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THE OFFICIAL WORD NEWSLETTER



PRESIDENT'S MESSAGE

Don't focus on memorabilia, but rather memories

*By Joan Powell
PAVO President*

This is the time of year for graduations and commencement speeches. I attended three graduations. One keynote speaker's message was short and sweet. He challenged the graduates with three things: "Don't be boring, add humor to your life and don't keep secrets." He elaborated a bit on each. On the third point he added that most dysfunctional individuals and families keep secrets. Another commencement speaker was philosophical and reminded his audience that life is not a dress rehearsal. In our terms, life is not a pre-season scrimmage. He also said that rewards, awards, recognition and achievements do not define us.

As the volleyball season commences with Opens, the VB Festival, Junior Olympics, AAU's and boys' high school volleyball we should find some time to reflect on what is important in our lives.

I volunteered to write this newsletter's "Member Profile" article highlighting Emily Strickland. I met Emily a few Junior Olympics ago. She was a vivacious person. The next time I

saw her she was suffering from an unknown intestinal disorder. Then we began receiving e-mails as she updated us on her cancer and treatment.

We exchanged e-mails and then it was decided to highlight Emily in our newsletter. She was stunned. We set up an interview after her eighth round of chemotherapy. Unfortunately, she passed away before she was able to share her life with her volleyball referee/scorekeeper friends in this newsletter. I invite you to read the "Member Profile" on Emily in this newsletter.

While contemplating this missed opportunity, I thought about how precious our health is and how we sometimes take it for granted. We get entrenched in our work, projects, hobbies, deadlines and our volleyball commitments. Some of us deal with our responsibilities with little concern for our health; some are saddled with health issues; some control their demons while others battle everyday. Outside a gymnasium door I once saw a sign: "If you don't take care of your body, where are you going to live?" Although true,

unfortunately we are surrounded by friends and family that through no fault of their own, have health issues that haunt them. Some have to deal with a genetic disability or disorder, while others are simply dealt a bad hand.

All the great assignments, the traveling, the money, the swag, all the ratings/evaluations, the patches, the lanyards with our credentials, awards and recognition really do not mean much when we decide to "hang it up" or when our health decides for us. The graduation speaker was right; those things do not define us. When all is said and done and we blow our whistle for the last time or prepare our last score sheet, or make our last line call, hopefully we have collected more than just "things." After all it really does boil down to the relationships we developed over the years and our memories, not our memorabilia.

As the old adage goes, "Don't forget to stop and smell the roses." Along the way, take time for yourself, your family and friends. Take notice of your health. Next season make it a point to know your officiating partners. Allow them to know you, as well.



Publication Information - 2007

The 2007 NCAA Women's Volleyball Rules will be available around July 1, 2007. Orders can be placed on the NCAA publications website (http://ncaa.sportgraphics.biz/index.asp?cmd=showcategory¶m_0=6) , or at 888/388-9748. A PDF version of the rule book is available for download as well.

The *PAVO Volleyball Officials Guidebook* is published biannually, in even-numbered years, so the 2006 publication is the most current. However, a 2007 supplement will be distributed around July 1 to all PAVO members (at no charge). The supplement provides valuable information when used in conjunction with the 2006 *Guidebook*, which may still be ordered by visiting the PAVO e-store or by calling 888/791-2074.

There have been no changes to the scoresheets or libero tracking sheet for 2007. Those documents can be downloaded in PDF format from the PAVO website, on the *Current Season* page.

New USAV National Scorekeepers



by Nancy Funk

Director Scorekeeping Certification & Evaluation

Congratulations are in order for all of the new National Scorekeepers that received their patches at the 2007 Open Championships in Austin, Texas.

Traci	Belton	North Texas
Roy	Benasaraf	Keystone
Terry	Bush	Ohio Valley
Linda	Chase	Western Empire
Mark	Edsall	Old Dominion
Jan	Filip	Northern California
Phil	Hornberger	Keystone
Nikki	Huffman	Great Plains
Michelle	Kellen	North Texas
Linda	Lawrence	Pioneer
Felix	Madera	Great Lakes
Linda	McKinney	Columbia Empire
Devonie	McLarty	Great Lakes
Andrew	McNeil	Iroquois Empire
Greg	Milam	North Texas
Peri	Miller	Sun Country
Samuel	Montalvo	Aloha
Debbie	Morris	Old Dominion
Laurie	Mulford	Chesapeake
Debbie	Palmer	Gateway
Dave	Roever	Old Dominion
Michael	Rolfes	Ohio Valley
Benjamin	Rosenthal	Iroquois Empire
Robert	Skidmore	Florida
Karen	Smith	Chesapeake
Holly	Walker	Florida



I want to thank all the raters who spent long days helping all the new scorekeepers achieve their goal - Kim Williams, Jeff Hoppen, Lynne Updegraff, Amber Fulk, Rose Atkinson, Becky Brockney, Terry Miller, Dixie Collins, Crystal Lewis and Steve Crane who stepped in to assist.

