

Vol. 13 No. 1 • February 2011

# THE OFFICIAL WORD NEWSLETTER



## PRESIDENT'S MESSAGE

Life Is Better When You Share It!

*by Crystal Lewis  
President*

I was watching Oprah Winfrey the other day and she made a powerful comment to her audience that I would like to pass onto you.

"Great things can happen in your life ... so take that energy and hold it in your heart and how you live and how you give, what you do and who you are, release that into the world as it was given to you," she said.

Think about this statement. The great things in life aren't the material items we so desire, nor the money that governs our life constantly, but rather what we share with others that makes our lives better! I hope each of you have brought in the New Year sharing quality time with family and friends.

That being said, I would like to take this time to say what a wonderful time of friendship we shared at our 2010 PAVO convention! You'll read more about the convention in this newsletter, but I must tell you it was fantastic. The speakers were great and our social was wonderful. It was enjoyed by all!

I also want to thank the PAVO Board of Directors for sharing and volunteering their time and hard work in 2010. A big thank you to Joan Powell, our past president, as she leaves the board after so many years of service, and to Peggy Schaefer, who as director-at-large, been a big part of our conventions' success for the past few years. We appreciate both of you for your dedicated service in helping make this organization a great one.

I would like to extend a warm welcome to our two new members to the PAVO board of directors, Donna Carter and Bob Stanek. I know both have leadership qualities and will be an asset to our board.

Carter was elected as director-at-large. She has been involved in many aspects of volleyball and currently holds the position as the Central Florida Board of Official's chair. She is a dual National referee and a USAV National scorekeeper. Carter serves as a PAVO rater and trainer and has worked as a referee at both NCAA Division I and II final four tournaments.

Stanek has been appointed as our new OTP-Camp director, a position formerly held by Julie Voeck. Stanek resides in Lino Lakes, MN., and is a member of the Metro Board of Officials. He has been serving our country in the military for many years. He is a dual National referee and has been involved with volleyball at all levels. He is known for his great organizational skills and we look forward having him as director of OTP Camps.

Congratulations to both these new board members. They will serve you well with their knowledge and wisdom they have in this sport.

Voeck has been elected as the next PAVO president and will serve as president-elect this year and will take office as president on Jan. 1, 2012. Voeck is an international referee and PAVO National referee. She has been on both the rating and training teams for PAVO and has served on the PAVO board for many years. She has done an outstanding job as camp director and we look forward to her leadership in as president.

We are very proud of these folks who devote their time to help develop and serve this organization. I can definitely say their hard work will help continue keeping us a top-notch organization and life will be better for us all when we share it!



## ATTENTION NATIONAL AND JUNIOR NATIONAL REFEREE CANDIDATES

### Dates selected for National & Junior National referee candidate rating sessions

by Brian Hemelgarn

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 [usavolleyball.org](http://usavolleyball.org), then selecting the Resources tab from the red menu bar. Click on Officials & Rules - Officiating Opportunities & Applications - Application Forms.

For National referee candidates, the rating session will take place during the Boys' JNC at the Minneapolis Convention Center in Minneapolis, MN, on July 3-5. There is a mandatory candidates' meeting at 8pm on Saturday, July 2.

Also, the USA Volleyball Officials' Commission voted to extend a discount to individuals who apply for their National referee and National scorekeeper certifications during the same membership year. If an applicant applies for both certifications following the respective application procedures, a discount will apply. Normally, each application requires a \$150 application fee. The discount is a total of \$50 - the first application fee will be \$150, and the second application will be \$100. If an applicant is accepted for one certification process but not the other, \$100 will be refunded to that candidate. A full refund will be given to applicants who are not accepted for either certification process. The National scorekeeper rating session is

scheduled from July 2-4 at the Boys' JNC in Minneapolis. We will work to ensure that we can accommodate as many dual applicants as possible so that they can take advantage of this opportunity. Still, we must also be clear that there is no guarantee that an applicant will automatically be accepted for both certification processes.

For Junior National referee candidates, Atlanta, GA will host the rating session at the Georgia World Congress Center during the Girls' JNC, June 30-July 2. There is a mandatory candidates' meeting at 9pm on Wednesday, 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 are 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 in National Championship events are required to attend a USAV National Clinic. Please see the list of scheduled clinic dates and sites on the USA Volleyball website.



## PAVO BOARD IS LOOKING FOR LEADERS

by Julie Voeck  
President-elect

Volleyball is fortunate enough to have a member-driven organization that has a significant impact on the entire volleyball community. But PAVO will only maintain that position if we can attract good leaders from the membership.

PAVO is growing quickly as we add new member services and certification categories, such as line judge and scorekeeping certifications. We need fresh faces and new ideas to help guide the organization through this growth surge.

Leadership involvement has the potential to help you learn new skills and develop as an individual. Here are some examples of skills and traits that good leaders possess or learn in a leadership role:

- Challenge the process
- Foster a shared vision
- Promote action and involvement
- Show the way
- Inspire passion

Volleyball in general is growing quickly, with increased media coverage demanding more accountability from officials. PAVO must step up to that challenge, and that makes it an exciting time to get involved.

PAVO will be seeking candidates for board positions later this year. We will be looking to identify leaders from the volleyball community who would like to see PAVO continue to grow and address new issues facing our sport. Stay tuned for upcoming opportunities to get involved.



## CHAMPIONSHIP ASSIGNMENTS 2010

by Marcia Alterman  
Executive Director

Congratulations to all officials who were selected to work 2010 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 Kansas City, MO.*

Brad Aaberg	Dean Hoskin	Joan Powell*
Paul Albright	Gary Houghton	Marty Prochko*
Eric Asami*	Dan Houser	Margie Ray**
Mary Blalock	Mic Huffman*	Glenn Reid
Michael Blalock	Leisa Jordan	Steve Robb**
Richard Bleau*	Tom Joseph	Rod Rodriguez*
Donna Carter	Steve Kenyon	Kathy Rogers
Mike Carter	John Kinyon	Glenn Sapp
Dave Chalupa	Kent Kitade	Larry Schwartz
Tony Chan	Verna Klubnikin*	Bill Stanley
Gloria Cox*	Jim Kuziela	Ron Stahl*
Kevin Cull**	Crystal Lewis	Barb Strome
Larry Dolvig	Patsy Malta	Bill Thornburgh
Lara Donaldson	Paula Martin	Emi Vishoot
Ross Erickson	Keith Murlless	Julie Voeck*
Mary Faragher	Thang Nguyen	Mara Wager
Kathy Ferraraccio*	Michael O'Connor	Dan Wagner
Eric Fisaga	Robert Okamura	Kevin Wendelboe*
Bill Forrester	Jim Olson	Craig Werner
Don Goodwin	Jung Park	Kim Wishum
Mike Hamilton	Denise Penzkofer	Michael Yoshikawa
Brian Hemelgarn**	Tom Pingel	

