information midway through a season should change the opinion of the coordinator about the job that an official is doing. In the Missouri Valley Conference, it is rare that an official ends up either in the top one-third of officials or the bottom one-third of the officials for three years in a row. Has the official's ability changed when their rating moves up and down from year to year? No. It means that they are probably near the average for the conference. Consistently high ratings will be achieved by the very best officials. Consistently low evaluations will be achieved by officials who are not doing as well as others in the conference. But consistency in evaluations for officials with these levels of ability cannot be expected over a short period from inexperienced raters.

As a consequence of this problem, the best officials will be considered excellent even after they have lost some of their skills, and for the best of the newer officials it will take longer to identify than they probably think that they deserve. We generally do not have enough quality data to change our minds more quickly.

Officials should want feedback, but they should not be surprised when evaluation information is provided less often than they would like. I think that they would find that the negative criticism that they receive makes them poorer officials, not better - and much of it would be unwarranted. Officials need to trust their conference assigner to contact them when they have received information that they deem reliable or they deem inconsistent with their view of the capabilities of the official. Focus on the long run. If you believe that you are losing skills, go to a PAVO spring camp to improve. Ask your coordinator if there is anything that he or she might recommend to improve your work. But always remember that you are part of a very elite group who are almost all very good at their jobs.



PAVO ELECTION RESULTS

New board make-up for 2010

by Crystal Lewis
PAVO President

As a result of the 2009 fall elections by the PAVO membership, the PAVO Board of Directors will have several returning directors as well as one new face.

- o Crystal Lewis was elected as PAVO President, replacing Joan Powell who now holds the position of Past-president. The term for president is two years.
- o Mara Wager, who previously held the Exam Director position, has been appointed as the National Rating Team (NRT) Director, replacing Mike Carter.
- o Brian Hemelgarn has been appointed as

Exam Director, joining the PAVO Board as the newest member.

- o Carlos Rodriguez was re-elected as Director at Large.
- o Kathy Ferraraccio was re-elected as Board Delegate.

These names are highly recognized by all officials. They have all been "hands-on" leaders who have worked at developing volleyball officials for many years in one capacity or another. They are highly respected in our volleyball community and bring much knowledge and experience to the table.



JR NATIONAL AND NATIONAL REFEREE CANDIDATES

Dates selected for candidate rating sessions

by Brian Hemelgarn
USA Volleyball Director - National and Junior National Referee Certifications & Evaluations

Dates have been selected for the Junior National and National referee candidate rating sessions this summer. Specific information for candidates is available on the USA Volleyball website by going to volleyball.teamusa.org, then selecting the Resources tab from the red menu bar. Click on Rules & Officials - Officiating Opportunities & Applications - Application Forms.

For National referee candidates, the rating session will take place during the Boys' Junior National Championships at the Austin Convention Center in Austin, TX, on July 4-6. There is a mandatory candidates' meeting at 8pm on Saturday, July 3.

For Junior National referee candidates, Reno, NV, will host the rating session at the Reno-Sparks Convention Center during the Girls' Junior National

Championships, June 30-July 2. There is a mandatory candidates' meeting at 9pm on Tuesday, June 29. Candidates and existing Junior National or National referees may choose to participate in the Premier Training Camp on June 27-29 at the Girls' JNC prior to the rating session. Camp details will be available online.

Candidate applications must be postmarked no later than April 1, 2010. Candidates will be notified of their acceptance status by May 1, 2010. Please refer to the USAV website for additional information, application forms and requirements.

As a reminder, candidates and referees who officiate at National Championship events are required to attend a USAV National Clinic.



PAVO 2010 SPRING CAMP SCHEDULE SET

Six camps and new line judge training to be offered this year

by Julie Voeck
PAVO OTP Camp Director

PAVO is excited to offer a wide variety of officials training camps again this year. Since the inception of the program, camps have been offered throughout the country with great results. Many campers have said they have benefitted from camp experiences and subsequently became NCAA Division I collegiate referees, USAV national officials, and even international referees. Here is a list of this year's camps and a fee schedule:

PAVO Spring 2010 Camps and Registration Fees

- **Referee Training Camp: Las Vegas, Nev., February 12-14** (\$200 for PAVO members, \$225 for non-members)
- **Advanced Collegiate Training Camp: NCAA Division I Spring Event, University of Central Florida, Orlando, Fla., March 27-28** (\$250 for PAVO members, \$275 for non-members)
- **Joint PAVO/USAV Advanced Camp: NCVF Championships, Louisville, KY, March 31 - April 2** (\$250, must have a USAV regional and/or PAVO state referee or higher rating to attend this camp)
- **Joint PAVO/USAV Camp: NIRSA Championships, Dallas, Texas, March 31 - April 2** (\$200 must have a USAV regional and/or PAVO state referee or higher rating to attend this camp)
- **Collegiate Training Camp: Drake, Des Moines, Iowa, April 16-17** (\$200 PAVO members, \$225 for non-members)
- **Referee Training Camp: Penn State University, Happy Valley, Penn., May 28-30** (\$125)

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

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

Training Camps

The purpose of training camps is to offer on-court officiating opportunities for officials who desire to improve their current skills and seek career

advancement. The camp experience includes educational classroom sessions and on-court training with constructive feedback from experienced officials who serve as camp staff.

The camp experience offers the following:

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

Camp Registration

PAVO is offering on-line registration for most of the camps. On-line registration is easy! Camp registration is accessed through the E-store on the PAVO website (www.pavo.org). Once in the E-Store, to register for a camp, select EVENTS from the menu of choices on the left side. The camps that offer on-line registration will be shown on the screen. Campers may also register for camps by contacting the PAVO office at 1-888-791-2074 or by e-mail at pavo@pavo.org.

Several of the camps still have room for additional campers. If you are interested in attending a camp, go to the E-store on the PAVO website to see which camps still have openings.

Advanced Collegiate Training Camp

The Advanced Collegiate Training Camp will be offered this year in warm and sunny Orlando, Florida. The registration fee for the 2010 Advanced Collegiate Training Camp is \$250 for PAVO members and \$275 for non-members.

Registrants for this camp are accepted via an application process only. On-line registration is not available for this camp. The application for the Advanced Collegiate Training Camp is available on the PAVO website. Application materials were due on February 15. Accepted applicants will be notified by March 1.

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Referee Training Camp - Penn State

The Referee Training Camp at Penn State continues to be a success and will be offered again in 2010. The format of this camp allows campers to participate in the camp for one day and officiate matches for pay at a USAV junior girls' tournament for the remaining days of the tournament. The camp provides lodging for campers, food and other goodies from camp sponsors, such as tournament shirts.

On-line registration for the Referee Training Camp at Penn State is available on the PAVO website in the E-store.

Scholarships

PAVO will offer camp scholarships again for the 2010 camps. Any PAVO member in good standing may apply for the PAVO scholarship. Last year PAVO awarded more than \$2,500 in scholarships to 17 camp participants.

