

# THE OFFICIAL WORD NEWSLETTER



## INAUGURAL NCAA VOLLEYBALL OFFICIATING PROGRAM STAFF SELECTED

**Powell will lead the staff which will oversee the selection process  
for NCAA post-season assignments**

*by Marcia Alterman  
Executive Director*

The NCAA has selected the support staff for the new Volleyball Officiating Program (VOP). The VOP is an initiative by the NCAA Women's Volleyball Championship Committee to enhance the training and selection process for NCAA post-season officials for all three NCAA divisions. It will be developed in collaboration with PAVO.

Powell's first responsibilities was to assist in selecting the four Regional Advisors (RA) who will serve on the VOP staff. The job description for the RAs includes providing support and assistance to the national coordinator to develop the VOP, primarily through an enhanced evaluation and observation process with a national scope.

The new National Coordinator for women's volleyball is a name that is well-known to virtually all PAVO members – Joan Powell, of Colorado Springs. Powell has been a mentor, trainer, and leader in the collegiate officiating community for years. She served as PAVO president for 12 years, and has been a key member of the OTP clinician staff since its inception. Her experience in post-season officiating is unsurpassed, as she



Joan Powell, NCAA  
Women's Volleyball  
National Coordinator

has worked the NCAA Championships in all three divisions, including nine trips to the Division I final round.

After being named National Coordinator, one of

The four Regional Advisors for 2011 are:

- Gloria Cox, Lakeway, TX – Cox is a veteran official, clinician, rater, and trainer for all rules codes. She has been selected for several NCAA post-season assignments, and officiated in several NCAA Division I conferences. Cox is an administrator for the Volleyball Festival, and served as a working partner on the National Federation of State High School Associations (NFHS) "Train the Trainer" program. She has been heavily involved in training officials North Texas Region for USA Volleyball and the Texas high school state association. Cox is a talented "wordsmith" and an excellent communicator.

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**NEXT OFFICIAL WORD  
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## OFFICIALS COMMISSION DALLAS MEETING

by Kathy Ferraraccio  
Associate Chair, Nat'l Indoor Referees

At this year's annual Officials Commission meetings, many items were discussed and voted on. Here is a brief synopsis of things discussed and/or voted on during the breakout session of the referees and scorers of the National Indoor Officials Commission.

Reports were given by all of the referee commission directors at the beginning of the meeting. The camp program is doing great, and you can read about this program in another article in this newsletter. The commission ran a number of camps, including the joint camp with PAVO at the NCVF tournament and the upcoming Premier Camp at the GJNC.

The national clinic program made a profit of \$3000 this year, and the idea of putting the clinic on line was discussed at length. After much discussion, a motion was made to make the national clinic available online, with a National level referee being able to attend the online version ONCE in each certification term, but not in a DCR publication year. The motion passed.

For a USAV National referee, this means that in one year of a three year certification term, the referee will be able to view the online clinic, as long as that year is NOT a DCR publication year. Junior National referees have a four year certification term; so again, a Junior National referee will be able to attend the online clinic in one of those four years - as long as that one year is not a publication year. The effective date of this motion is for the 2011-12 season, but since the upcoming season is a publication year, National level referees will not receive attendance credit for viewing the online clinic next season. It is still required to attend the national clinic before working one of the National Championship events.

Another motion was made stating that National level referees must attend a clinic every year, whether online or in person, to maintain their certification, regardless of whether the referee will be officiating at a National Championship event or not. The repercussions of not attending a clinic are still being discussed and the outcome of those discussions will

be sent soon. This motion passed and is in effect beginning with the 2012-13 season.

The referee training site (VRT) was a topic of conversation, and Steve Webster and Kathy Ferraraccio talked about the modules that will be introduced on the site in the near future. The basic clinic that was used for the past two seasons will be divided into two clinics. Michelle Prater, RVA, Referee Development Director, is developing these new clinics. One will be for the beginner referee and will talk about the process for becoming a professional referee. The second clinic is intended to be used for re-certification purposes by the regions. These clinics will be online by September 1 so that all referees will be able to go through the clinics before taking the rules exam. The idea is to tie the exam into the clinic - giving the password at the end of the clinic. This way, referees will have a better understanding of the rules and techniques BEFORE taking the exam!

Michelle Prater is also working on a new second referee clinic to be introduced by September 15, 2011, so that any adult player who works only as a second referee will not have to go through the entire clinic to become a referee for their team!

Michael O'Connor, Director, RVA Junior Officials Development, is working on three different clinics - one for junior line judges, the second for junior scorers, and the third for junior R2s. These clinics are being developed based on the minimum criteria that were set forth a few years ago for junior officials at the National Qualifiers and Bid tournaments. The juniors who go through these clinics will be qualified to work at national level events. The line judge and scorer clinics will be online by September 1, 2011, while the R2 clinic will be available later in the season. All data will be collected by the regions, and not the commission. An idea for an interactive game is also being explored for junior officials. There will be more on this as we get further into the planning!

*Continued on page 3*

*Officials Commission  
continued from page 2*

The case book was next up on the agenda. This book has been put on the back burner for way too long. Dave Spencer has agreed to take on this huge project and bring the case book into the current century! The case book will be online by September 1, 2011, with an interactive case book to follow by September 1, 2012. Dave will then keep the book up to date each year so that officials can find interesting, obscure, or every day cases at their fingertips - with clips or pictures to assist in understanding the rules!