*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 Kansas City.*

David Atkinson	Robyn Filimaua*	Donald Tarin
Mike Behrens	Neal Meredith*	Ryan Tighe
JR Calton	Kyleen Niccolls	Ed Thornburgh
Dave Cooper	Chad Oberholtzer	Andrea VanLeer
Ruchelle Dunwoody	Chris Tan*	Greg Vrasprier*
Craig Files		



(L to R): Robyn Filimaua, Neal Meredith, Brian Hemelgarn, Steve Robb, Greg Vrasprier, Kevin Cull, Margie Ray, Chris Tan

### NJCAA Championship Referees

#### DIVISION I

Gary Kufahl\*  
Bob Bayless  
Art Bowden  
Brian Heaton  
Erika Derra  
Mike Gibbs  
Tim Neels  
Marty Prochko



(from left to right) -- Gary Kufahl, Head Referee, Mike Gibbs, Art Bowden, Tim Neels, Brian Heaton, Erika Derra, Bob Bayless. (not pictured Marty Prochko)

#### DIVISION II

Tom Cote \*  
Justin Basovsky  
Skip Cross  
Barry Damzyn  
Phil Fowler  
Melvin Hubbard  
Travis Karlin  
Craig Madson  
Mike Marassa

Devonie McLarty  
Gary Merrill  
Dale Obermeyer  
Mike Ochs  
Roger Ozima  
Bill Petersen  
Ruth Verbel  
John Wasserstrauss

#### DIVISION III

Bill Peterson\*  
Paul Fowler  
Craig Madson  
Jim Singer  
Bob Stanek  
Al Tarara

\* Coordinator/Head Official

### NAIA Championship Referees



NAIA Championship Referees: (back row, L to R) Rebecca Carstenson, Jeff Kushaney, Brian Heaton, Liz McHugh, Lydia Godshall, Wayne Clark; (front row, L to R) Craig Werner, CJ McAbee-Reher, Todd Karolczak\*\*, Angelle Simms

\*\*Head Referee

### NCAA DIVISION II Championship Referees

Kurt Fulmer  
Daryl Korinek  
Owen Nakamura  
Tom Saunders

### NCAA DIVISION III Championship Referees

Dan Apol  
Jose Jones  
Mary Malpede  
Vicky Wilcox





## Wise Are Our Leaders Who Prove They're Leaders

*by Corny Galdones*

Every official's dream is to be looked upon as one of the best. If it isn't, it should be. Else, you won't be going far. To join the stars, become a master craftsman at making officiating a fine art. At this grand altitude, the aptitude and attitude are elite. Find out the prime practices to perfect and measure up. Progress will take time. Be patient. Trying to cut corners by hanging around folks with possible pull or by bragging about your feats only earns you a rapped rep of being wrapped up with yourself. Besides, who you know or who knows you doesn't matter. No, really. Your fate in effect hinges on what you can do and how those in charge perceive you. Be judged on how you toot your whistle, not on how you toot your horn. Whether good or bad, you're being watched all the time. Think little, act little and you'll always be little and belittled. Listen in gratitude when someone cares enough to offer advice. Ignoring it gets you nowhere, as does making excuses or blaming others. Fix your failings instead. Shape up your image. Clean it up if necessary. Develop. Mature. Drive to be respected as a model person and a model official, the ultimate tribute. To be big, think big, look big.

How good are you with people? How good are you in a uniform? Focus on improving both aspects. Coasting on raw talent alone without applying yourself irks managers who know you can perform a lot better. So much can be achieved by using your gift to its fullest. Wasting this potential is a shame. Set your standards high. However, insisting to start at the top and expecting to shine right away is unrealistic. You can't walk before you learn how to crawl. Cover the basics first. A building is only as good as its foundation. You're the same.

Polish your mechanics. Be in the right place at the right time and get your message across. But even more, be crisp, exact and decisive in your actions and signals. Project an assured, calming persona of dignity and command that everyone will admire, trust and obey.

Do your homework. Be familiar with how the rules pertain to each possible game situation. Still, acing a periodic rules exam doesn't mean you have it made. Textbook smarts aren't the same as game smarts. Invest in keeping up to date with how a player and also a team functions to be able to read and anticipate for an entire contest what's going to happen before it actually does, in particular, what type of play is coming next, who will be involved and how. Understand their viewpoints to determine what to call, what not to call and why. Let common sense guide you on when to go by the rulebook, when to go with the spirit of the rules. Falling behind the action while sorting things out in your head is cause for being lost and confused. Here's a state not to be in. Wow, where did that play come from? Or worse, what just happened? Stay on top of every play by raising your knowledge base and analytical awareness.

Gain experience. Repeating the same mistakes or bad habits over and over doesn't count. Without going too far, seek exposure to new, tougher challenges that take you out of your safe, comfort zone. To avoid being tested is to turn flat. Stretch the limits of what you can handle. Open up to swift, advanced levels, ones forcing the very best out of you the whole time, especially in sensing what will occur next and reacting on the fly with the proper response. The more conditions you see and deal with, the more you'll grow at ease to think fast with better feel and instincts to make all the correct decisions as the speed of the game seems to slow down. Become stronger by the contest. Soon, you'll be full of wisdom.

To be the best isn't a sprint but a marathon. Slow but steady, buckle down, sharpen up and train hard for rewards to come. Keep at it. Once you stop, it's over. That's the finish line.



## 2010-2011 Rules Interpretation Bulletin #1

**Situation 1:** Must all players be reaching higher than the top of the net to be considered part of a collective block?

**RULING:** Yes. By definition, a player can only be considered a blocker if the player is reaching higher than the top of the net. A player, who is near a collective block but not reaching higher than the top of the net, is not considered a blocker. If the ball contacts this player, it will be considered the team's first hit.

**Situation 2:** With regard to the definition of a completed rally, if a rally-in-progress is interrupted, is a line-up check permitted before the serve is re-authorized? **RULING:** Yes, line-up checks are a courtesy provided by the second referee with the scorer's assistance. Line-up checks are not considered regular game interruptions (Rule 15), and therefore are not prevented by the new "completed rally" definition.

**Situation 3:** Are small plastic studs/spacers allowed in the nose, lip, or ear? **RULING:** Yes, these are considered legal as replacements for jewelry in piercings.

**Situation 4:** Is it legal for a player to have monofilament line, string or thread looped through a piercing hole? **RULING:** No, monofilament line, string or thread looped through a piercing hole is not legal. However, a straight piece of line, knotted at both ends, would be considered legal.

**Situation 5:** Is it permitted for the captain to request a time-out even if a coach is present on the bench? **RULING:** Yes. In the preamble of the DCR that contains the significant rule changes, it states that USAV 5.1.2.3 was added to clarify that "The captain may request a time-out." In the body of the DCR, that change was inadvertently omitted.

**Situation 6:** Do USAV rules allow for Libero replacements or substitutions during time-outs without following the normal replacement or substitution procedure? **RULING:** No. The six players who were on the court when the time-out was called must return to the court at the conclusion of the time-out. A legal Libero replacement or substitution may then occur before the resumption of play.