Scholarship Application Process:

Any PAVO member in good standing may apply for a PAVO scholarship by submitting the following information by **March 1, 2010** to the OTP Camp Director at: OTP.camp.director@pavo.org:

- o Completed scholarship application (available on the PAVO website under Officials Training/Camp Scholarships)
- o Letter of Interest explaining your officiating goals, your personal motivation for officiating and why you feel you would be a good scholarship recipient
- o Letter of Recommendation - Include one letter from your PAVO Board Chair, a PAVO National official or a collegiate volleyball conference supervisor of officials

Successful scholarship winners will be notified after March 1, 2010. Scholarships will be awarded after the recipient has attended a 2010 PAVO camp.

****Visit www.pavo.org for additional and updated camp information.**

If you have any additional questions about the 2010 PAVO camps, contact the OTP Camp Director, Julie Voeck at 1-414-305-7454 or OTP.camp.director@pavo.org.



**USAV RE-LAUNCHES
VolleyballRefTraining.com**

by Steve Webster

VolleyballRefTraining.com, USA Volleyball's official training website, has been redesigned and enhanced! Online training videos and multimedia PowerPoint presentations are now available, free of charge, to everyone - referees, coaches, players, and fans.

Produced by the USAV Officials' Commission, VolleyballRefTraining.com and its associated blog feature a combination of training materials to help you stay up to date in all aspects of officiating - rules, techniques, interpretations, exams, expert advice, and a host of other resources.

Viewable online or available to purchase on DVD, the comprehensive videos and presentations cover:

- o First referee responsibilities
- o Second referee responsibilities
- o USA Volleyball mechanics and procedures
- o Pre-match briefings
- o Working with lines judges and scorekeeping crews
- o Communication between referees

Over time, the site will feature modules on a range of topics for both new and experienced referees. We are currently producing segments for the new net rules, signals, and sanctions Addressing both basic and advanced techniques, the modules will provide the most current and reliable information related to USA Volleyball officiating.

So, point your browser to www.VolleyballRefTraining.com and join in the discussion. The site will be richer with your contributions.



USA-INTERNATIONAL SCOREKEEPER SUB COMMISSION

*by Donna Wigton
Chair, Int'l Scorekeeper Sub-Comm*

We're getting ready for Phoenix and the summer! Although there will not be many FIVB sanctioned events in the U.S. in 2010, there will be opportunities to keep our skills up on the International sheet. I'm now in the process of making assignments for World League matches and the WOVD World Sitting Championships in Edmond, OK. Soon we will receive final information on the High Performance Championships and begin the invitation process. We have twelve active Certified USA-International scorekeepers and 65 – 70 National Scorekeepers qualified on the FIVB International sheet, and I will make every effort to create assignments that are fair and equitable from year to year.

The current USA-International Scorekeeper Manual and instructional PowerPoint presentation links are now active on the USAV website at <http://volleyball.teamusa.org/pages/2779>. I want each of you to take more individual responsibility on preparing for the clinic and Opens or summer tournaments. That way, we can spend more time in the IRTC clinic in Phoenix on specific things to help you become a more competent and efficient scorekeeper as well as assistant. During the USAV

season, take time to review both your manual and the power point presentation, and practice scorekeeping on an actual match. Remember, when attending the National Adult Championships, all certified and qualified USA-International Scorekeepers are required to complete one practice scoresheet on an Open match (unless assigned to one) and turn it in to me for review. Any National Scorekeeper interested in attending the international clinic (May 28th, time TBD) as a candidate for qualified status must review the presentation and manual (see link above), and turn in a completed application form available at the clinic. Of course, referees wishing to improve their understanding of this sheet are welcome to attend as well.

Make sure your contact information is current on the USAV membership database, and watch for the Phoenix meeting and clinic times in future Official Word publications. Let's work together to maintain the high standards of excellence passed on to me by Janet Blue, and let's continue to move forward as would be anticipated from this wonderful group of scorekeepers!



DALE GOODWIN INDUCTED INTO INLAND NORTHWEST SPORTS HALL OF FAME

*by Marcia Alterman
PAVO Executive Director*

Former PAVO Director Dale Goodwin was recently inducted into the Inland Northwest Sports Hall of Fame. Goodwin, current director of media relations and former sports information director at Gonzaga University in Spokane, Wash., was inducted into the scroll of honor, which recognizes contributions to the Spokane sports scene.

A graduate of Spokane's Ferris High with collegiate degrees from Washington State University and Gonzaga, Goodwin has been a volleyball official for 29 years. He became the 18th member inducted into the Professional Association of Volleyball Officials (PAVO) national Hall of Fame in December, 2008, after serving on the PAVO Board of Directors as Member-at-Large and Interim Board Director for 10 years. He has served on the local boards

for 22 years, has officiated six NCAA Division I national championships, three NAIA nationals, two NCAA Division III nationals and numerous USA Volleyball nationals.

Goodwin is distinguished for his work locally, which includes recruiting, training and evaluating officials, as well as planning and conducting clinics. Goodwin began officiating high school matches in 1981 and three years later worked his first collegiate match. He hasn't looked back since. He is a 10-time Spokane Area Volleyball Referees Association Referee of the Year, three-time most inspirational, and Contributor of the Year and Partner of the Year once each.

His 15-year-old son, Ben, is following in his dad's footsteps and is the youngest collegiate line judge in the NCAA ranks.



NCAA SAND VOLLEYBALL

Division I and Division II approval

Source – AVCA News

A plan to add women's sand volleyball as a Division I varsity sports is back on track after NCAA member institutions voted to overturn an earlier decision by the NCAA Division I Legislative Council and the Board of Directors that would have tabled the measure.

The schools voted 166 to 118 at the NCAA Convention in Atlanta to overturn the decision made by the council and board in April. Sand volleyball needed a majority of the vote to remain on the Emerging Sports List in Division I, and 62.5 percent of the voters favored the idea while 58.4 percent rejected the motion. One school abstained.

"The length and tone of the debate over sand volleyball in Division I means we have much work to do," said AVCA Executive Director Kathy DeBoer. "While we are thrilled about the new opportunities for women that will be created by this sport, we are also mindful that the legislative parameters for governance of this sport still need careful deliberation."

The Division I Board of Directors delayed the effective date of the addition of sand volleyball to the list of emerging sports for women until August 2011.

To date, only the University of Southern California had announced that it would add sand volleyball program if the attempt to overturn the previous decision failed. However, it is anticipated that several other institutions will make that announcement now that the vote is definitive. For an Emerging Sport to be considered for an NCAA Championship, 40 schools must add programs within a 10-year period.

Still to be decided is who will be responsible for writing the rules governing play and the format of play.

In other action at the convention, NCAA Division II voted on legislative parameters to govern sand volleyball as an emerging sport in their division. Regulations allowing 16 dates of competition and five equivalency scholarships were passed. Division II will institute sand volleyball as a sport on August 1, 2010.