Next on the agenda was the rating process for both Junior National and National referee candidates. The application and rating process for Junior National referee candidates remains unchanged. The region commissioner and chairperson will still sign off and submit names of their Regional referees who they feel are ready to be evaluated for a Junior National rating. The national commission recognizes that each region will have the best knowledge of their referees, and will rely on them for recommendations as usual.

After this, it was discussed where the National referee candidates should be rated. Currently, these candidates are evaluated at the BJNC. Although the speed of play is often faster at this tournament, it is recognized by the commission that there are limited opportunities for referees to call high level boys' or men's ball. The highest levels of play at the GJNC offer a much greater overall challenge for referees. There are many types of issues at the GJNC that do not exist at the Boys' Championships. This will also bring our highest ranking Junior National referees to the Girls' Championships, and have them officiating the highest level of play during the rating process - the matches they would normally be whistling as high ranking Junior National referees!

A motion was made to move the rating of National referee candidates from the BJNC to the GJNC beginning with the 2012 championships. The motion passed. There was some discussion on the impact on the budget, but the budget will not change. There is still a need for two sets of raters - one for the Junior National referee candidates and another for the National referee candidates.

A discussion then ensued on the number of existing National referees. For the past two years, officials have been turned away from the Open Championships. With the tournament drawing fewer teams, and more National referees in the pipeline, the feeling is that to become a USAV National referee, someone must truly show the qualities that are necessary to work at the highest levels of the sport.

A motion was made to no longer require the Region referee chair or commissioner to sign off on a National referee applicant. Instead, a Junior National referee who wishes to apply for their National referee rating must receive three different signatures from the following: a member of the USAV National Rating Team, a National Referee Commission member, or a head referee from a National Championship. Anyone signing the paperwork must have seen the referee within the past two years. In addition, one of the three signatures may be from the referee's regional referee chairperson or commissioner, but that is not required. The regional referee chair or commissioner will still be notified when any candidate applies. This motion also passed.

There were many other topics on the agenda, but unfortunately, the commission ran out of time. We are hoping that next year, our meetings can be in March, where we can gather for two days, and really hash out the things that can be improved in the training and evaluating of officials at all levels of the sport.

As always, if you have any questions, or if there is anything the National Indoor Officials Commission can do for you, don't hesitate to contact one of us. We will be more than happy to talk to you, take in your ideas, or do whatever is necessary to ensure the commission is working for you!

I would like to thank our referee commission directors for all their hard work and dedication during the season and beyond. Each of them is listed on the last page of the newsletter, so I will not list them here. I could not do any of the work that is done without them. They are truly a professional group to work with, and I am proud to call them my friends. Thank you to each of you.

*NCAA Program Staff  
continued from page 1*

- Karen Gee, Oakland, CA – Gee is currently the West Coast Conference Coordinator. She has a history of involvement in developing training tools for officials, and was one of the authors for the inaugural PAVO Official's Guidebook. She was selected to manage the computerized statistics at the 1996 Atlanta Olympics. Her background as an active official, rater, trainer and author will equip her well for the RA role. Gee works as Senior Learning Consultant and Instructional Designer for Kaiser Permanente.
- Cecile Reynaud, Tallahassee, FL – Reynaud will bring a unique and fresh aspect to the VOP as her primary background is as a collegiate volleyball coach. Reynaud retired from coaching at Florida State University after 25 years, and still is on the university faculty as an associate professor in Sport Management. She worked as the deputy competition manager at the Atlanta Olympics. Reynaud is a renowned clinician, author and speaker on many topics; she recently spoke at the NCAA Convention in Tucson, addressing rules compliance personnel on conflict resolution.
- Steve Webster, Lincoln, MA – Webster is currently the developer and editor of the USAV online training program, RefTraining.com, and

brings a host of technical skills to the RA role. His technical knowledge is enhanced by his officiating background. Webster is a seasoned referee, and has been a leader in the New England Region and on his local PAVO board, the Eastern Massachusetts Association of Volleyball Officials. He has served both organizations as a rater and trainer. Webster is a public relations and communications consultant.

**“The four Regional Advisors each possess a unique skill set; each will represent not only their area of the country, but will represent the conference coordinators, coaches and officials.” Powell said. “This team’s efforts will continue to hold the core values of both the NCAA and PAVO at the forefront and continue to improve the game for the student-athletes.”**

**Anne Pufahl, who will take the reins as NCAA Secretary/Rules-editor on Sept. 1 will serve in an adjunct role for the VOP as well.**

**This excellent group provides a unique cross-section of talents and skills, and will work hard with PAVO to develop an outstanding program for professional development for collegiate volleyball officials of all experience levels.**



Do you have a question on a USAV rule?  
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We'll do our best to answer your questions and address your concerns.  
See you there!!!!





## INTERNATIONAL SCORER UPDATE

*by Donna Wigton  
Director, Int'l Indoor Scorers*

### Dallas Opens

Thank you to everyone for another successful Open Division tournament. Thanks to George Egan for getting the newest FIVB scoresheet copied for us, and Richard Bleau for getting the extra scoretables behind the official one for the e-scoresheet computers and practice matches... wow, what good help! Many more people got practice on the electronic scoresheet, which will become mandatory training in the near future. Three people fulfilled the requirements to become Qualified: Ross Erickson (NO), Dale Obermeyer (GW), and Rungtiwa Sintoplertchaiyakul (SC) – who thankfully uses Rosie Sintop on her scoresheets! They also helped me quite a bit with the computer program – nice to have new people with those skills already! Congratulations to the following, who were assigned women's and men's finals respectively: Margo Juergens (OK), assisted by Kim Williams (PS); and Jenny Vogt (PS), assisted by Becky Brockney (RM).