**Situation 7:** A player from Team A falls to the floor and rolls under the net beyond the center line. The player has both hands completely touching his own court, but his feet are in the air above the opponent's court with no part of the Team A player's feet touching his own court. Is this a fault? **RULING:** No. Provided the encroaching player (from Team A, in this situation) does not interfere with the opponent's play, no fault has been committed.

**Situation 8:** A ball is passed over/outside an antenna by Team B. A Team B player legally pursues the ball into Team A's free zone and sends the ball back toward Team B's court. On the return path, the ball hits the first (or second) referee. Should this be a replay since the ball would have otherwise remained in play if it had not hit the referee?

**RULING:** No, a replay is not awarded in this situation. Rule 8.4.2 indicates that the ball is "out" if it touches a person out of play. This includes members of the officiating team.

**Situation 9:** A player is chasing a teammate's poorly passed ball. As the player is preparing to contact the ball, the player runs into an official (line judge or second referee). The player is prevented from reaching the ball due to the contact with the official. Should this be a replay if the referees determine the player had made a legitimate effort to play the ball, which was impeded by the contact with the official? **RULING:** Yes. USAV 8.4.2f indicates that a replay may be granted if an official, media equipment or personnel, or a spectator interferes with a player's legal attempt to play the ball.

**Situation 10:** In 14 & under competition, is a coach permitted to walk across the court to speak with the first referee? **RULING:** No. Although the coach is permitted to act in place of the captain for 14 & under competition, this does not allow the coach the right to enter the court to have discussions with the first referee. In this case, the second referee should be the primary point of contact for the coach. In the absence of a certified professional second referee, the first referee should communicate with the coach through the playing captain, and if absolutely necessary, may leave the stand to address the coach near the bench.

**Situation 11:** Team A's Libero is occupying the left back position (position 5) for #12. Team A wins the rally and rotates for serve. The Libero is not replaced by #12 and remains on the court, now occupying left front (position 4). Her team serves and wins the rally. The referees then discover that the Libero was occupying a front row position. #12 now returns to the court, replacing the Libero. Team A's coach would like the Libero to immediately replace their last server, stating that although she was on the court illegally, since a point has been scored by the opponent, this constitutes a completed rally and she should be able to immediately replace another player. Is this a correct interpretation? **RULING:** No, although there was a completed rally, the Libero was on the court (illegally), and must therefore sit out a rally before replacing another player.



## INTERNATIONAL SCOREKEEPER SUB-COMMISSION

by Donna Wigton  
International Scorekeeper Sub-Commission

Plans are under way for the summer tournaments, and I hope you are thinking about the possible opportunities for experience, improvement, and sharpening of skills on the FIVB scoresheet. My goal as chair is to provide opportunities for as many of our qualified and certified personnel as possible, and to help each one of you get comfortable and competent, and excel at this important component of the officiating team. The focus of the IRTC clinic at the Adult Open Championships (which is required for those wishing to receive assignments at the Open tournament) is moving toward tournament related concerns, and specific tips and advice to help you become a more competent and efficient scorekeeper and assistant scorekeeper. This means that the burden of becoming familiar with the FIVB scoresheet and learning the actual process of how to keep score, as well as reviewing the scoresheet as necessary, rests with each scorekeeper. This can easily be accomplished by downloading the scoresheet and instructions (just Google "FIVB scoresheet" and it pops right up) and reviewing the instructional Power Point presentation (thanks Steve Crane) and current USA-International Scorekeeper Manual (thanks Janet Blue). These last two can be accessed on the USAV home page by going to the "Resources" tab and going down to the "Officials and Rules" tab, and then on the left column clicking on "Scorekeeper information and materials" and finally clicking on the blue "International Scoresheet Instruction Material" button. If you can take a sheet and work a practice match sometime during the season, it really helps to get back into the flow.

If you are applying to work the Opens, remember, all

certified and qualified scorekeepers in attendance at the Opens are required to complete a practice scoresheet on any Open match (unless assigned to one) and turn it in to me for review. Any National Scorekeeper interested in attending the IRTC clinic (May 27, time TBD) as a candidate must review the Power Point presentation and bring a manual (see link above), and fill out an application form available at the clinic. Candidates will complete practice scoresheets on two matches during the tournament. Of course, referees wishing to improve their understanding of the international scoresheet are welcome to attend as well.

Any opportunity to become more familiar with the electronic scoresheet will help your chances of being of value in the future. Three of our cadre used this technology at World League matches last year, and many of you use it with Men's and Women's college matches. Attendees at the PAVO convention in the last two years were able to see a wonderful presentation of this by Julie Voeck, and we are hoping for another training session this year immediately following the IRTC clinic in Dallas. If you aren't familiar with the electronic scoresheet, you can see a few training sessions given by James Wilroy on the DataProjectFacebook page (scroll down to the E-scoresheet training videos). I'm hoping more people will take advantage of the chance to actually e-score a match at the Open courts in Dallas or at the High Performance tournament in Tucson. Don't get left behind with respect to this technology!

Looking forward to seeing most of you at one of the tournaments this summer!

### PAVO DUES

Many PAVO local boards will opt for online dues payment for the 2011 membership year. You will soon hear from your board leadership about how and when to pay your PAVO dues, which are due June 1, 2011.

The portion of your dues that is sent to the PAVO central office will not change for 2011; \$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, 2011. NOTE: Your board may initiate late fees at an earlier date.

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



## NCAA VOLLEYBALL RULES UPDATE

### Libero uniforms and signal sequence are topics of discussion

by Marcia Alterman  
NCAA Volleyball Rules Interpreter

*The 2011 season will be the first one with no actual rule changes in the history of NCAA women's volleyball rules. The NCAA Volleyball Rules Committee still met in Indianapolis in January to discuss potential future changes, clarifications needed for 2011, and the points of emphasis for the upcoming season. The following article is directly from the NCAA News of January 27, 2011.*

#### Volleyball rules panel wants uniforms to distinguish liberos

By Greg Johnson  
NCAA.org

The NCAA Women's Volleyball Rules Committee recommended at its annual meeting Jan. 18-20 that either the libero or her teammates must wear a solid-colored jersey starting in 2013. The libero's shirt or jersey must be in clear contrast to the other members of the team.

The Playing Rules Oversight Panel (PROP), which meets during a conference call in April, must approve playing-rules recommendations before they can be implemented.

Committee members made the recommendation because they believe many of the multi-colored uniforms being worn today make it harder for officials to locate the libero, who is a defensive specialist that must remain in the back row. The position, which is not subject to substitution limits, was added to NCAA competition in 2002.

"This is to allow for an easier delineation for officials," said committee chair Fran Flory. "They are having trouble distinguishing liberos from other players because the uniforms are so similar."

The delay in implementation until 2013 is to provide institutions with advance notice of the rule before

purchasing uniforms in the future.

"Schools don't buy new uniforms every year," said Flory, who is the coach at LSU. "We didn't want to institute it too early in the cycle of teams buying new uniforms. This way, they won't have to double their costs on uniforms. We want to give everyone time to adjust before the rule is instituted."