THE REF SHOP

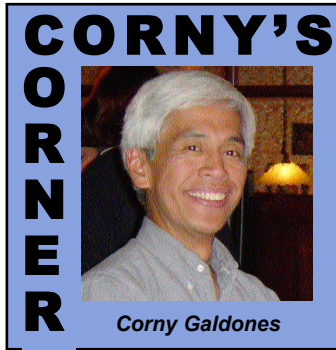
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Pulling Uncle Sam's Teeth But Not His Leg

By Corny Galdones

Two illusive figures can't be evaded in life, Uncle Sam and the Grim Reaper. One taxes us to death, whereas the other one to us and Texas is death. Once the shrouded one draped in black takes us for our final ride, who cares? Our fate no longer is in our hands. That's not true with being taken for a ride by the bearded one clad in red, white and blue. We have the power to limit Uncle Sam's bite in our officiating income. Use it! Doing so is conducive, not elusive.

The U.S. Internal Revenue Service regards volleyball officials as self-employed independent contractors. We answer to others yet by law we're our own boss. At the end of a calendar year, businesses from whom we earned \$600 or more must issue us an IRS form 1099 (Miscellaneous Income) reflecting our nonemployee compensation total which they also relay to the IRS. Fooling the Feds is dicey. Report this income on our annual Federal income tax return, form 1040. Take full advantage of all applicable tax deductions by itemizing them on the supplement IRS form Schedule C (Profit or Loss From Business) with a 711210 business code. Add form 4562 (Depreciation and Amortization) for PCs and total car mileage. Schedule C-EZ (Net Profit From Business) is a scaled down version. For a net income of \$400 or more on either C schedule, Schedule SE (Self-Employment Tax) is needed. Here, anyone with at least a \$1,050 net income and not vested in Social Security earns credits for future program benefits.

Most unreimbursed expenses related to our officiating can be included in offsetting our earnings. Document these expenses. Note who, what, where, when and why on each bill or receipt. In a logbook, record the starting and ending odometer readings for each business trip by car. Mileage rates for vehicles plus per diem rates of meals and lodging for localities may be accessed at www.usa.gov under "For Government Employees." Track on a spreadsheet every financial

activity connected in any way with our work, keeping details for each entry current of the five W's, expenses by type, income pending and income paid. This file produces totals in a hurry for April 15 and serves as backup proof in case the IRS radar flags us. Surefire red alerts are a net income loss two years in a row and a home office. Good luck upon being summoned.

What can we deduct? Basically, was the transaction a part of conducting business? If its funds came from no one else, some or all of it might be a potential write-off. Among many to think about are plane fare, car rental, gas, tolls, parking fees, cab fare, meals, lodging and maid tips for travel more than a day; car mileage; auto upkeep or lease; AAA; officiating gear; uniform; dry cleaning; organization dues; convention; meeting; training; CDs; trade magazine; manual; computer; flash drive; Internet access; printer; paper; toner; phone; calls; voice mail; ringtone; fax; scanner; planner; whiteboard; notepad; pen; golf or dinner with associate; IRA; bank service; accountant; lawyer; mail box; mailing and copying. Does each item qualify? It depends. Conditions vary between taxpayers. To make informed decisions, visit www.irs.gov for Publications 17 (Your Federal Income Tax), 463 (Travel, Entertainment, Gift And Car Expenses), 529 (Miscellaneous Deductions), 535 (Business Expenses) and 560 (Retirement Plans for Small Business). Sorry to say, IRS gobbledygook on which and how much of these tax breaks are allowed may send heads spinning because what's in black and white is often gray when interpreted. If need be, a tax professional or tax preparation software such as TaxCut or TurboTax can walk us through the possibilities. Even better, either form of aid is deductible.

There's no escape from taxes except death. Wise up! Give Uncle Sam his due but no more than what he's due if we can help it. And we can.

(This article was coordinated with a senior tax consultant. It would be wise to double-check with your tax preparer or adviser to be sure your filing situation isn't different.)



CARTERS HONORED AT THE PAVO CONVENTION

*by Joan Powell
Past-president*

While Penn State University captured an unprecedented three-peat National Championship, Mike and Donna Carter not only served as the local hosts in Tampa, Fla., but unbeknownst to them, they were honored with the two most distinguished awards presented at the PAVO Convention.

Donna was nominated for the Excellence in Service Award by a committee from the Central Florida Board of Officials (CFBO). Donna has been involved with her board for over 15 years and has served as chair for the past eight years.

Her officiating career began while playing USVBA and serving as her team's certified referee. She started refereeing in the junior college ranks and earned her USAV Junior National rating in Tampa in 1991. A few years later she received her National Scorekeeping certification. Then in back to back years, she earned her USAV National rating, followed by her PAVO National patch.

Donna has served as the newsletter editor, secretary and then regional commissioner for the Florida Region. She was also involved in the outdoor game as well, serving as the administrative assistant for the USAV-AVP from 1998-2000. Donna was honored for her efforts with USAV's Leader in Volleyball Award in 2006. Donna's CFBO nominating committee said that she is a true mentor, serving as a rater and as an evaluator at PAVO camps. She also created a convention scholarship for a grass-roots board member.

Currently she stays busy, working, volunteering, raising her son, Austin (with husband Mike), and refereeing in several Division I conferences, including numerous post-season nods. She has a three-peat at the Division II Elite Eight, one appearance at the Division I Championships as a line judge and twice as a referee, in 2004 and 2008.

According to the nominating committee, "Donna has single-handedly encouraged a level of professionalism and dedication which mirrors her personal standard of excellence. She believes in providing opportunities for all levels of officials and continues to promote the organization to all modes of volleyball. Yet, Donna doesn't seek the spotlight and is quite humble of her accomplishments. She simply feels she is doing her job. She is a great role model - she gives to our sport, has a professional career, is a mother and manages to keep Mike happy... no small feat!"

Upon receiving the EIS Award, Donna turned to her husband, who was so proud of her. Then the criterion of PAVO's most distinguished award was read, followed by the announcement of Mike Carter's name as the recipient of the Honor Award. Without being able to totally digest his wife's recognition, Mike had to approach the stage to watch a montage of photos and listen to his volleyball resume.

Mike has worn numerous hats in the volleyball world. Currently he is a member of the newly restructured USAV Board of Directors representing officials. Mike has just completed three terms as the PAVO Director of the National Rating Team. He holds dual national referee certification, receiving his USAV patch in 1983 and his PAVO in 1998. Most likely, Mike has refereed in every state - he is an expert on local restaurants!

His clinician hat on the OTP cadre allows audiences to learn from a veteran with a keen sense of humor. Mike has served as a rater for both organizations, and as a head rater delivers an awesome speech to candidates regarding their potential responsibilities as a member "of this fraternity."

One other hat Mike has donned is that of a Viet Nam vet, retiring from the Air Force. Married to Donna, the Carter household is saturated with volleyball, but both mom and dad find time to support their 10-year-old son, who very involved in traveling baseball.