### High Performance Championships (HPC)

As many of you might know, Janet Blue has suffered a broken leg and will not be able to work the HPC.

(Get well soon, Janet!) Becky Brockney (RM) has agreed to step up to the training court supervisor position this year. Becky brings a wealth of experience both at HP and FIVB tournaments. Her slot on the regular courts has been filled by Ronnie Kaase (LS). We will have three computers available for training on the e-scoresheet... another great place to get free training!

### What's in a Name?

At the last Officials Commission meeting, it was decided to make everything consistent with the rulebook, and change existing verbiage from "scorekeeper" to "scorer." During this process please be flexible and understand change takes time, and both words mean the same. The manual and power point will be changed as soon as we can. Some changes will take place when we re-do the manual for the next quadrennial. The patches will be changed when we order new ones. Be patient! A rose is still a rose.

Have a great summer, and do your best!!



## PRESIDENT'S MESSAGE

### Meeting New Friends

*by Crystal Lewis  
President*

You have to admit we as volleyball officials really do have it made! We're able to travel and see places that we wouldn't ordinarily see and we get to spend time with a good group of our fellow officials. This spring I was asked to go with a group of USAV officials to Canada and work the Youth National Tournament that was held in Abbotsford. It was a beautiful town just outside of Vancouver. I have never been to Canada before and I must say it is a gorgeous country with the friendliest folks anyone could meet.

Ray Mink, who headed up our group, asked us to bring some of our USAV apparel to hand out the night of the official's pre-tournament meeting. So as I went through my closet I didn't realize that this was way over due!

What a great feeling it was to visit with everyone and share similar officiating stories. The Canadians were great hosts and made me feel very welcomed, as I'm sure all the other American officials thought the same!

I want to say a big THANK YOU to all those who worked the tournament and for the kindness and wonderful times you showed me. Many friendships I made arose out of this tournament and will stay with me for many years to come. So as you see, not everyone has it as lucky as we do and they don't get to meet new friends every time they travel! It can't get any better than that, and I can't wait to go back next year and meet more friends! ... I hear it's in Toronto!



## FIVE USA NATIONAL REFEREES GET INTRODUCTION TO SITTING VB

by Joe Campbell

PACVD Referee Commissioner – Member of WOVD Referee Commission

Five USA National Referees got their first taste of officiating Sitting Volleyball when they took to the court for the USA Women's national team competition against a team from Shanghai, China in four exhibition matches in March.

The exhibition matches and pre-competition clinic took place in conjunction with the Colorado Crossroads Junior National Qualifier March 18-20 at the Colorado Convention Center in Denver. This training was accomplished with the coordinated efforts of USA Volleyball and Front Range Volleyball Club which is the host club for this tournament.

The referees in training attended a pre-competition clinic delivered by PACVD Referee Commissioner Joe Campbell to cover the finer points of officiating Sitting Volleyball and highlight the differences between Sitting Volleyball and Disabled Standing Volleyball.

Throughout the weekend, Dan Apol, of Castle Rock,

Colo., Jerry Brands, of Catoosa, Okla., Adam Pike, of Rochester, Minn., Steve Thomas, of Collinsville, Okla., and Joao Paulo Santasofia, of Winter Springs, Fla. officiated the friendly matches. Campbell and WOVD International Referee Tim Harlow observed the matches and provided the officials with feedback at the conclusion of each match.

For Dan Apol, it was a warm up before he heads to the WOVD International Referee Course in Sarajevo, Bosnia & Herzegovina, May 23-29, 2011. WOVD, the 'World Organisation Volleyball for Disabled', is the governing body for all disciplines of volleyball for athletes with a disability, of which Sitting is currently the Paralympic Sport.

The PACVD is working to hold a WOVD Level 2 Referee Course sometime in the near future. A cadre of officials is needed for the zone as more countries become involved with Sitting, Standing, and Beach volleyball within WOVD.

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## Who Are You?

*by Corny Galdones*

Developing as a person is the most important part in developing as an official. The type of person you are is the type of official you'll be. What's the take on your make? Is your head on straight? Or are you a headache or a pill in need of high maintenance? Whatever the case may be, reaching the top isn't all there is to being judged the best. How you behave defines you as much as what you achieve. You won't fool anyone. People can see right through any charade and figure out who you really are. No doubt ability helps, but the officials regarded the most are total packages. Full of character to admire, excellence to them is not an act or a condition but a habit. You too can go places by following their example.

Why do you officiate? Is it about the money? That's okay. Just don't be consumed by it. Spending long hours with a whistle can be a drag unless you find joy in officiating. Give. Give your soul to spreading around success and contentment in lieu of hunting for personal gain. The more you give, the more you get out of it. Rather than be selfish to get, be thankful for what you get. Ask not what is in it for me but what can I do for you. Care. Care to look sharp in image and in action. Care to work hard within the system and not on angles to beat it. Care to get the job done and get it right. Care to build team chemistry and unity by putting your comrades and outfit ahead of you and making them better. Care about being dedicated, trusted and copied. Care to be a solution and not a problem.

Character makes a big difference. John Wooden put it in a nutshell. "Talent is God-given; be humble. Fame is man-given; be grateful. Conceit is self-given; be careful." He was a legend. Are you? We're talking about being a legend in the minds of others, not a legend in your own mind. Growing as a person in the public's eyes isn't clear-cut or static. Looking after your own interests is okay. We all do it. Nevertheless, reach out. Keep up a set of core values considerate

to everyone else, continuing to adjust to suit the times. Failing is a downer, but it teaches you. Failing to adapt, on the other hand, hinders you.