Committee members also recommended a change in the sequence of signals by the referee after a point is scored. If approved by PROP, the proposal, which would go into effect in 2012, requires the referee to first signal which team is serving next, then signal the nature of the call. This sequence is being used in USA Volleyball and international volleyball matches.

"The rationale is to have seamless communication for the scorekeepers and statisticians," Flory said. "This way, we can get the ball moving to the team that is going to serve. The scorekeeper can also record the information they need quicker, because they don't care what the fault was, they just care what the result was. We are getting that information first to facilitate all those things that have to happen."

The committee is also examining health and safety issues in the sport with regard to the different net systems that are being used around the country. Institutions are using various in-ground systems, counter-weight systems and even some suspended-net systems that swing down from the ceiling.

With the new pursuit rule going into effect last season (whereby a player can cross to the other side of the court to play a ball on that went outside the antenna), the committee wants the playing area to remain as safe as possible.

Along those lines, the committee is emphasizing the need for a barrier between the playing area and fan area.



#### Alterman recognized by NCAA for service as volleyball rules interpreter

Marcia Alterman was recently recognized by the NCAA for serving as the first women's volleyball secretary-rules editor, a position she assumed in 2002. Alterman will step out of the role as rules interpreter in September 2011. The NCAA has recently instituted term limits for the rules interpreter position, thus making Alterman ineligible to continue in that position beyond this year.

"I don't know how we replace her level of work ethic and input that she's provided as long as this committee has been in existence," said Fran Flory, NCAA rules committee chair and head women's volleyball coach at LSU. "We are losing a valuable resource, and the committee will have to step up and try to carry the load until we get another person that will serve in that role."

Alterman has served as rules interpreter for nine years with NCAA and leaves a legacy in this sport. The NCAA is currently seeking Alterman's replacement.





by Larry Dolvig  
Chair, Officials Assembly

## HAY HAY HAY

Well, here it is time to try my hand at another article for the "Official Word". First let me say that I never thought I would be in an airport working on an article. However, here I am in Atlanta on my way to Ft. Lauderdale for a vacation. A very good time to head on vacation since the mid-west is again getting hammered by Mother Nature. Remember the first week in February?

The last article I wrote was about the qualification for the Officials Director, which is up for election this season. By the time you read this, a formal letter of notification will have been sent out seeking nominations. This nomination can come from almost anywhere. Anyone can nominate an individual - including themselves - through the committee. After a name is submitted, the Chair of the Officials Assembly (OA) Nominating Committee will send the nominee a letter of application to be returned to the nomination committee for review. Once the candidate has shown that he/she has met the requirements for the position, their name and resume will be sent to the USA Volleyball Nominating and Governance Committee. After the NGC reviews all nominees and finds the resume to be satisfactory, the candidates' name will be returned to the OA Nominating Committee and placed on the ballot. This ballot will be presented for a vote to all representatives at the meetings held in May in conjunction with the USA Volleyball National Championships.

So there you have it. But wait a minute!! Who gets to vote? Those appointed delegates of the Officials Assembly, and all persons already members of the OA Commissions. Now you say, "Who the heck are these people?" All members of the OA Commissions are easy to recognize; they include me, all the Chairs of the Commissions and all of their Directors (many are listed on the Official Word newsletter). The hardest part is who are the delegates? Each Region is allowed two delegates who are chosen by the Regional Commissioner. Our thoughts as the OA Executive Council were that the Regional Commissioners would consider appointing their Referee and Scorekeeper Chair. However, this turned out not to be the case. Why, you ask? Some Regions

only have an Officials Chair that oversees both of the Regions referees and scorekeepers. Sometimes a Regions Referee and/or Scorekeeper Chair are not going to attend the national meeting. My advice is that if you are going to attend the Championships and are interested in being a delegate, to contact your Regional Commissioner and let them know you are interested in the position of delegate for your region.

Also, a Region that has and is training Beach Officials is allowed an additional delegate to represent the Beach. In addition, the member organizations such as PAVO and others are allowed two delegates each.

And there you have it! At the May meeting of the Officials Assembly an Officials Director will be elected. If you have any questions get in touch with me (dolvig-vbr-cwd@att.net or call 217-622-3337).

And I almost forgot. I was able to take part in my first conference call representing officials as a member of the USA Volleyball Administrative Council. It was rather interesting. There were people present representing the Regional Assembly, Junior Assembly, the Officials Assembly (Marcia and me), Member Relations Council and staff (Doug Beal, Kerry Klostermann, Margie Mara). Here are some of the highlights and topics that were discussed on this phone call:

1. A combination package, called Heritage Days, of luncheons and dinners at the National meetings (more to come later).
2. A review status of all Assembly Administrative Manuals and Due Process.
3. A discussion about the affiliated member organization and their fees.
4. Some talk about publications and the Audit, Finance and Budget Committee recommendations.

*Continued on page 9*





## USAV RECIPROCITY TO PAVO NATIONAL REFEREE CANDIDATES

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 certification. If you are interested in being considered as a candidate for the fall PAVO rating sites, please:

- o Submit a letter of application to be a reciprocal candidate to Kathy Ferraraccio (kathy@ferraraccio.com);
- o Include your officiating experiences, noting both your USAV and collegiate experiences, and include the year you received your USAV National referee rating;
- o Include at least two letters of reference; and,
- o All of this information must be received by **February 22, 2011.**

By **March 1, 2011**, all applicants will be notified of their selection status.

Before **March 15, 2011**, 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: <https://www.pavo.org/Home/Certifications/NationalRefereeCertification.aspx>

By **April 1, 2011**, 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 on their current PAVO boards.

All PAVO National Referee candidates must submit an NCAA Form A or Form B exam score to Mara Wager (NRT.Director@pavo.org) by no later than two (2) weeks prior to the date of the rating session.

Information about the 2011 tournaments that have been selected as PAVO National Rating Team sites can be found at [www.pavo.org](http://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.

Larry Dolvig  
continued from page 8

5. Mr. Beal discussed the Report from the Special Commission on Athlete Safeguards Recommendation. Next step would be implementation.  
A Motion to support the creation of a task force with representatives from the Assemblies was made and carried.
6. Mr. Beal reviewed and answered questions concerning the \$10 member fee increase.
7. **THIS ONE AFFECTS THE OFFICIALS ASSEMBLY!!!** In response to Motion #14 from the October 2010 RVA meeting, Margie explained that there is a uniform approval process in place. The Officials Executive Council will review it in March. Sue Mailot pointed out the importance of getting this information out so it can be shared. A motion

was made and carried to endorse the uniform approval process.

8. Discussion on sending out e-mails to membership about free educational opportunities.
9. Status of the ranking system. It is being beta tested this season with the goal of implementation in 2011-2012.

HOLY COW!!!! I hope you got all this. As you can tell there are a lot of things that go on in USA Volleyball. Many of which I had never thought about. I guess I am a little (a lot) closed minded. A new door is opening for me to look in and I will try to do my best to represent you. So until next time let's keep talking.



## PAVO GRANTS TO LOCAL BOARD CHAIRS

by Crystal Lewis  
President

This year PAVO awarded three convention grants to recipients representing various parts of the country. Each of the winners wrote an article on their convention experience and share their stories.