Huge thanks goes to all the National Scorekeepers who volunteered to be mentors to the candidates. It is wonderful to know that we work with such a great group of people who are willing to give to others on their way up.



PAVO DUES ARE DUE!!

LATE FEES BEGIN JULY 1!!! If your PAVO annual dues have not been received in the PAVO central office on July 1, you will be charged a \$25 late fee before your dues and membership can be processed. Please note that this is **not** the deadline for payment to your board chair - your payment must have been submitted to the PAVO central office before that date, or a late fee is assessed. If your dues are received after July 1, you will be contacted regarding the late fee.

The late fee only applies to **renewing** members. New members can pay dues at any time. If your dues have not been received in the PAVO central office and you register online for an OTP clinic, the non-member registration fee will be charged. If you have questions or concerns, please contact Miki at pavo@pavo.org.



NEW MEMBER BENEFIT Complimentary Guidebooks

The PAVO Board of Directors has allocated funds to provide all new PAVO members with a free copy of the most current "PAVO Volleyball Officials' Guidebook". This vital publication is produced every other year, in even-numbered years. In the alternate years, an updated supplement is provided to every PAVO member. The 2006 Guidebook is the most current, and will be sent to every new 2007 member around July 1.

If you are a new PAVO member and have not yet received your complimentary Guidebook, please contact Miki in the PAVO central office (PAVO@PAVO.org).

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PAVO-OTP CLINIC SCHEDULE - 2007



By Anne Pufahl, OTP Clinic Director

PAVO will host 29 clinics this summer spanning 5 weekends. The planned sites and hosts are listed below. For details regarding locations and start times please contact your host directly.

Please see details on registration and fees on page 7.

Date	Site	Host	Host Email
21-Jul	Omaha, NE	Bill Stanley	hopsinc@cox.net
21-Jul	Fargo, ND	Milo Moyano	moyano@moorheadcity.com
22-Jul	Boston, MA	Steve Webster	steve@srwebster.com
22-Jul	Los Angeles/ Orange County, CA	Verna Klubnikin	roofsport@aol.com
28-Jul	Minneapolis, MN	Jim Singer	fjsinger@msn.com
28-Jul	Chapel Hill, NC	Tad Watson	twatson@nc.rr.com
28-Jul	Jackson, MS	Doug Couvillon	DAC121460@bellsouth.net
29-Jul	Louisville, KY	Jim Williams	swesky@insightbb.com
29-Jul	Indianapolis, IN	Ed Thornburgh	ethornbu@yahoo.com
04-Aug	San Antonio, TX	Carlos Rodriguez	losref@aol.com
04-Aug	Chicago, IL	Jennifer Mahler	jmahler@bigten.org
05-Aug	Denver, CO	Alan Suzuki	asuzuki@wac.org
05-Aug	Harrisburg, PA	Trevor Zahniser	tzahniser@melham.com
05-Aug	Lakeland, FL	Eric Vlahov	evlahov@ut.edu
11-Aug	Salt Lake City, UT	Charlie Brown	cbrownvb@aol.com
11-Aug	Parkersburg, WV	Karen King	kkingsb@verizon.net
11-Aug	Baltimore, MD	Arlene Geppi	ageppi@aol.com
12-Aug	Atlanta, GA	Bob Hume	bhume@charter.net
12-Aug	Murfreesboro, TN	Elaine Mitchell	earl_warpool@bellsouth.net
12-Aug	Lansing, MI	Fusako Hines	fusakoh@comcast.net
18-Aug	Springfield, MA	Pat Demers	coachdemers@verizon.net
18-Aug	Tacoma, WA	Marc Blau	blaumarc@qwest.net
18-Aug	St. Louis, MO	Wally Hendricks	wally-h@uiuc.edu
18-Aug	Arlington, TX	Carlos Rodriguez	losref@aol.com
18-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com
19-Aug	Lorain, OH	Diane Plas	jplas@prodigy.net
19-Aug	Spokane, WA	Dale Goodwin	goodwin@gu.gonzaga.edu
19-Aug	Wichita, KS	Linda Frazier	linfraz@swbell.net
19-Aug	Phoenix, AZ	Jim Feickert	jwfeickert@aol.co



Joint USAV/PAVO Rules Exam Update

***by Brian Hemelgarn and Mara Wager
Co-Chairs, USAV/PAVO Exam Committee***



With ever-changing rules and techniques, the USAV/PAVO joint examination committee has decided to make our rules exams more user-friendly this year! The exam is still being written and edited by a joint committee, but online and hardcopy test-takers will see some changes in the test instructions and exam format.

We started by making “separate” Form A and Form B exams. The instructions page for each exam will specify whether it is the USAV or PAVO Form A or B exam. In essence, the nature of the questions on each exam will be the same; however, each exam will use rule-specific language and will be more specific to each rules set.