Virtue never fails. No, you don't have to be an angel. Heaven can wait. Live it up without having to live it down. As you smell the roses and rosés, do what you're supposed to do. Take the high road as everybody expects, the one lined with honor, honesty and humility. If you're thinking of bending the rules, think again. Pushing the limits of what is right could end you up in hot water, so know right from wrong. What you feel is right may be wrong to someone else. No one should have to police you. Do it yourself. Sooner or later, you'll mess up. That's not okay. But hey, we all do it. Going into denial or making excuses digs the hole you're in deeper. You brought it upon yourself. It's your bad. Own up. Worse, you could be labeled as one who lacks scruples or direction. Turn your beat around or burn your fate away. Which of these songs to sing is your choice. Pointing fingers is pointless. The truth lies in the mirror.

What you see is what we get. Look past your good looks. Beauty comes from within, from a big heart that smiles in the attitude you carry, the vibes you project, the manner you behave. To command respect, show not only class, show respect. Going on ego or power trips acting like hot stuff isn't okay. We just don't do it. Instead, accept those around you and appreciate how they're special in their own way. Unequal yet equal, that's what we all are.

Basically, better persons make better officials. Become complete. It's easy if you put your mind to it. A heart, a soul and a conscience are all you need. Take pride in your body of work, care for more than yourself, do the right thing and you'll be okay. Fame or fortune isn't your objective. Excellence is. Make it routine and the best of the rest will come.



## NO RULE CHANGES FOR 2011 SEASON

### NCAA women's volleyball rules information

by Marcia Alterman  
Rules Interpreter

No rule changes for 2011!!! That news is due to the change that the NCAA made recently to put **all** sports on a two-year rules cycle. This year is the first time that a rule book will not be published, so we will basically be playing this season under the 2010 rules.

Of course, there are always a few questions and issues that come up that require further clarification, and others that point out the need for emphasis on a particular issue, technique, or rule so that there is universal implementation.

Those issues are touched on in this article, but all referees should attend an OTP clinic this summer to get detailed information on these topics. A detailed explanation of the clarifications and points of emphasis also is recorded on a "coaches' DVD" and distributed to all NCAA institutions so the coaches and schools receive this information as well.

#### **NCAA Rule Clarifications – 2011:**

- *In 2010, Rule 1.1.1.2 was modified to permit media personnel onto the court during timeouts and between sets. To clarify, that permission was intended for video camera operators and their support crew who are associated with recognized media outlets, and who have been approved/credentialed by the host institution prior to the match.*
- *Rule 4.2.4 describes the ruling when nonplayers (for example, media personnel or spectators) interfere with a legitimate effort by a player to play the ball. To clarify, cheerleaders are considered spectators, and legitimate interference caused by a cheerleader (or cheerleader "gear") may result in a replay. When clearing an area to allow play, cheerleaders should make every effort to take their "gear" (megaphones, pompons, etc.) with them to avoid injury.*
- *The restrictions on use of electronic aids as described in Rule 6.1.5 have not been*

*changed. Prohibited items include the use of a computer or other device that is used to transmit any information (including statistics) from any area in the facility other than the bench to the bench.*

- *Rule 7.2.2 describes jewelry as illegal equipment. To further clarify, dermal implants (jewelry surgically implanted in the skin) is considered jewelry, and is to be considered illegal equipment. **Sub-dermal implants** (embedded items that do not protrude/break the skin) are permitted.*

The Points of Emphasis are sometimes related to officiating, but may also be targeted at facility set-up or match administration. These topics are covered on the coaches' video as well. The Points of Emphasis are topics that the NCAA rules committee, conference coordinators, or coaches' groups feel need to be stressed for consistent implementation or overall improvement of the game.

#### **Points of Emphasis - 2011**

- *Rules 10.3.1 and 10.3.2 describe the requirements for players to be in legal positions at the time of service contact. Second referees must work very diligently to track the position of the receiving team and ensure that the rules regarding position faults are applied. While preventative officiating or "warnings" are encouraged when players are close to an illegal position, blatant position faults (overlaps) should be whistled when they occur. Of course, just like any other rules infraction, the second referee should not whistle a position fault (overlap) unless s/he is absolutely sure the fault has occurred.*
- *Rule 10.1.1.1 was changed in 2010 to indicate that lineups for the first set are due at the three-*

Continued on page 9



*Rule Changes  
continued from page 8*

minute mark on the clock timing the pre-match warm-ups, and allowed changes to be made by the coaches without penalty or substitution until the one-minute mark. Rule 18.4.3.2 further clarifies that other match personnel (statistics crews, announcer, etc.) should not be permitted to see the lineups until they are **final**, which means at the one-minute mark. At that time, the lineups can be provided to those individuals.

- It is re-emphasized that, whenever possible, spectators should be restricted from the playing area through the use of stanchions or by establishing spectator walkways that are not part of the playing area.

Since a 2011 rule book will not be produced, the editorial corrections that were found over the last year can be made manually in your 2010 rule book.

**Corrections to the 2010 NCAA Rules Book**

**Ball in Play.** (Rule 16.1.1, page 81) – The rally begins

~~with the first referee's whistle to authorize the service. The ball is in play when the ball is legally contacted for service after service authorization by the first referee.~~  
(Correction to reflect the 2010 rule change.)

**Responsibilities Regarding Interruptions.** (Rule 18.3.6.1.1, page 90) – The second referee notifies the first referee and the appropriate coach(es) when the ninth through 12th team substitutions are made. (Correction to conform to current techniques in use.)