### **Roy Benasaraf (Orefield, Penn), ABE Board of Volleyball Officials:**

"Ah got ta Kansas City on a Fradee, by Saturdee, I'd larned a thing er two ...". Well, actually, I flew into Kansas City on a Wednesday, looking forward to what I had experienced in the past - four to five days of learning, sharing experiences, the fellowship of the cadre of officials from around the country, and, as a bonus, getting to watch some pretty good volleyball.

This was not my first time attending the PAVO convention. In fact, I had to take off my shoes to try to count them. But even after attending for years, I am amazed at the excellence and knowledge of the speakers, and especially their enthusiasm. Let's be honest. I've attended many business conventions and conferences over the years, and there are always sessions that are not all that interesting and speakers that, although knowledgeable, are just not great presenters (we've all experienced that, even with our teachers in school). The PAVO convention is no exception, but the consistency of high-level topics and presenters year after year is a testimonial to the event's organizers.

From Don Yeager's opening presentation (if you weren't there, beg, borrow or steal ... I mean BUY the DVD set and watch it) to Marcia Alterman's "You Can't Make This Stuff Up," every session had valuable information to take back to my board, including the two sessions that didn't really interest me that much (I only caught myself nodding a little, once).

Almost more important than the sessions themselves was the networking with the other attendees over lunch, dinner, drinks - sharing our approaches, insights and solutions on the problems shared by all

boards, large and small, talking "war stories," and enjoying the championship matches (even though they weren't quite as exciting as the past few years).

Will I attend next year? Already have my plane ticket ...

*\* From the song, "Everything's Up To Date in Kansas City" from the musical, "Oklahoma" by Richard Rodgers and Oscar Hammerstein.*

### **Kim Wishum (Lynn Haven, FL), Emerald Coast Board of Officials:**

This year I was very privileged to have received one of the board chair grants given by PAVO. I want to tell you, if you missed the convention in Kansas City, you missed a good one. What an awesome experience I had! I want to commend and thank the Heart of America Region and Greater KC Board of Officials for their hospitality.

I was very impressed by all the presenters. They were all very interesting and informative. My personal favorite was Don Yaeger, an award-winning speaker, New York Times best-selling author and longtime associate editor for Sports Illustrated. I was very inspired by his message. My whole goal in attending the convention was to bring something back to my board, and the session with Al Goldberger, a prestigious attorney from New Jersey and author and national authority on sports law and officiating, made it well worth the trip.

Lastly, it was great to see old friends and to meet new acquaintances that I now can add to my "volleyball family." The camaraderie that we share is like no other. If you missed the 2010 convention, I strongly recommend that you start making plans to attend next year. See you in San Antonio!

PAVO Grants  
continued from page 10

### **Jim Momsen (Hartland, Wis.), Wisconsin Board of Officials:**

In my “other-than-volleyball” life, I have been an Instructional Designer/Technical Trainer for 20+ years, so I have attended many conventions and training sessions. I can honestly say that the annual PAVO Officials Convention is top-notch in the way that it is organized and in how it delivers useful and pertinent information. I have also found that each session at the convention provides at least one “gold nugget” of information.

Here are some of the items that were very valuable:

Don Yaeger - What Makes the Great Ones Great

“Greatness is available to all of us if we are willing to do common things uncommonly well...Not a single one requires you to be able to touch your toes, it's all about being mentally, emotionally, and spiritually disciplined.”

Wally Hendricks - How We Make Mistakes, and How We Can Improve

“Research shows that there are biological and psychological reasons why humans make errors in certain situations. Through training and improved mechanics, we can attempt to overcome these biases.”

Brian Hemelgarn - A Survivor's Guide to Rating Sessions

Brian's thoughtful, and sometimes humorous, insights will be very valuable for all of our officials who are looking to improve and advance.

Coaches Panel - Finding Common Ground

“Line Judges are critical to every match, sometimes even more so than the R1. More Line Judges affect matches than R1s affect matches...Line Judges should be paid more than the R2.”

Karch Kiraly - An Open Forum

Karch's insights from his many perspectives of the game (indoor and beach player, coach, media

commentator, and international exposure) were fascinating.

Julie Voeck and James Wilroy - E-Scorekeeping Explained

Julie and James gave us an updated look at the E-Scoresheet software that we will begin seeing this coming season.

Dave Yeast - Leadership Officiating

Dave's perspective, wit, and wisdom on how developing leadership skills will help you improve your officiating on the court, and develop great interpersonal skills were taken from his many years of experience as a professional umpire.

Mike Carter and Julie Voeck - Awards and Semi-Final Officiating Analysis

Congratulations to the award winners and to the Officiating Teams that worked the semi-final matches. It is always insightful to hear the dialog about the decisions that were made and the thought processes that led to those decisions.

Alan Goldberger, J.D. - Officiating Safely the PAVO Way: Managing Your Exposure to Liability

“If it wasn't there when you were born, it's jewelry.” “You need to pre-match injury mechanics - every match.” “ACA2s always believe they are better officials than the people getting paid to work the match (ACA2 = Anybody that Can Afford the \$2 admission).”

Marcia Alterman - You Can't Make This Stuff Up

You really can't believe some of the stuff that Marcia gets to deal with!!

And let's not forget, the opportunity to watch 3 outstanding NCAA Women's Division I volleyball matches, and to talk with some of the best volleyball officials in the world!

If you were not able to attend this year, you can still purchase the DVDs, and begin planning to attend next year's PAVO convention in San Antonio, TX.



## PAVO TO OFFER SEVEN OFFICIATING CAMPS THIS SPRING

Scholarships also

by Julie Voeck  
OTP Camp Director

PAVO is excited to offer a wide variety of camps again this year. Since the inception of this program, camps have been offered throughout the country with great results. Many campers have benefitted from camp experiences and subsequently became NCAA Division I collegiate referees, USAV national officials, and even international referees! We are excited to continue this successful program again this year.

### PAVO Spring 2011 Camps and Registration Fees

- **Referee Training Camp: Rutgers University (New Brunswick, NJ), March 11-12** (\$200 for PAVO members, \$225 for non-members)
- **Advanced Collegiate Training Camp: NCAA Division I Spring Event, University of Central Florida (Orlando, FL), March 25-26** (\$250 for PAVO members, \$275 for non-members)
- **Referee Training Camp: Marquette University (Milwaukee, WI), March 25-26** (\$150 for PAVO members, \$175 for nonmembers)
- **Joint PAVO/USAV Advanced Camp: NCVF Championships (Houston, TX), April 8-10** (\$250 must have a USAV regional and/or PAVO state referee or higher rating to attend this camp)
- **Collegiate Training Camp: Univ. of Michigan (Ann Arbor, MI), April 15-16** (\$200 PAVO members, \$225 for non-members)
- **Collegiate Training Camp: Univ. of San Francisco (San Francisco, CA), April 29-30** (\$200 PAVO members, \$225 for non-members)
- **Referee Training Camp: Penn State University (University Park, PA), May 27-29** (\$150 for PAVO members, \$175 for nonmembers)

Campers are responsible for their own 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](http://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 who 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:

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

### Camp Registration

On-line registration is available on the PAVO website (E-store) for all except the Advanced Camp at UCF. On-line registration is easy through the E-Store on the PAVO website ([www.pavo.org](http://www.pavo.org)). Once in the E-Store, to register for a camp, select "events" from the menu of choices. The camps that offer on-line registration will be shown on the screen. By selecting the desired camp, campers may register for camps directly on-line.