According to his nominators, "Mike is an effective teacher/trainer, who has an undying loyalty to his friends and to the sport." Volleyball, and specifically PAVO, is indebted to Mike and Donna Carter for their contributions.





BOARD CHAIR ASSEMBLY SUMMARY

The largest turnout ever tackled an array of topics in Tampa

*by Marcia Alterman, PAVO Executive Director &
Crystal Lewis, PAVO President*

Approximately 50 representatives gathered in Tampa at the annual Board Chair Assembly (BCA) to tackle the issues of interest to local board leadership. That represented the highest number of participants to date for this event. A great discussion and exchange of ideas took place as the group met for several hours while tackling a broad range of topics that ranged from online dues payment to mentoring new officials. Board chairs were given the opportunity for input on how the PAVO central office can better serve them.

Online dues payment was offered to all boards for the first time in 2009, and chairs from boards that opted to use the program were asked to comment. Although it was recognized that a few bugs are yet to be worked out, the response from all participants was very positive, and included a recommendation that all board chairs consider online payments. It was announced that the program will continue to be optional for 2010, but may be the required method of payment after that time.

A great deal of discussion about line judge and scorekeeper certification provided several topics to be forwarded to the PAVO Board of Directors for consideration, including requiring certified line judges and scorekeepers to join a local board. The requirements, forms, and renewal criteria will be reviewed carefully as well.

The majority of the representatives present felt that raising PAVO dues to include an OTP Clinic fee would be a positive step; that change will also be considered by the PAVO Directors when they meet in March. A discussion was also held regarding the benefits of the RuleBox Software, which was determined to be a very positive new member benefit, and the future use of printed examinations. The majority of the representatives felt that perhaps requiring an online exam would be the way to proceed in the future, as long as the board chair can have easy access to information regarding the steps completed by each member and their test results.

The PAVO staff reviewed website changes and other

initiatives, including:

- Individual web pages for each board as part of the PAVO website.
- A sample letter will be developed and distributed that can be used by local boards to promote the use of PAVO members to schools, conferences, and assignors.
- Rule Interpretation Newsletters may be distributed only via e-mail in the future.
- The PAVO Referee certification process is being revamped by a committee that will present to the PAVO Board of Directors for approval at the next meeting. The revamped process will include web-based training for all levels, and will probably include an interim step prior to National certification that requires review by a National Rating Team member.
- Online access to the Line Judge and Scorekeeper examinations.

Many local boards paid for board chairs to attend the BCA and the PAVO convention. The meeting provides a terrific 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 2010 BCA meeting, which next will be held Dec. 17 or 18 in Kansas City, site of the 2010 NCAA Division I Championships and PAVO Convention. When asked for ideas for discussion topics, the group suggested recruiting and retaining female officials, mentoring programs, and development of a basic skill set for fundamental training.

A lively discussion about the need for formal mentoring programs resulted in a request to two boards to submit information about the projects they have recently started. Here are two success stories regarding mentoring, a proven method of increasing retention of officials:

Bill Thornburgh, PAVO Indiana

PAVO Indiana has long been a training organization,

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*Board Chair Assembly
continued from page 16*

offering observation and evaluation sessions for its members. The board also has been lucky enough to host an OTP Clinic on many occasions for our members. Our membership has slowly grown over the years and we are currently at 53 members. There is a plethora of knowledge and experience in the Indiana Board, as we boast eight PAVO National referees and 13 USAV National officials who actively officiate college volleyball.

We are a fairly small board and most of us know each other, and work together often throughout the season. However, the executive board felt that what we typically do year-in and year-out was not necessarily making our members better officials. This was especially true regarding our promising newer officials. Our board does not play any role in assigning matches, so once the season begins our members are basically “on their own.” That led us to question where new or lesser-experienced official were going for answers to officiating questions – more importantly, the correct answers.

The Indiana Board wanted to help guide them in their quest to become more competent and confident officials, and we wanted to keep those promising officials in the organization. In the summer of 2009, I asked a number of our National officials if they would be interested in helping start a mentoring program. Unexpectedly, every person who was asked came back with a quick response, that yes, they would definitely want to do this. I hoped, but did not anticipate that each of them would make time in their schedule to work with a lesser-experienced official (mentees).

In addition to the overwhelming positive response from our cadre of National officials, the members who were invited to participate in the mentoring program's inaugural year were excited and on board, too. Due to time and scheduling conflicts, the only real requirements in this first year were that the pair needed to exchange contact information and communicate throughout the season at least once every two weeks. The communication could be via e-mail, phone, or in person, and could cover any topic that the mentee wanted to discuss.

The amount of communication and the type of relationship that developed between each pair varied. In this type of program there are no guarantees that personalities will match up perfectly as everyone was at a different point in their career. The time commitment, the level of seriousness about officiating, and the goals of each mentee impacted how much effort they invested in the relationship. Some of the pairs were in contact weekly, some were able to work matches together, some went above and beyond by going out of their way to travel to Division I matches to watch their mentor, and a few did only the minimum by talking a few times during the entire season.

The long-term goals of setting up a mentoring program are to foster positive relationships among our members, to improve the officiating skills of PAVO Indiana referees, and to increase member participation by helping to train other officials. As the program grows, hopefully the officials who have gone through the mentoring program will act as mentors for new officials in the future.

Mentoring Program Overview – Fall 2009

- *The PAVO Indiana President wanted to do something new to help train officials.*
- *The Executive Board was able to identify a group of new (lesser-experienced) officials who had the potential to officiate at a higher level. That was based on current officiating skills, professionalism, and desire to improve.*
- *The President contacted National officials to set up possible mentors for the program. All National officials (nine mentors) agreed to take part in the program.*
- *The President sent out invitations to members to take part in the program. All nine mentees agreed to take part in the program.*
- *August 2009 – The mentoring program began.*
- *August to December 2009 – Communication between mentors and mentees took place.*
- *December 2009 – The President communicated with mentors to find out if the program was valuable and worth continuing. National officials want to continue the mentoring program.*
- *January 2010 – The President contacted mentees to gather feedback about how often*

Continued on page 19



TWO PAVO BOARD POSITIONS SOUGHT FOR FALL ELECTION

Accepting nominations for Board Delegate and President-Elect

by Joan Powell
PAVO Past-president

PAVO is seeking nominations for two positions on its board of directors. PAVO members will vote on these positions during elections this fall. The positions to be elected are a board delegate position currently held by Peggy Schaefer and the President-elect's position.

The board delegate elected will serve a three-year term, from 2011-2013. The elected president serves as president-elect for one year (2011), president for two years (2012-2013), and past-president for one additional year (2014). Successful candidates will be required to attend

annual board meetings (usually held in March), be in good standing with their local board, foster positive relationships with local PAVO boards by addressing member issues that arise, and undertake other assignments as directed by the president.