**Scorekeeping Instructions.** (Page 119) – Note that libero replacements, and requests for timeouts, substitutions or lineup checks are only usually permitted after a completed rally. (See Rule 8.1.3 and 11.3.5.) (Correction to reflect the 2010 rule change.)

**Officials' Mechanics.** (Signal #14, page 200) – **Timeout.** ....indicate which team called the timeout, or ~~point to self (hands on shoulders) for officials' or extend arms with open hands to both courts for media timeout.~~ (Correction to reflect the 2010 rule change.)

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## 2011 PAVO CONVENTION - RETURN TO THE ALAMO

The annual event takes place December 15 to 17

by Donna Carter  
Board Delegate

*Deep Within My Heart Lies a Melody  
A Song of Old San Antonio  
Where in dreams I live with a Memory  
Beneath the Stars All Alone  
- Bob Wills and The Texas Playboys*

Many of those who attended the last championship in San Antonio have *dreamed* of returning for more Texas-style hospitality and to do and see all those items on your San Antonio checklist they may have missed the first time. San Antonio is one of the most culturally diverse cities in America and the PAVO convention is a great opportunity to explore the rich Tex-Mex heritage of the city.

The PAVO Convention is Dec. 15-17, and the committee is working diligently to make this the best convention ever, one balanced with sessions for all levels of officials. Sessions will include the always-popular Coaches Panel as well as the Semi-Final Analysis and where you can socialize with other convention attendees and hear from the crews assigned to the championships about their work on Thursday evening.

There is a session planned about a new and innovative Vision Training program where attendees will hear from one of their instructors. In the past, vision training has always been a highlight and should be a real eye opener. (Sorry couldn't resist.)

Sessions will offer the opportunity to hear from:

Joan Powell - The newly appointed NCAA National Coordinator who will speak about the new features on the training website and other NCAA policies which will affect all collegiate officials.

Anne Pufahl - The newly appointed NCAA Rule Interpreter will do a presentation on unusual situations that have crossed her desk this fall, plus other challenging interpretations.

The convention is not all about sitting in a meeting room and listening and watching. Many attendee surveys said that the most important feature of the convention is the interaction with other referees, and the opportunity to visit cities they may not normally get to see.

There will be plenty of time for interaction, both

scheduled and unscheduled. The first chance to meet and greet will be Dec. 14 at a social hosted by the Lone Star Region. It will be off site, but the committee is making sure transportation will be available so everyone can attend.

Of course, the Friday night reception and awards banquet is an opportunity to share in the successes of many of our fellow referees and take in the semi-final analysis.

There are plans in the making for a golf outing on Wednesday also; more info to follow on that.

San Antonio is one of the top tourist cities in the country for a reason. Downtown San Antonio has myriad opportunities for group outings such as:

- The King William Historic District - Less than a mile from the convention center, the district is a 25-block area of 1800s era homes that was the state's first historic district. Some great examples of European architecture abound.
- El Mercado - The Market area is approximately 1 mile west of the convention center and offers shops and restaurants including the famous 24 hour MiTierra bakery and restaurant, and La Margarita, which normally wins most surveys for the best (and biggest) margaritas and fajitas in town.
- The Riverwalk and river cruises offer a very unique setting of restaurants, shops and nightlife right next to the convention center and will be adorned with a colorful array of lights for Christmas. A must see.
- The Alamo. It needs no introduction.

As the convention gets closer, the committee will provide a more comprehensive list of things to see and do during your stay.

The headquarters hotel is the Grand Hyatt San Antonio, rates at \$129 per night. It is on the Riverwalk and adjacent to the convention center, with the overflow hotel the Hilton Palacio Del Rio at \$109. Details on hotel reservations and clinic registration will be available soon on the PAVO website.



## USAV REFEREE CAMPS

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

The USAV Referee Camp program is running and working to keep referees on top of rules, mechanics and skills. This season we completed three Premier Camps - one in the Ohio Valley Region, one at the NCVF Tournament, and the last will be at the GJNC in Atlanta, Georgia. These camps assisted approximately 55 referees to move up as officials and develop new skills. We are looking at expanding the Premier Camps next season and regions that want to host a camp should contact Thomas Hoy at [thoy@satx.rr.com](mailto:thoy@satx.rr.com).

There were four 'Mini-Camps' this season which included a brief clinic the night before the tournament, a USAV Training Team Member who evaluated during the tournament for a match fee, and generally the Trainer observed referees throughout the tournament. These "Mini-Camps" included the Boys' Fest run by

Julie Voeck and the Badger Region, the President's Cup run by Viper Juniors, the Cross Court Tournament run by the Lone Star Region, and the Lone Star Qualifier sponsored by the tournament hosts. There were about 100 referees evaluated at these four tournaments, including ratings on candidates, ratings for certification (provisional/regional) and also 'walk-bys' to keep referees up-to-date.

There are many good ideas about how camps should be run, funded and expanded. If you have ideas, or need ideas, on how to conduct Premier Camps or "Mini-Camps," please contact us for a discussion.

I would also like to express our pleasure with the anonymous donors who sponsored some of the campers this season....this is a true act of kindness to help someone on the way up.



### PAVO RefSchool – Better Than Ever!

The 2011 version of RefSchool is up and running! Those who have used RefSchool in the past two years have enjoyed significant improvement on their exam scores, and reported that their comfort level with rules knowledge increased their officiating confidence. Once again, all 2011 examination questions will be included in the bank of RefSchool questions by about July 1.