Campers may also register for camps by contacting the PAVO office: 1-888-791-2074 or by e-mail at [pavo@pavo.org](mailto: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.

*Continued on page 13*



### **Advanced Collegiate Training Camp**

The Advanced Collegiate Training Camp will be offered again this year in warm and sunny Orlando. Registrants for this camp are accepted through an application process only. On-line registration is not yet available for this camp. The application for the Advanced Collegiate Training Camp is available on the PAVO website.

To be considered for the Advanced Collegiate Training Camp, the following items must be submitted to the OTP Camp Director at: [OTP.camp.director@pavo.org](mailto:OTP.camp.director@pavo.org) by March 6, 2011.

1. Application
2. Complete 2010 volleyball officiating schedule

Include a list of the 2010 volleyball matches you officiated as a referee. For each match officiated include the following information:

- o Level of the match
- o Collegiate matches - Level (Division I, II or III, NAIA, NJCAA, etc.)
- o Tournaments - It is not necessary to list all the teams, providing the level of the tournament is sufficient. Indicate any semifinals or finals officiated at qualifying events or national events
- o Indicate First or Second Referee

3. Two letters of recommendation

Provide two letters of recommendation from officials, coaches, or coordinators who have seen you officiate in the past two years. This letter should include comments regarding rules knowledge and application, ability to handle difficult situations, professionalism, etc.

Advanced Camp applicants will be notified as soon as possible after March 6 regarding their application status.

### **Referee Training Camp - Penn State**

The Referee Training Camp at Penn State continues

to be a success and will be offered again this year. The format of this camp allows campers to participate in the camp for one day and officiate matches for pay at the junior girls' tournament for the other 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 this year for the camps. Any PAVO member in good standing may apply for the PAVO scholarship. Last year PAVO awarded over \$2,500 in scholarships, so it is worth your time and effort to apply for a scholarship!

#### **Scholarship Application Process:**

Any PAVO member in good standing may apply for a PAVO scholarship. To apply, submit the following information by **March 1, 2011** to the OTP Camp Director at: [OTP.camp.director@pavo.org](mailto:OTP.camp.director@pavo.org):

- o Completed scholarship application (*available on the PAVO website under Officials Training/Camp Scholarships*)
- o Letter of Interest - Include a 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 of recommendation 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. Scholarships will be awarded after the recipient has attended a PAVO camp.

**\*\*Visit [www.pavo.org](http://www.pavo.org) for additional and updated camp information.**

If you have any additional questions about the PAVO camps, contact the OTP Camp Director, Bob Stanek at (651) 780-0111 or [OTP.camp.director@pavo.org](mailto:OTP.camp.director@pavo.org).



## 2010 PAVO OFFICIALS' CONVENTION - THE BEST YET!!

by Peggy Schaefer  
Board Delegate

**Outside** things were icy, but **INSIDE** things were sizzling at the 2010 PAVO Officials' Conference with more than 220 registered participants and a cadre of professional presenters. So let me give you a little insight on how this three-day event steamed by.

We opened with a dynamic presentation from Don Yeager, "What Makes the Great Ones Great?" Yeager has worked with many notable professional athletes and has co-authored several books. He shared personal stories of these athletes and talked about the 16 strategies that they use that helped to build their success. We didn't know we needed to have Kleenex on hand as he left our crowd in tears and with a standing ovation!

Long time PAVO member and camp instructor, Wally Hendricks followed Yeager with a thought-provoking session, "How We Make Mistakes-and How We Can Improve." Hendricks talked about the difficulties in seeing the tough calls, making sure we are looking in the right place and anticipating the action so we can do a better job preparing our brains for what we are looking at.

Brian Hemelgarn, PAVO exam director and one of this year's NCAA final four officials, provided our members with an informative workshop, "A Survivor's Guide to Rating Sessions." Several participants commented on how valuable the session was in helping them prepare for their next on-court evaluation.

On the sand court in the AVCA exhibit hall, International beach officials Steve Owen and Keith Murlless walked us through a typical sand volleyball event. Seeing actual players and officials working a match with on-going commentary assisted with the learning curve. This helped to enlighten most officials on the rules and techniques of sand volleyball. They also touched base on the future of NCAA sand volleyball and where we stand with the need of officials.



After the first day of great presenters, we all went to the NCAA semifinal matches and watched two great matches!

Thursday started with a visit by Karch Kiraly, the most recognized volleyball representative in the United States. Kiraly talked about his experiences as a player, both indoor and on the sand, and his current work with the women's national team. He spent a great deal of time answering general questions and then posed for pictures with our members.

Tom Pingel served as our "Coaches Panel" moderator and did an exceptional job! This year's coaches were Rob Patrick from the University of Tennessee, Ginger Hamric, from Catawba College, Jim Moore from University of Oregon and Jeff Nelson from the University of New Mexico. The panel was direct, honest and humorous as they told our members what they want and need in the official's cadre. One topic discussed was the importance of using certified line judges, and what role they play as head coaches with the hiring of the secondary crew.

PAVO President-elect, Julie Voeck and James Wilroy demonstrated the new E-Scorekeeping system that will be coming to our sport. Some of you who attended the 2009 convention would say you saw this session before, but since last year the E-scorekeeping

*Continued on page 15*

*Convention wrap-up  
continued from page 14*

software was tested at a few of our college matches for the 2010 season. This helped the software company to fix any glitches and allowed Voeck and Wilroy to present the updated system. We were glad to have them present it once again as this was the first exposure for many members.

Dave Yeast, notable NCAA baseball umpire came back to the conference with his thoughts on "Leadership Officiating." Yeast brought tremendous stories and personal experiences that hit a home run with our attendees!

As is our tradition, our night ended with the "Semifinal Analysis" social where our members got to learn from watching our best officials and discussing and critiquing their performance. Each year we present our two highest awards, the Honor Award and Excellence in Service award. Anticipation was in the air, as we announced our Excellence in Service Award recipient, Peggy Schaefer. Yes it was me, and I was surprised and speechless (very rare for me!!). I felt honored to have been recognized in front of such a supporting crowd. Thanks to all the veteran officials who mentored me throughout my officiating career. It feels good to be in a position to have given back to this sport I love.

Our next award was the prestigious Honor Award. Joan Powell was asked to come to the podium and Marcia Alterman read the nomination letter for Joan. This would be no surprise at the social, but let me describe how Powell was told she was the winner of this high award. She was assigned to work a college match with Alterman, and she took along PAVO's video expert, Deanna Summers. The three of them went out to dinner after the match. Summers pulled out the camera and started taping. Alterman handed Powell a "congratulations" card, and there was a million dollar expression on Powell's face -- the surprise of a lifetime! As Powell read the card you could see the tears in her eyes as she turned her head in disbelief; it was so nice to have this tape shown at the social as it really made us all feel we were there when she found out that she was our 2010 Honor Award recipient!