Further, the USAV exam will no longer be available via PAVO local board chairs. The exams will need to be taken in two different sittings. The PAVO exams will be available, as always, in July, and the USAV exams will be available online on October 15th. USAV regional referee chairs will have access to hardcopies of the exam prior to that date as needed. USAV will also continue to use the Form C exam for grassroots officials, adult and junior player officials and prospective USAV referees.

The 50 question format of the exams will basically remain the same. We have eliminated the five rule-specific questions at the end and expanded Part I (Correct/Incorrect) to include 20 questions instead of 15. In addition, there will be five optional techniques/procedures questions at the end of the exam. Those five questions will not be considered in the overall exam score.

For online testing, our website gurus will be making some changes so that the log-in procedure is much cleaner and clearer. We found that referees often struggled with signing in and selecting the appropriate certification and membership information before accessing the test. The changes will make this much simpler for everyone.

As we head toward the 2007-08 season, we hope everyone will find these exam changes to be beneficial and user-friendly. And as co-chairs of the exam committee, we would like to offer a big THANKS to everyone who assisted in the editing/review process this year. Their assistance was invaluable.



RATING AT THE 2007 USAV OPEN TOURNAMENT

by Mary Blalock & Thomas Hoy

It was a pleasure once again to rate national referees for “re-evaluations” at Open Nationals in Austin, Texas. We wanted to share with you some of the outcomes mentioned from the evaluation team of Mary Blalock (Director for National Referee Certification and Evaluation), Gloria Cox, Mike Carter, Wally Hendricks, Dale Goodwin, Paul Albright and Thomas Hoy.

First, we have a great USAV refereeing crew that is knowledgeable, talented and skilled at officiating volleyball. This article certainly does not have space to cover all of the expected positive things that happened in scores of matches over eight days at the 2007 USAV Open Tournament. Not only does our corps of referees have the ability to apply regulations to the practical aspects of play, but they have strong interpersonal skills that can defuse those tense moments that arise in matches with players and coaches from time to time.

A few observations were made regarding where our national referees could improve. We often refer to these adjustments as “tweaking” the skills and mechanics of our national referees. 1) Our national referees are much stronger in the R1 position than the R2 position. This makes perfect sense as we work almost the entire USAV season in the R1 position with little chance to work as the R2. Two common things that most need improvement on include the speed of transition during play and keeping a proper distance from the standard to be able to see the development of play as it happens through the net. 2) If a referee has not been re-evaluated in several years we notice that mechanics sometimes slip a little. We have reminded referees to ask others to look at them through the season and we hope this is happening, but we find that either old habits or unorthodox signals of some kind find a way back into some referees repertoire and need correcting. 3) We noticed that many referees take care of the “little things” early and avoid problems later on, but a few are still slow in getting things right early in the match. For example, making sure the court is clear of bags and water bottles before play starts got pluses from us, while a few referees had to stop play later in the match as they became aware of these hazards. Also, most took care of jewelry early, while a few used preventive officiating during a time out later in the match or required a team delay. 4) As referees we usually do not work with national-level referees as R2s during the season, so we also observed that for communication purposes our national referees could make a little more eye contact with the R2 (and visa versa). It could also be mentioned that R2s need to make sure to give the match back to the R1 in a timely manner after the R2 interrupts the match for any reason, that R2s check regularly with the scorekeeper to make sure they are ready, and that R1s wait for the R2 until they are ready to resume.

Our referee crew did a great job at the 2007 USAV Open Tournament and we are very proud of the contribution that they make to the game of volleyball. We would also like to comment on their open willingness to be re-evaluated to improve and to make the game even better.



Online Clinic Registration - Up & Running!

By Anne Pufahl, OTP-Clinic Director and Marcia Alterman, PAVO Executive Director

PAVO will again use an online process for OTP clinic registration in 2007. **Everyone** who attends a clinic, including those whose registration fee is paid by a conference or board, must pre-register in order to avoid a \$10 at-the-door surcharge. If all or part of your clinic registration fee is covered by a conference or your PAVO board, you should find a "voucher" in the online registration system that covers that cost. If you do not find an expected voucher, please contact the person who should have provided that information to PAVO - for example, if the Constellation Conference is supposed to pay your clinic registration, and you do not find a voucher in the online registration system, please contact the coordinator/assignor of the Constellation Conference.

If you have technical difficulties with the online registration process, please contact Miki in the PAVO central office (PAVO@PAVO.org or 888/791-2074, 8 am to 4 pm, Monday through Friday).

PAVO's portion of the clinic registration fees has not changed for 2007. **Remember, for those who do not pre-register, hosts will collect the registration fees plus the \$10 surcharge at the door.** Also, each clinic host can add local fees to the above amounts to cover publications, facility costs, etc. The 2007 clinic fees are:

<u>CATEGORY</u>	<u>PRE-REGISTERED, PRE-PAID ONLINE</u>	<u>WALK-IN (Payable at the door)</u>
Current PAVO Member	\$15 + local charges	\$25 + local charges
Non-PAVO member, non-collegiate referee	\$20 + local charges	\$30 + local charges
Non-PAVO member, women's collegiate referee	\$75 + local charges	\$85 + local charges

The online registration process will also provide information for each clinic including total cost, specific location, start times, and so on.