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

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

A subscription allows unlimited access from now until April 1, 2012.

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



## NOMINATIONS FOR BOARD DELEGATE DUE AUGUST 15

Have you been involved in PAVO leadership on a local, regional or national or level? Are you a member of the National Rating Team or an OTP camp or clinic clinician? Why not run for a board position on the PAVO Board of Directors? Serving on the PAVO Board of Directors offers a great opportunity to connect with some of the game's outstanding leaders.

This fall, PAVO members will be asked to elect a board delegate (the position currently held by Carlos Rodriguez). The board delegate position requires only that the candidate has held a leadership position in a local PAVO affiliated board within the past five years. The position also requires the candidate to be a member in good standing.

The board delegate will be elected to serve a three year term, from 1/1/2012-12/31/2014. The director is required to attend annual board meetings, usually held in March, and foster positive relationships with local PAVO boards by addressing local board and member issues that arise. The delegate also will undertake other assignments as directed by the president.

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 [president.elect@pavo.org](mailto:president.elect@pavo.org). For more information, contact Julie Voeck at 1-414-305-7454.



## PAVO-OTP CLINIC SCHEDULE-2011

*by Anne Pufahl*  
OTP-Clinic Director

PAVO will host 28 clinics over five weekends this summer. The clinic sites and host contact information are listed below. You may contact the site host directly to get clinic start times. The clinic schedule will be posted soon on the PAVO website as well, and clinic details may be obtained there.

As in previous years, clinic registration will be handled

online. Online clinic registration is available now on the PAVO website. The registration fees for 2011 have not been increased, and are listed below.

Thanks for your support and we look forward to seeing you at a clinic!

<b><u>CATEGORY</u></b>	<b><u>PRE-REGISTERED, PRE-PAID ONLINE</u></b>	<b><u>WALK-IN** (Payable at the door)</u></b>
Current PAVO Member	\$25 + local charges	\$50 + local charges
Non-PAVO member, non-collegiate referee	\$30 + local charges	\$55+ local charges
Non-PAVO member, women's collegiate referee	\$75 + local charges	\$100 + local charges

\*\* Pre-registration is highly recommended. Clinics are not required to accommodate attendees who are not pre-registered, and will do so on a space-available basis only.





## PAVO-OTP CLINIC SCHEDULE-2011

<u>DATE</u>	<u>SITE</u>	<u>HOST</u>	<u>HOST EMAIL</u>
23-Jul	Omaha, NE	Bill Stanley	hopsinc@cox.net
23-Jul	Bay St. Louis, MS	Rob Breichesen	febrkr@bellsouth.net
24-Jul	Memphis, TN	Rick Bolton	midsouthabo@gmail.com
30-Jul	Minneapolis, MN	Ross Erickson	ross_erickson@hotmail.com
30-Jul	Los Angeles, CA	Verna Klubnikin	vernaref@aol.com
31-Jul	Austin, TX	Carlos Rodriguez	losref@aol.com
31-Jul	Fargo, ND	Perry Holweger	holwp@yahoo.com
6-Aug	Phoenix, AZ	Norma Carr	carrvb@msn.com
6-Aug	Tampa, FL	Eric Vlahov	evlahov@ut.edu
6-Aug	Chapel Hill, NC	Mike O'Connor	midatlanticvb@gmail.com
7-Aug	Indianapolis, IN	Bill Thornburgh	wthornbu@yahoo.com
7-Aug	Louisville, KY	Nancy Funk	nfunk@insightbb.com
7-Aug	Santa Clara, CA	Ray Mink	raymink@aol.com
13-Aug	Chicago, IL	Jen Mahler	jmahler@bigten.org
13-Aug	Rochester, NY	Jeff McKinney	jeff.mckinney@gmail.com
13-Aug	Atlanta, GA	Bob Hume	bhume@charter.net
14-Aug	Denver, CO	Alan Suzuki	asuzuki@wac.org
14-Aug	Lorain, OH	Diane Plas	jplas@prodigy.net
14-Aug	Boston, MA	Laura Nelson	laura@bssc.com
14-Aug	Dallas, TX	Carlos Rodriguez	losref@aol.com
20-Aug	Baltimore, MD	Arlene Geppi	ageppi@aol.com
20-Aug	Tacoma, WA	Marc Blau	blau marc@qwest.net
20-Aug	Tulsa, OK	Tracey Harrison	harrisonvbref@yahoo.com
20-Aug	Philadelphia, PA	Michael Albright	michaelwalbright54@gmail.com
21-Aug	East Lansing, MI	Ann Hutchins	annhutchins@hotmail.com
21-Aug	Spokane, WA	Dale Goodwin	goodwin@gonzaga.edu
21-Aug	St. Louis, MO	Julie Voeck	jvoeck@attglobal.net
21-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com



## NOMINATIONS SOUGHT FOR HONOR, EXCELLENCE IN SERVICE AWARDS

**Awards honor members for commitment to PAVO and for contributions to officiating**

*by Julie Voeck  
President-Elect*

PAVO is accepting nominations for its Honor Award, the organization's highest accolade. 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 via e-mail to

president.elect@pavo.org by August 1. For more information call Julie Voeck at (414) 305-7454.

PAVO also is accepting nominations for its Excellence in Service Award. This honor is given annually 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 August 1. For more information call Miki Kennedy at 1-888-791-2074.