Powell was given an additional surprise that evening - a personal photo album presented to her for all her years of officiating, PAVO presidency, coaching and many fun events like going with the Olympic team to China! The album also contained letters of congrats and thanks for her devotion to the sport and for being a mentor to many of us. What a perfect social night!

To kick off Saturday morning we started with our second annual "Breakfast with the Conference Coordinators". This was a time to sit and visit with assignors from all over the country and find out from them how to join their officiating staff.

In the line up of presenters this year, Al Goldberger, an attorney who specializes in sports law, provided our members with sound legal advice that will hopefully keep our liability to a minimum. He focused on the dos and don'ts for officials while at the gym and while you are officiating a match.

The workshops finished with a bang as Alterman, the PAVO executive director, gave an enlightening session, "You Can't Make This Stuff Up!" While working in groups, Alterman showed us videos of with unique, difficult and funny situations that have actually occurred and asked us how we would solve them! What a fun time we had with the exercises. It was a great way to wrap up one of the best conferences PAVO has ever had!

All of the workshops were videotaped and are available to PAVO members. If you did not attend you really missed out only in person, as you can contact Miki at the office and purchase the full line up of workshops. These tapes are professionally developed training videos and are available for \$40.

Hopefully you can start planning to attend the 2011 convention in San Antonio, TX. It'll be a little warmer than Kansas City I assure you, but the fellowship will still continue along with the best presenters you can ask for, not to mention the watching the best volleyball matches! So don't miss it and start making plans. See you in Texas!



## BOARD CHAIRS GATHER IN KANSAS CITY

### The NCAA plans to become more involved in officiating training

*by Crystal Lewis, President and Marcia Alterman, Executive Director*

PAVO Board Chairs again used the convention venue as a meeting place, and benefitted from sharing an array of ideas. The 2010 Board Chair Assembly opened with reports from the Board Chairs who were the 2010 recipients of PAVO grant money for training funds. Tracy Harrison (Oklahoma Board), Mark Blau (Tacoma-Pierce Board) and Michael O'Connor (Mid-Atlantic Board) explained how the grant funds were used for web page development, special training camps, and a rater's training program.

Next, the board chairs were educated and engaged by Al Goldberger, an attorney who specializes in sports and association law. Goldberger's presentation, "Protecting Your Association -- Legal Issues for PAVO Boards and Their Officers" included a number of new aspects of board administration and suggestions for managing a local association's legal exposures.

The rest of the Board Chair Assembly was spent in a valuable exchange of ideas between the chairs and the PAVO leadership, both staff and directors. The board chairs were asked for their ideas for future conventions, suggestions on improving the line judge and scorekeeper certification process, and thoughts on how the PAVO website can be more helpful and user-friendly.

PAVO leadership provided updates on web development and announced potential upcoming changes in the PAVO-NCAA relationship. More details will be provided later, but it was noted that the NCAA plans to become much more involved in officiating training and using the ArbiterSports website as that vehicle. That process is already in place for several NCAA sports, including men's and women's basketball, football, baseball and softball. Volleyball is targeted for program development for the 2011 season, and will work closely with PAVO as new training opportunities are developed and programs are merged. Watch for more information on this topic in future communications.

The Board Chair Assembly has been an integral part of the PAVO Officials Convention for seven years, and more boards were represented this year than ever. Many boards provide funding for their board chairs to attend this important meeting, which provides the most effective opportunity for local boards to provide input to the PAVO leadership on their needs and concerns. If your board doesn't have a representative attend on a regular basis, consider adding that topic to the agenda of your next business meeting. It is well worth the investment!



## CONVENTION DVDs FOR SALE!!

Maybe you couldn't make it to Kansas City, but have heard about the outstanding presentations at the PAVO Convention. Maybe you WERE at the convention, but would value a tangible form of the memories of the event for your personal archives.

There is a solution to **both** situations! PAVO is now offering a professionally-produced set of DVDs that will let you enjoy the speakers and presentations from the 2010 convention. Keynote speaker Don Yaeger touched us all with his message and Dave Yeast made us laugh as we learned important leadership lessons. Brian

Hemelgarn shared the secrets of a successful rating experience, and Marcia Alterman let us in on some of the most unusual situations that she has ruled on. All of the great convention sessions are included on this year's DVD set.

To order a set of 2010 Convention DVDs, contact the PAVO central office today at [pavo@pavo.org](mailto:pavo@pavo.org) or 1-800-791-2074. The complete set of five DVDs is only \$40. And – DVDs from 2009 (Tampa) and 2008 (Omaha) conventions can be ordered as well – only \$15 per set. Order now!





## USAV REFEREE CAMPS

by Thomas Hoy  
Camp Director

USAV is moving ahead in planning camp experiences for those who wish to sharpen their officiating skills in order to advance or get ready for national-level rating sessions. To this end you will find premier referee camp information at the RefTraining.com site ([http://www.volleyballreftraining.com/training\\_camps.php](http://www.volleyballreftraining.com/training_camps.php)), and other USAV training materials that will provide all of us with ways to improve our volleyball officiating at any certification level.

There are two premier camps scheduled for this season:

1) **Joint PAVO/USAV Camp**

April 6 - April 9, Joint PAVO/USAV Advanced Training Camp  
National Collegiate Club Championships (NCVF), Houston, Texas  
Contact Miki Kennedy at PAVO for registration  
Contact: Thomas Hoy ([thoy@satx.rr.com](mailto:thoy@satx.rr.com)) for information

2) **USAV Camp at GJNC**

June 26 - June 29, USAV Premier Training Camp  
Girls Junior National Championships (GJNC), Atlanta, Georgia  
Contact George Egan at USAV for registration  
Contact: Thomas Hoy ([thoy@satx.rr.com](mailto:thoy@satx.rr.com)) for information

# ROOF SPORTSWEAR

## CERTIFIED OFFICIAL VOLLEYBALL CLOTHING & ACCESSORIES



### Including Many Accessories:

Whistles, Gauges, Pumps,  
Cards, Bags, Flags, Jackets & Much More

**Look at Colors, Styles, and Varieties  
then use our Easy Online Ordering**

**CHECK OUT OUR ONLINE CATALOG AT**

**[WWW.ROOFSPORTSWEAR.COM](http://WWW.ROOFSPORTSWEAR.COM)**

**Toll free: 888-830-8374 • E-mail: [roofsport@aol.com](mailto:roofsport@aol.com)**

**Office: 562-927-2267 • Fax: 562-372-7800**

**12138-1/2 Woodruff Ave • Downey CA 90241**



## A QUARTER-CENTURY LATER AND STILL GROWING AND LEARNING

*by Donna Carter  
PAVO Board Delegate*

When asked to write an article about my experiences and progression through the officiating ranks, I was taken aback at how long I've actually been officiating college volleyball. I don't usually put a number on the years, but when I look more closely, it surprises me to say I've been officiating college volleyball for 24 years. This fall will be my 25th. Wow - now I feel old!