Nominations will be accepted through Aug. 15. Members can nominate others, or themselves by submitting a letter of application and a brief volleyball resume. Applications and/or questions can be addressed to Joan Powell, past/president@pavo.org.



VOLLEYBALL RULES COMMITTEE MAINTAINS SUBSTITUTION RULE

by Greg Johnson
The NCAA News

The NCAA Women's Volleyball Rules Committee has decided to keep the substitution rule at 12 per set. At its annual meeting January 19-21 in Indianapolis, the committee considered liberalizing substitutions to 15 per set but decided to maintain the status quo.

Proponents of the increase said it would provide for more participation opportunities and give teams a chance to diversify their offensive schemes. But data from the 2009 season showed an average of only seven substitutions per set.

"We just didn't see any statistical support for any changes at this time," said Women's Volleyball Rules Committee chair Carly Pariseau, also associate athletics director of compliance at Boston College. "We had a lengthy conversation about this. We anticipated the median being much higher, but the data don't support making any changes."

When the rules committee changed to rally scoring in 2001, coaches were allowed to make 15 substitutions, but it also took 30 points to win one of the first four sets in a match. Starting with the 2008 season, a rules change decreased the number of points to win one of the first four sets to 25. The substitution rule also decreased to 12 at that time.

In another item on the agenda, the rules committee modified the so-called "pursuit rule." The change means that if a ball crosses into the opponent's free zone (out of bounds but past the net), a player is no longer restricted from crossing under the net or net cable to retrieve it.

In this scenario, the ball must be played to the outside of the antenna to a teammate for play to continue. The Federation of International Volleyball, the sport's international governing body, also allows this type of play to occur.

A survey of volleyball stakeholders showed about 58 percent favored keeping the current rule, which whistles a play dead if a player goes under the net to retrieve a ball in the opponent's free zone. But since there appears to be no increased risk to student-athlete safety, the committee felt the rule was worth amending.

"We're always looking for ways to make the game exciting and keeping the ball in play," Pariseau said. "This way, you let the players be as athletic and dynamic as possible." All rule changes proposed by the rules committee must be approved by the Playing Rules Oversight Panel at their upcoming meeting before being implemented into the NCAA rules code.



NOMINATIONS SOUGHT FOR HONOR AWARD AND EXCELLENCE IN SERVICE AWARDS

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

*by Joan Powell
PAVO Past-president*

Honor Award - PAVO's highest award (Hall of Fame)

Criteria: At least 30 years of age
Worked in promoting officiating through PAVO for at least 10 years
High moral character and personal integrity
Outstanding contribution through officiating

Excellence in Service Award

Dedication, commitment and service to PAVO or members
Service at the local, regional or national level

Submit nominations to Joan Powell at past.president@pavo.org. For more information contact Miki Kennedy at 1-888-791-2074.

Both awards are presented at the annual PAVO convention.

*Board Chair Assembly
continued from page 17*

they communicated, the topics they discussed, and if the program was valuable for them.

- *August 2010 – The Executive Board will re-evaluate the program and make adjustments, or refine expectations for the upcoming season.*

Michael O'Connor, Mid-Atlantic Officials Board

The Mid-Atlantic Volleyball Officials Board (MAVOB) took notice a few years back that training and leadership for our new officials was a very important area that needed more of our attention. After many discussions, we established our mentoring program.

The program is designed to train, guide and encourage new officials in the critical first three years of being part of the MAVOB. The first step of the process is for the new official to attend the MAVOB training day, which is held in conjunction with the PAVO OTP Clinic in the area. They are required to attend this one-day clinic for the first three years of their membership, but all members are welcome and encouraged to come. Some of the areas discussed at the training day are fundamental lessons in professionalism, "Tools of the Trade," ball handling, and position faults. These topics

are covered in both a classroom and using on-court demonstration modules.

The second step of the program is to pair the newer officials with a senior official who is in the general geographic location of the new official. This helps with the next part of the process, which is to give our local assignors a chance to assign these officials together, or make assignments that facilitate these officials going to watch each other work. This step of the process is beneficial for both officials, as the new official gets great feedback and training, and the senior official gains experience in seeing the game differently and the satisfaction of helping other officials grow.

This program has been a great success and has helped with the transition from the high school and USAV arenas to the women's collegiate game. The MAVOB works hard at making sure all of our officials practice their skills utilizing appropriate techniques, rules, and professionalism guidelines, and the mentorship program has proven to be a great start for new officials in their collegiate careers.



GRANT RECIPIENTS BENEFIT FROM TAMPA CONVENTION

Convention was “eye-opening,” insightful and helpful, the attendees said

by Marcia Alterman
PAVO Executive Director

Last year, the PAVO Board of Directors voted to target some of the funds allocated for grants to get more board chairs to attend the PAVO Convention. The selection process was based on several factors, including the chair's plans to utilize the information gained and geographic diversity.

Five board chairs were provided funds to help with convention transportation, hotel costs, and registration fees. In return, the recipients were asked to write a short article describing the benefit they feel the convention provided for them, and how that benefit might be passed on to their members. They will also participate as a “focus group” to help make the convention and Board Chair Assembly more effective. Their articles are summarized below.

Angelle Simms, Gulf Coast Board:

The PAVO National Convention was FABULOUS! It is not only for professional collegiate officials, but also helpful for USAV Officials. The knowledge, imparted by way of the various speakers, was beneficial to those seeking to grow as officials and as board leaders. The topics discussed definitely lead to a more informed and well-rounded official. The sessions gave information from topics regarding rule differences between organizations to tips for growing and mentoring your officials. Although all this information is wonderful, it is imperative that, when we attend events such as this one, any gained insight must be passed on to our new and impressionable officials. For example, mentoring can be as little as suggesting carrying a memo pad and have each new official journal about their experience after each match. The official you're helping can then peruse these evaluations regularly to target the areas that need improvement. This example was given by PAVO President Crystal Lewis in her session.

These tips and many others are the basis for the convention. As with any learning opportunity, you get out what you put in. The convention message is that, together we can make officiating better for ourselves and others we work with. Hope to see you there next year!

Linda Frazier, Kansas Association of Volleyball Officials:

I have had the privilege of attending the PAVO Convention in the past, and it always provides me a great deal of excellent information to take back to my Kansas officials. This year, the grant program came at a good time for me; the coffers of my local board were a bit low as our membership is declining a bit. That made the discussions with other board chairs about recruiting and retaining officials a huge help. I was set up to room with another grant recipient, Tracey Harrison of Oklahoma. That was a good match, as I enjoyed spending time with Tracey, exchanging ideas, and was able to help her develop her board's by-laws and policies.

As usual, the convention sessions were diverse and very interesting. The e-Scoresheet may have the biggest influence on our membership as it is phased in the next few years. Training our referees to teach scorekeepers how to use it in our local schools will take some patience and extra time. We will have to begin selling the concept to them now, even though it may be several years before it starts getting widespread use at our level of competition. The NCAA Rules Forum always has some interesting data, and it is good to note that the referees have input into the survey.