Anyone who does not have web access or who does not have a credit card can call Miki in the PAVO central office to pre-register. Payment can be made via a credit card over the phone, or by sending a check **at least one week prior to the clinic date**. When a check is received by PAVO for registration, an email response will be sent to the registrant that a voucher has been established in the system for them, and s/he can now register online.

The 2007 clinic schedule is on page 4 of this newsletter.

NOTE: Online registrations will close at 12 noon (central time) on the Wednesday prior to the weekend of each clinic. **After that time, you may still attend a clinic without pre-registering, but you will be charged the \$10 walk-in surcharge.**



PAVO Convention 2007

Make plans now for gold digging in Sacramento

By Dale Goodwin
PAVO Interim Board Member

If you haven't been to one of PAVO's previous 11 Officials Conventions, make plans now to attend the 12th, *Digging for Gold* Dec. 13-15 in Sacramento. This single three-day professional development opportunity is a bargain at \$125 for PAVO members and \$150 for all others (for those registered by December 1). Ten sessions will take us through nearly every aspect of officiating, from the psychology of the work we do to the ways we manage the match, call the plays and communicate with our peers and the combatants.

If you have been before, then there is no need to sell you any more on the value this convention offers to officials. Network with league assigners, PAVO leadership and other big names in the game. Local PAVO board leaders will be treated to a special session with PAVO Executive Director Marcia Alterman, addressing local board issues. And Sacramento is a superb place to spend a winter outing. The average high temperature for December is 55 degrees, and it is not unusual to eclipse 60 degrees. The city is hosting the NCAA Division I women's volleyball championship, which coincides with the Convention. The semifinal matches are Thursday, Dec. 15, with the final Saturday, Dec. 17.

Registration will be available online at www.pavo.org by approximately July 15 - watch the website for additional information on the schedule and hotel accommodations as well.

Questions or suggestions? Please contact Dale Goodwin at past.president@pavo.org.



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CORNY'S**CORNER**

by Corny Galdones

Moving Up The Ladder*By Corny Galdones*

Wanting to validate our abilities through advancement is normal. Go for it. One common dilemma faces us. How do we convince the powers we're ready for the next level? It's easy. Brown-nose. Not! Oh, we'll become known all right - for wrong reasons. Don't go there.

Build a solid reputation instead. Work hard, excel and keep at it. Be patient. The officiating nation is small. People talk. Sooner or later, hearsay of our distinction, good or bad, will spread far and wide. When a big mess occurs, watch. News of our snafu might flash so fast across country and back that it beats us home. Even a hick from the sticks could hear about it. Once created, our fame, particularly one of notoriety, is hard to change and shadows us wherever we go. Ultimately, the sun shines on those who shine.

Impressing leaders higher up in command to get ahead can't hurt. What harms our careers is to neglect one detail. We must tend to business on hand first. Bypassing the system turns off everyone that matters. Have we fulfilled our local obligations and proven ourselves? Are we gains full of class or the rhyming opposite in our units? What happens in Podunk doesn't stay in Podunk. The right people will find out for all roads lead to home.

We should be invisible while officiating. Still, we can't expect to be noticed unless we're visible. Namely, show our faces all over the

place. Attend clinics, camps, conventions and tournaments inside and outside our area. Embrace work and advice. Take on tasks. Matches above our comfort level but not over our heads improve our skills and measure our progress. Push forward. But don't be pushy. That's not cool. Rather, let our good deeds speak for us. Hence, making appearances isn't enough. Learn and do each job right because we're always being watched. Word gets around.

An adage says the cream will rise to the top. Believe in ourselves. Aim high. Nothing's given, however. Trust the judgment of those who control our destinies. They tell the truth. Time is wasted denying faults or not listening. We'll get nowhere. It's wiser to correct our flaws and demonstrate time and again we have what it takes. That's how to reach our goal.

Success? Congratulations! First, be sure to thank all who aided us along the way. Next, don't take the patch and run. Look after more than just ourselves. Assist those below us up the ladder. Prime assignments are limited. Don't hog them. Give up-and-coming officials cracks at these. Be a mentor. Be a role model. Grow the organization. Contribute.

No duty is beneath our egos. Each and every match deserves the best officials and our best efforts. When we toot whistles and tutor wannabes at lower playing levels, the entire sport benefits. Here are well-kept secrets. Old-timers are a riot if we can stay awake. Officiating pre-teens is fun. Plus their moms are cuter. Rest assured rewards wait for the diligent and caring. Character counts.



USAV/PAVO Interface Meeting

May 26, 2007 at USAV Opens, Austin, Texas

by Joan Powell

Summary of meeting minutes

The PAVO/USAV Interface Committee's purpose is to review joint topics such as the exam, camps, newsletter and uniform issues, and take action as appropriate. Fourteen people attended the May 2007 meeting. Thanks to Mike McPoyle and Alan Sowa for recording and submitting the minutes for the group.