Reading through a recent issue of "The Official Word," there was something that stood out for me. In an article about USAV strength ratings, Brian Hemelgarn wrote "After all, growing and learning doesn't stop once we become Junior National or National referees." This is so true! You need to have a certain level of expertise to achieve a certain rating, no doubt. However, you also need to have a lot of on-the-court experience to be fully comfortable handling a high level Open division or collegiate match. That doesn't come with anything other than years of experience and a lot of matches worked, in a variety of circumstances, with a number of different types and levels of partners and officiating team members.

It concerns me when I hear officials who have recently upgraded their rating who hope for or expect instant results in the quality of their assignments. It wasn't something that I thought much of as I was coming through the ranks. My main reason to upgrade my rating was that I wanted to be able to spend more time with this wonderful group of people, and I couldn't referee with them at the USA Volleyball Open Championships until I had obtained that rating. The process was hard, gratifying, exhilarating, and was a bonding experience with the other referees. I had fun, and I did get some good assignments at the Junior Nationals immediately after receiving my USAV National rating. But then the big joke was that you'd go back your first full Open Tournament as a National official and be assigned to the 70 and over men's match – just to keep you grounded. It was great!

Each year that I worked at the USAV Opens, I felt more and more confident as an official. The focus at

the Opens is the joy of playing and competing at all age divisions and at all levels. The camaraderie between officials, players, teams and administrators makes for a fun event. The focus on the collegiate side of volleyball is very different, and calls for a different demeanor and mindset for officials, players and teams. For many coaches, their jobs depend on their win/loss record. This does not mean officiating college can't be a fun experience; however it's not the same as at the USAV Opens. In addition, there is a whole different set of protocols with regard to warm-ups and match administration, on top of the specific differences in the rule set that change from time to time. The ability to switch back and forth between rule sets becomes easier with experience.

It's difficult to pinpoint exactly when I felt fully comfortable with my ability to track lineups as an R2, but I can tell you it was not within the first 10 years of my collegiate experience. I'm still trying to achieve the level of attention to detail that I witnessed when working with Sue Lemaire at the Division II Elite Eight in 2002. There was no part of a match that she did not have control of, from the spacing of the benches and the location of the score table, to the pre-match briefing with her partner and other match officials. She exhibited this level of officiating and professionalism no matter what the level of the match she was working. Whenever I have the opportunity to work with an official with International experience, I always learn something new about controlling, what can be controlled and what can help prepare for the rest. Now with the growing popularity of volleyball and the addition of television coverage, the list of things to pay attention to just keeps getting longer.

I always have areas of my officiating that I am working hard at improving. I keep a journal and highlight things that I want to work on, and review it once a week. When working with PAVO campers, I often will tell the less experienced officials that they cannot expect to make major changes in their officiating style or

*Continued on page 19*

Donna Carter  
continued from page 18

technique and have the new improvements be an instant part of their work style. Campers are commonly told to pick one or possibly two things to work on at a time, and not to try to fix a whole lot of things at once. Just as a new skill for a volleyball player takes time to hone, corrections or improvements in your officiating technique take practice, practice, practice. If you try to change too many things at once, you will lose focus during the match, which will almost certainly lead to mistakes or a missed call. Once you feel that you have mastered, or at least become more comfortable with the new technique, you can then turn your focus towards your next area of improvement.

My first trip as a referee to the Final Four was nine years after I received my PAVO National Rating, and almost 20 years after I started officiating as a player in USVBA adult play. I'd like to think that I was ready at that point; was I at my best? Well, no, because I think I get a bit better each year – or at least that is my goal. I have found that as long as my primary goal is to grow and improve as an official, and if I

work hard to educate myself in and apply the latest training and techniques, that my other goals will fall in to place when the time is right. I try to work on the things that I can control, and be as prepared as possible to address those things that I can't.

The year prior to officiating at the Division I Final Four, I had the opportunity to be a line judge at a Division I Regional at the University of Florida. Even though my goal was to work post-season as a referee, I elected to accept the assignment. It turned out to be the right decision, and I was invited to the Final Four as a line judge. I believe that my experience there, and the exposure that I received, partially contributed to me being selected as a referee the following year.

So, to those officials with a new level of rating, I say: Congratulations! You have just taken the next step towards achieving your goals. Work hard to be your best, and to help your partners be their best in every match. Be patient, and search for opportunities to improve. Hopefully your goals will be achieved... in their proper time.

# THE REF SHOP

P.O. Box 3694  
Seminole, FL 33775  
727-392-7294  
727-392-4050 fax  
therefshop.com



## Bags Uniforms Supplies



*"Everything a Volleyball Referee Needs!"*

**The Official Word**  
**P.O. Box 780**  
**Oxford, KS 67119**

**Address Service Requested**

PRSR STD  
U.S Postage  
PAID  
Wichita, KS  
Permit No. 84



## **PAVO Board of Director/Staff**

**www.pavo.org**  
**1-888-791-2074**

**Crystal Lewis, President**

**Kathy Ferraraccio, Board Delegate**

**Jung Park, Finance Director**

**Bob Stanek, OTP-Camp Director**

**Marcia Alterman, Rules Interpreter**

**Brian Hemelgarn, Examinations Director**

**Anne Pufahl, OTP-Clinic Director**

**Julie Voeck, President Elect**

**Donna Carter, Board Delegate**

**Verna Klubnikin, Director-at-Large**

**Carlos Rodriguez, Director-at-Large**

**Mara Wager, National Rating Team Director**

### **Staff**

**Marcia Alterman, Executive Director**

**Miki Kennedy, Membership Services**



## **USAV Officials Division**

**www.usavolleyball.org**

**Glenn Sapp, Chair, National Indoor Officials Comm**

**Tom Blue, Chair, Int'l Referee Sub-Comm**

**Doug Wilson, Assistant, Int'l Referee Sub-Comm**

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

**Janet Blue, Assistant, Int'l Scorekeeper Sub-Comm**

**Kathy Ferraraccio, Chair, National Indoor Referees**

**Michelle Prater, Director of RVA Referee Development**

**Gloria Cox, Director for Camps and Training**

**Michael McPoyle, Director for National Clinic Program**

**Brian Hemelgarn, Director for National/Junior National Referee Cert. and Eval.**

**Larry Dolvig, Chair, Officials Assembly**

**Emi Vishoot, Chair, National Indoor Scorekeepers**

**Nancy Funk, Director for National Scorekeeper Cert. and Eval.**

**Steve Crane, Director of RVA Scorekeeper Development**

**Alan Sowa, At-Large Representative – Regional Volleyball Assoc.**

**Steve Owen, Chair, Beach Officials Division**

**Keith Murlless, Director for National Beach Referee Cert. and Eval.**

**Steve Kenyon, Director for RVA Beach Referee Development**

**Marcia Alterman, Member Organization Liaison**