I offer thanks to the grant committee for considering my application. I hope that PAVO can continue to provide the grant program for other board chairs in the years to come.

Tracey Harrison, Oklahoma Board of Officials:

Before I left for the Tampa PAVO Convention, I asked my fellow board members what they wanted me to bring back from or learn at the convention. The three main ideas were:

- How do I advance to higher levels and get better college matches?
- Do other boards assign their college matches within the board?
- How do other boards train their officials?

Continued on page 21

Grant Recipients

continued from page 20

My convention experience has to begin with my roommate, Linda Frazier (Kansas Association of Volleyball Officials), who is a board chair with many years of experience. She helped answer many of the questions that I had.

Crystal Lewis made a presentation called “Building your Officiating Foundation” that was tremendously helpful. It offered a guide for what to do first to establish yourself as a new official and how and when to build upon that foundation. I have shared her presentation with my board and have received great feedback.

“Speed Dating with the Coordinators” was the icing on the cake. Each coordinator had a table and attendees had ten minutes to ask questions. I asked the questions that would help me guide my officials that want to move up to the Division I level.

The hotel, location, people, and area, were awesome; Southern hospitality at its best. I can honestly say you all did a fantastic job, thank you, thank you, thank you. I am very thankful to the PAVO for the grant that allowed me the opportunity to educate myself in how to be the best Board Chair and an asset to the Oklahoma Board of College Officials.

Pat Demers, Western Massachusetts:

From the first moment I arrived at the Westin Hotel, I felt at home again. I had been away from the volleyball family for a long 11 years, but I met a lot of (not old) past friends in Tampa. Being a first-time convention attendee, it was an eye opener to see the great job done by all involved. I will make every effort to attend this event in the future, and to include a few new members from our board as well.

The speakers and their presentations were enlightening and easy to relate to. The issues were addressed with clarity and questions answered in a manner that made me feel I had been given a hands-on review, as if I were the only one being given this information.

The joint sessions with the AVCA Convention were a real plus. I would have liked to sit in on even more AVCA Convention sessions, as I am now a coach, but my first love was officiating. I really appreciate that I can bring the faces of the national leaders in or organization back to the WMBO on my return. I came back with a lot of information to utilize, not only with the WMBO members, but all Western Mass officials.

Jim Momsen, Wisconsin Board of Officials:

During the course of the 2009 PAVO Convention, I received a great deal of beneficial information that I felt I could bring back to, and share with, my local PAVO Board.

Highlights for me included:

In Tom Blue’s presentation on “FIVB—What’s Next?” he stated the FIVB’s directives to: 1. Keep the qualities of the game the same, 2. Keep the game fun to watch and play, and 3. Keep the ball flying. For me, that helped to solidify why the rules of the game keep changing the way they do.

I found Crystal Lewis’ presentation on “Building Your Officiating Foundation” very enlightening. The list of timeframes, suggestions, and realistic expectations will be very helpful for many of the newer officials in our board. The semifinal analysis was eye-opening, especially given some of the issues that occurred in the matches. I was especially intrigued by Joan’s recovery technique of self-talk.

The rules code discussion “Why Can’t We All Just Get Along” helped me understand how much the different governing bodies do try to cooperate with one another. Marcia Alterman’s presentation on “How Good Can You Be?” brought to light some of the factors that can negatively influence a person’s career as an official, as well as their personal life.

As a new board chair, the Board Chairs’ meeting provided a great insight into the inner working of the PAVO organization, as well as the struggles that we are all experiencing, such as technology, mentoring, and recruiting new officials.

Another great benefit of attending the PAVO Convention was reconnecting with people that I had worked with in the past, meeting many of the officials I had only seen or heard of, as well as meeting with some of the conference assigners to better understand their needs and constraints.

Probably the most valuable take-away is the set of Convention DVDs that I purchased to bring back to share with my board. It’s the next best thing to being there, and hopefully the membership can see the benefits of actually attending the PAVO Convention in person.



APPLY NOW TO BECOME A NATIONAL PAVO REFEREE

Applications due March 15

*by Mara Wager
National Rating Team Director*

PAVO has tentatively scheduled five rating sessions this fall for college officials seeking to earn their national rating. Applications and a \$150 pre-registration fee will be accepted through March 15.

The National Rating Team plans to conduct evaluations Aug. 28-29 at the University of Toledo (Ohio) and at William and Mary (Williamsburg, Virginia); Sept. 3-4 at the University of Northern Colorado (Greeley), Sept. 10-11 at University of Central Florida (Orlando) and Sept. 17-18 University of Pittsburgh. These sites are pending confirmation - please check the PAVO website before submitting your application for the final schedule.

Candidates must hold a State rating valid for the past two seasons, a current PAVO National rating, or be accepted as a reciprocal candidate from USA Volleyball. They also must take the 2010 theoretical exam and score 90 points or higher while taking the closed-book test.

Candidates must have officiated in an NCAA championship or conference championship in any division in one of the past two seasons, or be accepted as a reciprocal candidate from USA Volleyball, or obtain signatures from three people who serve in one of the following capacities: head coach of a college women's volleyball team, a member of the National Rating Team, certifying board chair, PAVO National referee with officiating experience in the NCAA

tournament, or an officiating coordinator of an NCAA-tournament qualifying conference. Candidates may not submit more than two recommendations from college coaches or more than one from an NRT member.

Applications and any recommendation forms that are necessary along with a resume of post-season officiating experience during the 2009 season must be sent to Mara Wager, 8 Werner Ave., Delmar NY 12054 (NRT.Director@pavo.org).

Applicants must identify at least three sites they would be willing to attend, which will increase a candidate's opportunity for selection. Those selected will be notified by April 1. Once candidates are chosen, the pre-registration fee will not be refunded unless the rating site is canceled or sites selected by the applicant are full and the applicant is unable to attend an alternate site.

If more candidates apply than slots are allotted, applications will be judged based on criteria that include strength of recommendations and previous officiating experience.

Application forms and recommendation forms are available on the PAVO web site, www.pavo.org. Click on the certification tap at the top of the page, then on the National Referee Certification link on the left side of the page.



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

See you there!!!!



NCAA DIVISION I WOMEN'S VOLLEYBALL ANNOUNCES REGIONAL SITES

Selections for 2010 and 2011

Source: NCAA news release

The NCAA Division I Women's Volleyball Committee has announced the regional sites for the 2010 and 2011 Division I Women's Volleyball Championships.

The four 2010 regional sites include the Bank of America Arena at the University of Washington in Seattle; Rec Hall at Pennsylvania State University in University Park, Penn., Gregory Gymnasium at the University of Texas at Austin, and the University of Dayton Arena in Dayton, Ohio. All competition will be played December 10-11, 2010.