Attendees: Joan Powell, Glenn Sapp, Steve Kenyon, Julie Voeck, Mike Carter, Thomas Hoy, Alan Sowa, Mike McPoyle, Chuck McCracken, Dale Goodwin, Kathy Ferraraccio, Crystal Lewis, Tim Countryman, Russell Combs, and (via conference call) Marcia Alterman.

Voting Members:

PAVO -- Mike Carter, Julie Voeck

USAV - Alan Sowa, Steve Kenyon

Joint Rating Committee: Progress is being made. PAVO has begun planning for continuing separate programs, but remains supportive of a joint rating process, Joan Powell reported.

Funds would be made available for continuing work on the joint process if roadblocks can be overcome. Kathy Ferraraccio reported that while there has been great cooperation, there are still issues being addressed by both USAV regions and PAVO boards. Assigning officials with the joint rating process is one of the issues being addressed. USAV has also moved forward with a plan for changes within its rating system. USAV has established two committees to investigate and report on Good Standing Requirements and Minimum Compensation. Information was discussed on two USAV training programs; Train the Trainer and National Clinics.

USAV Database Status: Chuck McCracken reported that the USAV online database update project has made it much more user-friendly requiring fewer clicks to enter data. Participating regions should be able to enter key data, and

individuals should be able to access their own profiles and make updates/changes. While there has been great progress, there are still only a few regions participating, and work in programming specific reports is still underway. The jointly maintained USAV/PAVO database will continue to serve both organizations for at least another two years. The registration portion (clinics, tournaments, etc.) is not ready at this time. The developers are balancing scope in an attempt to deliver a quality product with most of what the regions are requesting. Suggestions and requests are reviewed and processed through their scope management process. Improvements in efficiency are a key focus at this time. Access is available to any Junior National or National official, even if their home region is not presently using the USAV online system.

Exchange of Data: USAV's Margie Mara reported to Joan Powell that data is available for sharing based on what individuals have identified as being available for sharing and what is requested. Postal addresses but not e-mail addresses are presently available for sharing. There was some discussion on using the online database and registration process to permit individuals to identify what personal data may be shared. This was reported as a feature on the USAV online system.

Reciprocity Agreements: No change. Information on the USAV website was corrected to reflect the present policy.

Joint Examination Process: "Separate but equal." Tests will again be separate with appropriate wording to match the associated rule set (e.g. game vs. set). While many of the questions will be similar, they will be specific to the rule set being tested. PAVO tests will be online and available to Board Chairpersons during the

Continued on page 11

Interface Meeting - continued from page 10

summer, and USAV tests will be available to Region Chairpersons on or about Oct. 15. PAVO time for taking the test was extended from 60 to 90 minutes. For USAV Junior National and National referees, the time limit will remain at 60 minutes.

Joint Training Camps: The camps have been very successful and well received. It was recommended that the joint camps continue. The Girls Invitational Tournament (and associated camp) was cancelled but it is anticipated that in a few years there will be another event to take its place. In addition, three new Qualifiers are being explored where joint camps may be scheduled. As the need for well-trained officials continues to grow, these camps offer a partial solution. Also discussed was the addition of starter camps - those that could be held at local regional events and the attendees could be relatively new to officiating or new to USAV/PAVO. It was recommended that USAV appoint an individual who would focus on the organization, scheduling and facilitation of the joint camp.

Official Uniforms: Maintenance, availability and distribution of quality officials' products were discussed, and it was decided that "five" is the

right number of vendors licensed as authorized dealers of Certified Volleyball Official apparel. Mara and Alterman were charged with investigating design and development of a new artistic graphic logo for Certified Volleyball Official and a more stylish uniform shirt, and to come back to the group with a recommendation. A more graphic logo would support a stronger Trademark. Mara and Alterman will prepare an RFP for the development, manufacture and/or distribution for the new logo and uniform shirt. They also will explore the feasibility of, and benefit to officials to use just one vendor.

Licensing Agreement: As of May 27, all five vendors have signed the licensing agreement and the royalties are paid or pending.

Official Word: Publications dates for The Official Word were discussed in relation to timeliness issues those dates present for the USAV and PAVO editors and writers. Further review is necessary. After eight years as editor of the PAVO section of The Official Word, Dale Goodwin is stepping down and Tim Harlow is stepping up. Thomas Hoy is editor of the USAV half of the joint publication.



Women's 2007 NCAA DI regional sites selected

The NCAA recently announced that the Stephen C. O'Connell Center in Gainesville, Fla.; the Rec Hall in University Park, Penn.; Maples Pavilion in Stanford, Calif.; and the University of Wisconsin Field House in Madison will be the sites for the 2007 Division I women's regional tournaments Dec. 7-8.