## NATIONAL & JR NATIONAL REFEREE CANDIDATE RATING PREPERATIONS

by Brian Hemelgarn,  
Director, Nat'l Indoor Ref Eval & Cert

With the 2011 Open Volleyball Championships now in the record books, the Girls' and Boys' Junior National Championships are upon us. And with those two events come the rating sessions for Junior National and National referee candidates! Here are some notes to help our candidates prepare:

- o **Scoring:** By the time candidates arrive in Atlanta (Junior National) or Minneapolis (National), all will have taken the Form C online scoring exam. In addition, candidates will be required to score a "live" match during the rating session, as well as take an on-site scoring quiz. We want all referees to have a solid working knowledge of the score sheet. For those with minimal scoring experience, review the scoring instructions and example in the DCR, pages 126-175, and view the scoring training module on the USAV Training website: <http://www.volleyballreftraining.net/index.php>. Click on Training Materials in the menu bar, then select Training Modules. You will find the USAV Indoor Scoring module in the list of available presentations.
- o **Training Website:** Speaking of the training website for officials, it should be a key resource for all referees, particularly candidates! The information there is the most current, and the videos and modules should be reviewed prior to attending the rating session. Homepage: <http://www.volleyballreftraining.net/index.php>
- o **Rules Knowledge:** In addition to the Form A (or B) rules exams that all candidates have taken, a rules quiz will be administered at each rating

site. Candidates should be well-versed in rules knowledge and verbiage, as well as officiating techniques, procedures and mechanics. The rules and scoring quizzes are not part of the overall pass/fail decision for each candidate. The quizzes will be used to assist us in identifying problem areas, which will help in the development of new training materials.

- o **The Debrief:** Historically, candidates have been given their rating scores during the debrief after each pair of rating matches. Starting this year, scores will not be given to the candidates until the end of the rating process. The debriefs will take place as usual, but scores will not be included. More details will be provided during the candidates' meetings at each site.
- o **Bring a Notebook:** Candidates are encouraged to bring a notebook to each debrief session. Much information is shared during a debrief, and jotting down a rater's, trainer's or evaluator's comments will give candidates a chance to review these notes at a later time. It will also help candidates with goal-setting and recognizing recurring comments so that they can identify areas for improvement, as well as their strengths.

The rating process can be challenging, but solid preparation will go a long way toward ensuring success. On behalf of the USAV National Rating Team, we wish our candidates the best of luck this summer, and we're looking forward to helping each of them reach their goals!



As you finish up this season, in addition to re-reviewing the USAV regulations, it is time to take the next step and use the USAV Referee Training Site. This is a free site that has information, modules, and a place you can register that provides updates. Please use this training and improve your referee skills.



## MAINTAINING YOUR PAVO NATIONAL RATING: “Easy as 1-2-3”

by Mara Wager  
NRT Director

As the USAV season comes to a close and we begin to gear up for the women's collegiate season, here are three things to keep in mind in regard to maintaining a PAVO National rating.

1. **OTP Clinic Attendance:** Each season PAVO presents more than 25 officials training clinics across the country. The OTP clinics ordinarily provide members with a good review of the latest NCAA rules and preferred techniques for the upcoming season. The clinics also aim to improve our overall officiating practice. The rules may vary from season to season and the theme of the OTP clinic may be spiced up a bit each year, but the requirement remains the same for a National rated officials: Attendance at an OTP clinic is required.
2. **Completion of the PAVO Exam with a score of 90 percent:** The PAVO/NCAA Exam is to be taken closed-book prior to the start of each season. Officials have 90 minutes to take the test. There are two methods available for National referees to meet this requirement. You may choose to complete the PAVO/NCAA Exam online, or you may choose to take the hard copy version of the exam under the supervision of your local board chair. If you choose to complete the paper and pencil version, a copy of your answer sheet corrected to 100 percent must be submitted to the PAVO NRT Director no later than **Sept. 15**. If you choose to take the exam online, the exam must be completed and results received by the NRT Director no later than **Sept. 15**.

If you happen to experience a series of unfortunate events that prevent you from obtaining a score of 90 percent or meeting the time limitation on Form A, you must complete Form B. The results of Form B, either submitted via online testing or paper copy through your local board chair, must also be submitted to the PAVO NRT

director no later than **Sept. 15**. We can never underestimate the power of misfortune when attempting to meet a deadline, so best to plan ahead so **Sept. 15** does not pass you by.

3. **Submit an Annual Survey:** Many officials would say, “I have never submitted an Annual Survey in all my years as a PAVO National official.” Well, unbeknownst to you, you have and many of you have been doing it faithfully for years. PAVO has required officials to submit renewal points online for the past several years. This is what is known in the PAVO literature as the “annual survey”. The three specific categories in which an official can earn renewal points are outlined on the PAVO website and in the Official's Guidebook. It is important to review these details prior to submitting points for renewal each year. As the sport of volleyball continues to grow at every level, the PAVO Board of Directors takes the time each year at their annual meeting in March to examine viable options for officials to earn points for renewal. If you would like to submit ideas for possible renewal point events, please submit your ideas to the PAVO NRT director no later than **March 1**.

Like most memberships in professional organizations, there are deadlines to be met, obligations to fulfill and consequences for not upholding the standards of the organization. If a National official fails to complete requirements above once during a renewal term (typically four years), the referee is ineligible to receive renewal points for that season. Two failures to meet requirements within a term will result in losing National certification. Many National officials have put in countless hours of training, study and hard work to obtain their national rating. Keeping it requires continued effort to ensure continued success. Remember, it can be as easy as **1-2-3!**



## FIRST IMPRESSIONS:

### OPPORTUNITIES OFFERED, ACCEPTED, and REGRETS???

by Bob Stanek  
OTP Camps Director

As most of you know, I'm in the Army and returned in November 2010 from spending a year in Afghanistan with my unit. Afghanistan is an interesting and somewhat dangerous place, where safety is a term used every day to protect the troops. Soldiers must develop a "thicker skin" because of a higher-than-normal operational tempo (12- to 14-plus hour work days). But given the past few hectic months working with the PAVO Board of Directors (BOD), I'm beginning to wonder if I was better off in Afghanistan as the Army has nothing on PAVO.