In 2011, the four regional sites will be the Stephen C. O'Connell Center at the University of Florida in Gainesville, the Sports Pavilion at the University of

Minnesota, Twin Cities in Minneapolis, Honolulu/Stans Sherriff Center at the University of Hawaii in Honolulu, and Memorial Coliseum at the University of Kentucky in Lexington, Ky. All competition will take place December 9-10, 2011.

Previously announced were the finals sites for both the 2010 and 2011 Division I Women's Volleyball Championships. The University of Missouri, Kansas City and the Greater Kansas City Sports Commission will host the 2010 championship at the Sprint Center. In 2011, University of Texas at San Antonio and the San Antonio Sports Foundation will host the championship at the Alamodome.



USAV NATIONAL REFEREE RECIPROCITY WITH PAVO RATINGS

by Kathy Ferraraccio
Chair, National Indoor Referees

Each year, USAV may send a maximum of three qualified USAV National Referees as candidates for PAVO National referee certification. If you are interested in being considered as a candidate for the fall PAVO rating sites, please do the following:

- o Submit a letter of application to be a reciprocal candidate to Kathy Ferraraccio (kathy@ferraraccio.com) by **March 5, 2010**. Please include your officiating experiences, noting both your USAV and collegiate experiences, and include the year you received your USAV National referee rating. Also, include at least two letters of reference. All of this information must be received by **March 5, 2010**.
- o By **March 10, 2010**, all applicants will be notified of their selection status.
- o Before **March 15, 2010**, the selected candidates must submit a PAVO National Candidate application and application fee of \$150 to Mara Wager, NRT Director. The application form is available on the PAVO website: <http://pavo.org/Home/Certifications/NationalRefereeCertification/tabid/85/Default.aspx>

- o By **April 1, 2010**, the candidates will be notified of which site they will be attending in the fall season, after PAVO has ascertained that all the candidates are in good standing with their current PAVO boards.
- o All PAVO National Referee candidates must submit an NCAA Form A or Form B exam score to Mara Wager (NRT.Director@pavo.org) by **August 15, 2010**.

Information about the 2010 tournaments that have been selected as PAVO National Rating Team sites can be found at www.pavo.org. Selected reciprocal candidates will attend one of these sites. Successful reciprocal candidates will receive a PAVO National referee certification, and are expected to maintain an affiliation through a local PAVO board and to fulfill all other maintenance and renewal requirements expected of PAVO National referees.

Individuals who were unsuccessful PAVO NRT candidates in the previous year are not eligible to be reciprocal candidates.



PAVO ANNUAL CONVENTION WRAP UP

"Making A Splash in Tampa!"

by Peggy Schaefer
PAVO Board Delegate

With over 250 attendees, 10 workshops, excellent camaraderie, tremendous NCAA Championship matches and a beautiful resort and city to play in, the 2009 PAVO Convention was a complete success.

Humorist Cathy Lewis kicked off the event with her witty "mom" stories, derived from watching volleyball and other sports from the sidelines. Tom Blue, a member of the FIVB and NORCECA Referee Commissions, provided us with valuable information about what is coming next to our sport from the FIVB. Keith Murlless and Steve Kenyon, professional beach officials, explained the rules of their game both in a classroom session and a dynamic session on the sand court (with players) in the convention center. PAVO Executive Director, Marcia Alterman, moderated a stimulating coaches/officials panel this year that included fellow officials President Joan Powell and NRT Director Mike Carter and coaches Ray Bechard (University of Kansas) and Beth Launiere (University of Utah).

Incoming PAVO President, Crystal Lewis provided our members with a basic, but instructive workshop outlining the specific activities and behaviors officials need to advance up the ranks. A new workshop this year, moderated by PAVO Finance Director Jung Park, allowed the championship line judges to talk about their match experiences and methods that have helped them make good decisions from their "corner." PAVO Camp Director Julie Voeck and James Wilroy of DataProject showed the attendees the new electronic score sheet and actually scored a real match. The semifinal analysis proved to be the highlight of the convention, offering candid feedback, and allowing the Championship referees to interact with convention attendees. Marcia Alterman closed out the 2009 convention with an excellent presentation, "How Good Can You Be?" The session was thought-provoking and helped each of us establish goals to achieve next year. "I thoroughly enjoyed the programs, the people and the professional atmosphere throughout the convention," said Arlene Qunlan, a first time conference attendee

Florida. "Rekindling old friendships from Connecticut and North Carolina along with the many colleagues from the many areas of Florida where I have been was so exciting. Getting to know so many new officials allowed me to share experiences and views, which I would have never been able to do if I wasn't right there with them all at the same venue. The sessions were packed full of information with exciting presentations. It truly has made a mark on me and I know I have gained so much personally and professionally from the experience. I hope to be able to attend future conventions and continue to grow in my officiating career."

Said Robert Owen, also from Florida, "Wow, I had heard so many stories about just how good our conventions are, but those stories hardly gave it justice. From beginning to end, the convention was one of the most exciting and rewarding learning experiences of my short volleyball 'career'." Meeting and 'rubbing shoulders' with the best of our fraternity is an experience that will last a lifetime. Sessions featuring outstanding veterans of our

sport were enlightening as well as entertaining. From sand volleyball, to the rules forum, to line judging, and more, all topics were handled with professionalism and skill. We were even treated to a demonstration of E-Scorekeeping! And, of course, the opportunity to see volleyball played, at such a high level, by Hawaii, Minnesota, Texas, and eventual National Champion, Penn State. Though all of the sessions were great, I believe the consensus favorite was the semifinal officiating analysis, where the two semifinal games were discussed. This was certainly a trip which was well worth taking...a stellar ending to a great volleyball year, and I would encourage each and every member to consider attending the 2010 PAVO Convention, in Kansas City MO. I, for one, will certainly make every effort to be there!"

Mark your calendars now - **Kansas City, Missouri, December 16-18, 2010!!**





USAV TECHNIQUES CLARIFICATIONS FOR THE 2009-2010 SEASON

by Brian Hemelgarn

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

First let's address the questions we've received about information in the 2009-2011 DCR:

- o For the Delay Sanction Scale (page 89), the Hand Signal reference is 25, not 23.
- o For Signal 22 (line fault/penetration, page 98), the description of the signal is incomplete. It should say "Point to the center line or to the respective line." In other words, our signal for a server foot fault has NOT changed - we still point to the end line, no sweeping motion.
- o For Signal 24 (ball touched, page 99), we have not "officially" adopted the FIVB touch signal, which varies only slightly from our current signal. The FIVB signal pictorial indicates that we brush the fingers of one hand (held horizontally) over the finger tips of the other hand (held vertically). The traditional signal that we've always used is still appropriate and acceptable - brush the fingers of one hand in an upward motion across the fingers of the other hand (held vertically).

Our current USAV Techniques, Mechanics and Procedures document is available for download on the USAV website: Resources tab - Rules & Officials - Domestic Competition Regulations - Interpretations & Techniques.