The 2007 semifinals and championship will be held at ARCO Arena in Sacramento, Calif., Dec. 13 and 15. The 2008 championship will be held at the Qwest Center in Omaha, Neb., Dec. 18 and 20; and the 2009 championship will be held in Tampa Bay, Fla., at the St. Pete Times Forum, Dec. 17 and 19.

For more information about the 2007 championship, visit www.ncaasports.com.



Notes from the National Referee Commission

by Kathy Ferraraccio

The National Referee Commission met at the 2007 Open National tournament for their annual meetings. A lot of work was accomplished in the two hours of the meeting.

Mary Blalock, the Director of National Referee Certification and Evaluation for the Officials Division was not present, but a report was given in her name. Last year, 92 existing National referees were re-evaluated at the Open tournament, with the raters giving high quality feedback to all those being evaluated. The re-evaluations have been well received by the referees, and the corps of officials continues to grow stronger each year. The hardest part of this process is ensuring that the referees are evaluated on matches strong enough to assist in determining their correct referee rating. The rating team will continue to work hard on finding the correct matches for evaluations on existing referees.

She also reported that in 2006, 26 new National referees were certified at the Boys JOVC held in Minneapolis, MN. The competition was great and all the candidates were well prepared for the ratings. At the same tournament, 15 existing Junior National referees were also re-evaluated.

This year at the Boys JOVC in Atlanta later in July, we will again have 26 candidates striving to attain their USAV National rating. Wish them luck!!

Charles Ezigbo, the Director of Junior National Referee Certification and Evaluation for the Officials Division reported on the Junior National candidates that went through the process last year at the Girls JOVC tournament. There was a full class of 60 candidates, of which 52 were successful in their endeavor to receive the USAV Junior National referee rating. Again this year, we will have a full class of 60 candidates, being watched by 20 raters. Due to the low number of raters last year, there were no re-evaluations done on existing Junior National referees at the Girls

JOVC, but with a full contingent this year, re-evaluations will again occur at this event.

Brian Hemelgarn, the Director for RVA Referee Development reported on the success of the USAV and joint USAV and PAVO camps this past season. We had a very successful advanced camp last year at the Girls JOVC, and will continue with this camp again this year.

The camps at the Qualifiers continued this year, with moderate success. We need help from the regions to get the word out there about these camps, so referees register in a timelier manner. We will advertise these camps much sooner, in the hopes that there will be more participants.

The joint camps with PAVO were very successful this year. The camp at the Invitational tournament last year brought about some challenges, and we were looking forward to working out the kinks and having a great camp this year. With the cancellation of this tournament, we will look toward having this camp at different locations in the future.

The camp at NIRSA was again a great success. PAVO and USAV worked well together and received high accolades on this event. We are looking forward to continuing this camp in the future.

Brian also stated that he is working on referee guidelines and instructions, and hopes to have these completed in plenty of time for the new season.

The zonal reps gave short reports on each of their zones, and it was agreed upon that the zonal reps need to be more involved in the future, so that distribution of materials can be sent out in a timelier manner.

Continued on page 13

Tom Blue, AVP for the International Referee Commission was not present, but his report was given in his absence. At this time, we have a full complement of 15 International referees from the United States with 5 of those being newly certified this year. We will continue our training of up and coming referees so as to keep our full complement of referees when the existing begin to retire.

There were many events this year, with all referees attending an International event at some point during the year. At this time, we have no plans for sending any new candidates to a course to become certified. The seminar for active International referees will continue each year at the Open tournament, as it has proven to be a great success. We will also continue the Open referee training, and look forward to more events being held in the United States in the future.

The training that has occurred at the High Performance tournament has grown immensely in the past few years, and will continue to be an opportunity for training of National and Junior National referees.

Kathy Ferraraccio, the AVP for the National Referee Commission, reported that the joint USAV/PAVO rating process is not dead, but continues to hit road blocks. With that in mind, both USAV and PAVO are looking at revamping their rating systems. The Officials Division would like to see our new rating process follow the same lines as the proposed joint rating plan, so that in the future, when the joint plan becomes reality, we will have already moved along the lines of the plan.

The proposed USAV rating plan was voted on and passed unanimously. There are still kinks to be worked out of the system, but we are hopeful that this can be successfully completed this summer.

Under the updated rating plan, National and Junior National referees would each have a three year term in which they would earn points to the

retention of that rating. This system would reward those who help and work within USAV.

With this updated plan, it would also be possible for a referee to receive their Regional rating from the National rating team, on the approval of their referee chairperson. This would not be mandatory, but would be helpful to those regions that might not have strong enough matches on which to rate those referees striving for their Regional rating.

It is felt that there must be a purpose for attaining a National or Junior National rating with USAV - other than to work high level collegiate matches. There should be pride in attaining this rating, and the desire to work high level events within USAV.

There was an update from Brian Hemelgarn about the exam process which you can read about in another article in this newsletter.

The new rules for next season were mentioned, with it being noted that assistant coaches must remain seated on the bench for the entire match. This will be a huge training issue in upcoming clinics.