Let me back up a few months to explain it all. Since being back, I have been nominated, selected and ultimately approved by the PAVO BOD to replace Julie Voeck as the OTP Camps Director. This allows Voeck to become PAVO's president, eventually replacing Crystal Lewis, the current president.

The recruiting process was relatively simple. Over a period of months, I had numerous conversations with Voeck, Lewis, and Marcia Alterman as they explained the camp director position. Add to that the multiple e-mails providing more specifics on the position, including a "detailed" job description, camp status updates for the upcoming season, and a list of camper's and staffer's attending the camps. In my mind, this year was the "crawl and walk" phase with next year being the "run" phase.

From the outside looking in, the position sounded intriguing with some minor challenges and opportunities. I knew that there were a few individuals being interviewed for the position; I didn't know the other names, but it did not matter. I had decided that I was interested in the position and not being OFFERED the position was going to be a disappointment on my part. Besides, I had plenty of free time to work the issues that the position required, or at least I thought I had plenty of free time.

By mid-February, the BOD, via teleconference, APPROVED me as the camps director. From there it has been a sprint, with few moments of "crawling and

walking." It started first with the e-mails, as I was used to receiving a dozen or so e-mails a day. But once my name was placed on the camp applications brochure, it approached more than 60 e-mails on a daily basis. Talk about culture shock; I was simply amazed at how quickly I became involved. Heck, one night I managed to clear off more than 120 e-mails that had stacked up a couple days. I turned off the computer at 12:30 a.m. By 6:30 the next morning, I remember that I had to send out a military-related e-mail. When I logged in, there were 25 new e-mails. Most were from Voeck, Lewis and Alterman. My first thought was "don't these ladies ever sleep?" and my second thought was "there goes the old Army phrase - 'We do more before 9 a.m. than most people do all day'".

Since then, I have been involved with two more conference calls, one BOD meeting in Kansas City, two OTP Camps, and numerous e-mail conversations with other board members. To say the least, I have learned a lot in a very short period of time. But, I still have another nine months to figure out what this director really does. I've got a lot more to learn before I can really "run" this position without constantly contacting Voeck, Lewis and Alterman, or Miki Kennedy at the PAVO office. So I'll be in class for the remainder of the year, and it looks like it will be a very long school year for me.

I've been involved with USAV and PAVO for more than 30 years, having served in positions at the local, regional and national level. I knew at the highest levels, issues were being worked that most members just don't see. But this group of directors really changed my view as I discovered all that they do behind the scenes for the betterment of the organization and its members. For that, I'll always marvel at what they have accomplished to help maintain the organization's structure.

I have no REGRETS accepting the position, but I sure wonder if I'm a sane person at times. Really, I'm glad I accepted the position, and look forward to working

*Continued on page 17*



## MARINES CAPTURE GOLD AT WOUNDED WARRIOR GAMES

The sitting volleyball tournament brought together branches of the U.S. Military

by Joan Powell

A total of 220 athletes, men and women, participated in the recent Warrior Games. These “wounded warriors” all fought for the same team on the field of battle. But in May, Military Appreciation Month, they competed against each other. The Warrior Games were held for the second year at the U.S. Olympic Training Center in Colorado Springs. This event brings together athletes from the various branches of the U.S. Armed Services, including Special Operations, Marines, Army, Air Force, and Navy/Coast Guard.



bone or mental capabilities. But, competing against and beating another branch of service or winning a coveted medal still means a great deal to these remarkable soldiers.

More than 10 percent of last summer's Paralympics' participants had served in our military. Dan Apol assembled volunteers to referee and keep score for the four-day sitting volleyball competition. Those who volunteered were: Steve Espinoza, Ted Shultz, Glen Stull, Gary Houghton, Laura Leveroos, Glo Bailey, Ryan MacDowell, Ashley Powell, Joan Powell, Margie Mara and head referee, with international Paralympics experience, Dan Apol.

The Warrior Games are not just for the wounded, but for all participants who have been scarred by war. Some scars are obvious by a loss of a limb or two, but the more subtle wounds, no-less-crippling, come from the psychological pain and trauma caused by war.

Many of these athletes already have well-deserved medals, earned by the loss of flesh,



Special Operations defeated Navy/Coast Guard for the Bronze, while the Marines beat the Army for the Gold.

It was a tremendous experience - the least we could do for those who have given so much!

*Bob Stanek*  
continued from page 16

with this exceptional group of leaders. I sure hope that after a year in this position, I will be able to perform at a similar level when compared to the other 11 board members.

In closing, I'd like to go back to something the Army taught me long ago. In basic training, we have a saying that we teach all new soldiers: “Never volunteer for anything unless you're absolutely sure you know what it involves”. A classic example of the Army hooking “volunteers” would be: a sergeant is

looking for volunteers to be part of the unit “bowling” team; he eventually selects five soldiers to serve a four-week tour cleaning the unit's bathroom toilet bowls.

So as you can see, volunteering isn't always what it appears to be up front. Keep that in mind when someone comes knocking on your door with opportunities: Offered, Accepted and Regrets. Enjoy the game!

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