Many regions have begun to use the juniors' pre-match team presentation protocol that we use at Qualifiers and National Championship events. A PowerPoint presentation and video clip will be available on the Referee Training Website to demonstrate this procedure. In the meantime, this should help to clarify the presentation:

- o Teams line up along the bench sideline, starting at the outer edge of the attack line extension, facing the court. The first referee will be centered between the centerline and attack line extensions on the left side of the net post, and the second referee is positioned similarly on the right side of the net post.
- o For the team line-ups, team captains will be closest to their respective referees at the attack line/sideline intersection, with the Libero next to the captain, followed by all remaining team members. NOTE: The entire team is presented, not just the starters. And while we aren't requiring this by any means, for those "tech referees" out there, the teams may line up numerically next to the team captain and Libero.
- o Once teams are lined up, the first referee will direct the teams onto the court with a sweeping motion. NOTE: There is NO whistle to direct the teams toward the middle of the court; only a hand motion is used.
- o The referees, with the team on their respective side of the court, will walk to the middle of the court, at which point both referees will turn around, facing toward the score table. Teams may acknowledge or wave to spectators at this time, but this is not required. NOTE: Referees do not wave to the spectators! :-)
- o Both referees will begin to step backward toward the referee stand. The first referee will THEN blow a whistle, directing teams to shake hands at the net. The referees should step back to the sideline near the referee stand.
- o After the teams have greeted one another, the referees will shake hands (under the net), and the second referee will walk to the score table while the first referee gets on the stand. During these few seconds as referees take their places, the teams may briefly huddle on the court or near their team bench, and then the starters should quickly take their positions. NOTE: A brief team huddle is permitted, but referees should not allow excessive huddling.
- o After the second referee has retrieved the line-up sheets from the scorers table, s/he may need to whistle to direct the starting players to take their positions if they haven't already done so.
- o Once player positions have been verified, the second referee will return the line-ups to the score table, retrieve the game ball and deliver it to the first server, and then take position on the receiving team's side of the net. A "ready" signal should then be given to the first referee.

The traditional pre-match protocol (described on page 177, 5a) is surely acceptable at the regional level, but the protocol described above will be used at all national-level events.

If you have any techniques or protocol questions this season, feel free to drop me a note!



MEMBER PROFILE

Robert Stanek: Soldier, father, referee, mentor, player and founder of the Idiot Guild

by Joan Powell
Past PAVO President



While we were all fulfilling our commitments this fall - driving or flying to our many destinations - one of our own had to turn back all of his assignments to fulfill a larger commitment. Bob Stanek, a Minnesota referee and a reservist, was called to duty in Afghanistan on Aug. 5 and deployed Nov. 1. Bob is stationed in Sharana, 200 miles south of Kabul.

During the holidays, while most of us were nestled all snug in our beds, Bob wrote, "For us, Christmas and New Year's Day are generally not much different than a normal day around here. The big difference is we usually give the guys a few hours off from their duty; the workload on that day is generally lighter (unless insurgent activity decides to interrupt the holiday) and we have a very impressive meal." On New Year's Eve, the base was treated to a casino night with more than 400 soldiers dressed in civilian clothes while playing poker with fake money! According to Bob, "Our guys keep pretty occupied. Most of the soldiers work 12-14 hour days, day-in, day-out. As for me, I spend the bulk of my days reviewing paperwork and responding to 'emergencies' that might develop from one or more of my units."

Bob was laid off in May by 3M in St. Paul where he had worked as a senior technical service engineer in abrasives and woodworking for more than 27 years. He said that the best part of his life is his "bride and my two young cuties." Bob and Carol have been married for 12 years and have two youngsters, Kennedy, 8 and Courtney, 7. Bob has also has two stepchildren, Taylor, 19, and Alex, 21. Bob describes himself as a "so-so volleyball player," but misses blowing the whistle!

When asked about packages, Bob said that he has all that he needs. His wife sent him lots of goodies which he shares with others - especially the Hostess pink and blue coconut snow balls! The Advil and Tums are appreciated as well. He didn't forget his friends back home during the holidays. In early January, a package containing four American flags that flew in Afghanistan, one each for PAVO, Marcia Alterman, the Big Ten Conference and Joan Powell. "I bawled like a baby," Powell said.

CSM Stanek's Engineer Brigade supervises and controls projects for other engineer units. He is senior to all of the enlisted soldiers with a one-star general for a boss. According to Bob, his unit has two key responsibilities: Building roads and constructing new schools, communities for the Afghans as well as building military housing for the soldiers and civilians. And, clearing the roads of all IEDs and bombs. (A 10-mile trip can take up to three hours.) Bob says, "The soldiers are good at their jobs and that helps to keep them safe, but occasionally we run across a 'new technique' that catches us off guard. So far, we have managed to do our job without the loss of a single soldier in my brigade. With continued safe-guarded soldiers, we should be able to get through this tour without the loss of single soldier's life." Bob explained that the surge is increasing the population of the FOB (forward operating base). Because of the potential 10,000 more troops by next year, Bob said that they are trying to build the necessary housing and infrastructure to support the increase.

Bob explained that the weather has been unbelievable. Normal temperatures are in the upper 30's and 40's. But they have been experiencing 50's and even 60's with the evenings in the 20's. He says the climate is very dry. He compared Sharana's terrain to Wyoming. With the temperature changes, there are fewer issues on the road as the insurgents have moved into the mountains near Pakistan for the winter.

Bob's unit has access to some television; he was able to see the NCAA Championships. Bob said, "Brian Hemelgarn and Kevin Cull called a perfect final match - at least as observed from 9,000 miles away and on a small 21" TV."

Continued on page 27

Member Profile
continued from page 26

Stanek's volleyball career began in 1976 when he was a student at North Dakota State University in Fargo, N.D. A young Puerto Rican soldier who was in his reserve unit introduced him to the game, and it got into his blood. He played with the Fargo-Moorhead Volleyball Club for years, then on several USA Volleyball teams in the Twin Cities when he was transferred to St. Paul from 3M's Alexandria, Minn. branch. During his playing days, he was the founder of the Idiot Guild, a prestigious club for "hack and reckless volleyball players", he said.

Stanek served as the official's chair of the North Country Region during the early and mid-1990s and actively recruited and mentored many officials. He earned his national PAVO and USAV referee ratings and served on PAVO's rating and training team. He has officiated high school and collegiate volleyball for

more than 20 years, including many years in the Big Ten Conference.

Naturally Bob misses his family and friends. He misses his referee buddies, like Tim Harlow and Jose Jones. He also misses his Minnesota Vikings, as he and Jose share season tickets. Bob hopes to be home next fall with his family and hopes to get more involved in USAV and PAVO.

So as the collegiate and high school seasons have come to a close and many have begun their Junior season, remember Bob and all of our troops in harm's way, protecting our freedom....something to think about when we feel the urge to whine about the hours, the travel, the temperature and the time away from our families.

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