Steve Webster reported on new on-line referee training videos that will become available as they are developed. The first three will be on line by October of 2007. These videos are being developed and distributed by USAV, and endorsed by the Officials Division.

The videos for the upcoming season will be recruitment, R1 basics, and R2 basics. There are many other ideas in the pipeline, including Ball Handling, Libero, Sanctions, Dealing with participants, Pre-Match Conversations, In-Match Teamwork, Line Judges, to name just a few. Each video will be 30 minutes or less in length, and will not have testing at the end. It is felt these will be a great start for anyone who then should attend an on-court rating session and/or clinic in their region.

National Referee Commission - continued from page 13

Lastly, Kathy Ferraraccio presented the National clinic program for all referees. This program is two-fold, with the first stage being a training session for all regional clinicians. This would last two days; one day in the classroom and one day on the courts. Each region could send two participants who could then go back and give clinics in the regions, with the material coming out of the Officials Division. This will help in consistency of what comes into the regions, and therefore at the training that occurs at the grass roots level.

The second stage of this program would be for National clinicians to give clinics across the country, accessing as many referees as possible. It would be mandatory for all National and Junior National referees to attend this National clinic before working any National tournament. This is much more beneficial than having the National clinic before each National tournament at the end of the season!! It would also allow more flexibility on the officials arrival and departure dates from tournaments, allowing them to come in when it is convenient for them, even if that is in the middle of a session.

There will have to be a cost for this clinic, and the thought is that it will be around \$20/attendee. This program was voted on by the Referee Commission and was passed unanimously. It will begin in 2008-09 season.

As you can see, there was a lot on the table this year. We are excited about the direction that we are headed, knowing that with all of us working together, we can improve the corps of officials, not only at the National level, but also at the grass roots level.

Keep watching, as there will be more reports on all the activity as we go through the summer and head into the new season!!

Meanwhile, have a great time at the JOVC events, and enjoy your summer. We'll see you all in the fall.



Honor Award, Excellence in Service nominations sought

Submissions are being accepted for consideration for PAVO's top award, the Honor Award. Candidates must be at least 30 years old and have worked in promoting officiating through PAVO for at least 10 years. Candidates should be persons of high moral character and personal integrity who, by their leadership and efforts, have made an outstanding contribution through officiating. Honor Award recipients are enshrined as members of PAVO's Hall of Fame. Written nominations should be submitted to past.president@pavo.org, by Aug. 1. Questions? Contact Dale Goodwin at (509) 323-6133.

Submissions also are being accepted for PAVO's annual Excellence in Service Award, given to a PAVO member who has demonstrated dedication, commitment and service to PAVO and/or its members, on a local, regional or national level. Written submissions should be submitted to pavo@pavo.org, by Aug. 1. Questions? Call Miki Kennedy at 888-791-2074.



PAVO board delegate position up for election in fall

In October PAVO members will be asked to elect a board delegate to its 12-member Board of Directors. The position currently is held by Crystal Lewis. Please consider nominating yourself or a member you know who would serve the organization well. All nominations must be received by Aug. 15. Address nominations to past.president@pavo.org. Questions? Call Dale Goodwin at (509) 323-6133.

The board delegate position is a three-year term, to run from 2008-2010. The board delegate is required to attend annual board meetings (in February or March), foster positive relationships with local PAVO boards by addressing local board and member issues that arise, and other assignments as made by the president. The board delegate must have held a leadership position in a local PAVO affiliated board within the last five years. The candidate must be a PAVO member in good standing.



PAVO Financial News

Expanded services outlined in new budget

By Karen Gee
PAVO Finance Director

Fiscal year 2006 was another successful financial year for PAVO. Instead of meeting a projected \$40,000 deficit, a number of factors contributed to an almost \$20,000 surplus. Program directors and the PAVO staff continue to hold the line on costs, and there were also budgeted expenses that went unspent. PAVO's annual convention was the star performer - budgeted at an almost \$9,000 loss, the convention turned a small profit of over \$800 for the first time in its history. Interest and dividend income outstripped budgeted revenue by over 900 percent, and smaller gains were contributed by sales of patches and apparel, followed by late membership fees.

Continued addition to cash reserves allowed the PAVO Board of Directors (BOD) to make spending and policy decisions that directly affect programs and member services:

- o Perform general upgrade of PAVO website.
- o Purchase digital cameras that record to DVDs for camps, training videos and officiating analysis footage.
- o Purchase new staff computers.
- o Increase membership services position from three-quarter-time to full-time.
- o Conduct planning session for camp crew chiefs.
- o Most importantly, rescind a planned dues increase for 2007 and consider an increase for 2008.

After BOD adjustments, the 2007-2008 budget projects a deficit of \$37,500, while in 2008-2009, PAVO has budgeted a deficit of \$53,600. Both deficits can be covered by current cash reserves.

In a previous fiscal year, PAVO moved some of its reserves to international investments, which resulted in a 16.52 percent return for 2005. The new investments continued their outstanding performances in 2006, returning an average of 32.97 percent and almost 55 percent since the original investment. Overall, the total investment portfolio returned a healthy 11.32 percent and cash reserves grew by 7.7 percent last year. PAVO's cash makes up 65 percent of its financial holdings and is available for emergency operating expenses if necessary. The BOD also recognizes the need to invest some of PAVO's cash assets, and \$40,000 is earmarked for investments in 2007.

Here are the current numbers for your review. Be sure to ask questions of any PAVO director if you need further information.



MEMBER PROFILE

Emily Strickland lived the 'Big Picture'

By Joan Powell

All for the love of volleyball and the benefits reaped like treasured relationships - that was Emily Strickland's mantra.

Emily touched a lot of lives through coaching, officiating, scorekeeping and assigning volleyball, not to mention the impact she made while training, mentoring and rating officials.

On May 6, Emily Strickland lost her battle to cancer at age 40. Emily was survived by her husband, Terry and their two sons, TJ and JR. Her loss was felt over the Texas volleyball community as well as the volleyball community across the country.

Emily was a USAV National Scorekeeper and a Junior National Referee. She was involved with the Texas Tornado Volleyball Club as a coach. For the past three or four years Emily assigned officials for the NJCAA Region XIV. She took over for her volleyball referee friend, Gordon Morrison, when his real job became overwhelming. Emily's cancer and treatment became more intense and by the end of this past season, Gordon stepped in, as he often did, to assist in the final stages of post-season scheduling of officials.

There were times this winter when Emily, despite the intense chemo treatments, just had to get back in the gym. She would drive about 20 miles, spend four hours doing what she loved -- teaching kids -- and then attempt to return home. Sometimes her medication was so powerful that it was difficult to make the drive home. She would call her buddy, Gordon, knowing that he stayed up late. He would talk to her all the way home making sure she arrived safely.

Gordon recalls that he first met Emily at Rice University where he was a line judge and she worked at the concession stand. She had a great interest in volleyball and they talked about how she could get more involved in the sport. Gordon said that as her involvement grew, she became interested in all aspects of the game. According to Gordon, "She saw the big picture." She loved it all -- the coaching, officiating, training and scheduling. Born in Japan, she would say that English was her second language and would rely on Gordon to proofread her correspondence. He would correct her English, but never her meaning or passion. Gordon said he would

occasionally send his "technically correct letters," to her so that she could add some of her passion.

Upon her death, Gordon said, "I just want people to know that she did more than just the visible volleyball roles that most people knew. She spent hours behind the scenes. Her family was first and then there was volleyball. If there was time after that, she slept. Emily worked hard to earn the respect of the volleyball community. And she achieved it at the regional and national levels."

Recently Emily was recognized for her efforts by receiving the USAV Robert L. Lindsay Meritorious Service Award from the Lone Star Region. However, rewards and recognition were not the reason she devoted her life to her kids and other people's kids. According to Emily's obituary, "Emily touched the lives of every person she came in contact with. Her smile was contagious, as well as her ambition to have fun. Emily's finesse around the young ladies she instructed was beyond reproach. Every player loved and respected her and never gave up to please her."

Continued on page 17

Emily Strickland - continued from page 16

Laura Karsten, the mother of one of her club players, wrote an e-mail to Emily's husband. She said, "As a team, we could not have asked for a better, more motivated, uplifting and encouraging person to lead our girls in volleyball and life. She was so much more than a coach to our girls. I can't begin to tell you how she praised and lifted them up to be the stars they were on that team. She generated such trust and spirit in them through her positive spirit. It was merely by coincidence that our team was named '14 pink'. How fitting a name for Emily's team. She loved pink as you know. Always

in her pink cowboy hat at every tournament. During one game we were behind and she had left her hat on the other side of the court. She called out to me to bring it over. Emily put it on. Don't you know those girls pulled that game out (of a hat, so to speak)! She really believed in the power of pink."

Emily Strickland touched many lives and she will be truly missed.

Emily was chosen for this issue's "Member Profile" prior to her death. The interview was postponed until after her eighth chemotherapy and just prior to

radiation treatment. Emily was shocked that she was chosen to be highlighted in the newsletter. Unfortunately the article was not prepared with her perspective, but certainly her friends provided a glimpse into the life of Emily Strickland. Her love for her family, people and the game of volleyball was very apparent.



SCOREKEEPER AND LINE JUDGE TRAINING & CERTIFICATION

By Marcia Alterman, PAVO Executive Director

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

If you are already certified as a line judge or scorekeeper, remember that you must attend a training session (clinic) and take the current year exam every year to renew that certification. You are only required to submit signed recommendation forms every other year.

The 2007 versions of the Scorekeeper Training Manual

(including the 2007 exam) and the Line Judge Training Booklet (including the 2007 exam) are now available. The videos that were produced in 2005 are still the most current. The videos and the training manuals/exams can be ordered by calling PAVO at 888/791-2074, or on the estore page of the PAVO website (www.PAVO.org).

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

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