

Vol. 16 No. 3 • June 2014

# THE OFFICIAL WORD NEWSLETTER



## PRESIDENT'S MESSAGE

### Becoming Great

by Julie Voeck  
President

I recently read an article in Referee Magazine with the title "*Time to Get Great.*" I was inspired by the article as it offered specific suggestions to officials on how to become better over time. What I really liked about the article was that it focused on time frames, actions to be taken tomorrow, next week, next month and next year to allow officials to develop an improvement plan. Here is a sampler from the article with suggestions that officials can use to develop both immediately and in the future.

Ways to start getting better tomorrow:

- *Read any section of the rulebook or interpretations.* Take 20 minutes to improve your officiating knowledge.
- *Practice signals in front of the mirror.* How many of us give this advice to new officials, but never do it ourselves? Practicing in front of the mirror helps you see how others see you and focus on developing strong mechanics.
- *Visit an officiating website.* Take some time to visit the PAVO website (pavo.org) or the NCAA Central Hub. There is a lot of quality information available on both websites.
- *Get a good night's sleep.* You have a better chance of being great in tomorrow's game if you get sufficient sleep tonight.

Improvement ideas for next week:

- *Work a scrimmage:* What a great way to prepare for the upcoming season and practice new mechanics.
- *Read one chapter of the rulebook:* Many successful officials believe in continual

learning. By reading just one chapter you may learn something you didn't know.

- *Review specific situations in the rulebook:* If you were unsure about a rule in a game or had a situation arise that you had questions about, look it up!
- *Watch other officials work a match:* Spectating, with focus on the officiating, is a good way to enjoy the match and pick up some tips.

What to do next month:

- *Get into a regular exercise routine:* Adding regular exercise to your schedule will make you a healthier and possibly slimmer official.
- *Train other officials:* Take time to be part of a local camp or clinic to share your officiating experience with others.
- *Hold a study group with other officials:* Get together to review new rules or discuss recent situations.

Developing a Plan – By Next Year:

- *Get fit:* Did your uniform shrink in the closet last season? Improving physical fitness will improve your image, self-esteem and officiating performance.

*Continued on page 16*

NEXT OFFICIAL WORD

PUBLICATION DATE:

AUGUST 15, 2014



## NEW UNIFORM OPTIONS COMING SOON

*by Marcia Alterman  
Executive Director*

At a March, 2014 meeting, the PAVO Board of Directors decided to move forward with alternative uniforms for officials. This change was made based on comments and suggestions from the cadre of collegiate referees that the uniform needed to be freshened and updated. The discussion was continued at the USAV/PAVO Interface Committee meeting in May, and it was determined that the two organizations would collaborate in this venture. The process of determining the color, style, and use of those uniforms is still in development, and you will receive more information in the future as details are finalized. But, in the meantime, the rumors have been flying about this potential change, so here is a report on the actual progress so far.

- **White shirts will continue to be used.** The white shirts that you own now will *not* be discontinued! The current white uniform will continue to be the default, and some assignors or conferences may require that only white shirts be worn.
- **Alternative colors offered.** The committee used a focus group to select two alternative colors that will be offered. The planned colors are a medium blue and silvery-gray. There will be some trim on the colored-shirts as well.
- **No change to the rest of the uniform.** The navy pants and white shoes and crew socks will continue to be worn, no matter which shirt is chosen.
- **USAV will probably opt for the same options.** It is expected that USAV will allow the same basic options as collegiate uniform shirts.

However, just as a collegiate conference coordinator can implement stricter rules (such as only wearing white shirts), a USAV tournament director/head referee can do the same.

- **Other criteria.** The alternative shirts will be used with the following guidelines:
  - o Referees must dress alike, and the white shirt is the default, so all referees must own a white shirt. If one referee opts for white, both will wear white.
  - o When wearing an alternative color, referees must not wear a color similar to either team. Conference coordinators may help determine whether one of the team colors in their conference is too similar to the medium blue or silvery-gray.
  - o Scorers and line judges may either wear the current white shirt, or may dress like the referees if the referees wear an alternative color.
  - o If one referee opts for white outerwear during the match, the other referee must wear a white polo or white outerwear.

The next step is to develop an RFP (Request for Proposal) and distribute it to all known vendors and manufacturers who might be interested in helping develop the alternative shirts. The timeline for that process is not precise, but hopefully the alternative shirts will be available sometime during the 2014 fall season. Watch for further updates!!



## USAV OFFICIALS RECOGNIZED – THE AWARD WINNERS IN PHOENIX

by Thomas Hoy

This year there were many referees and scorers recognized in award ceremonies conducted at the 2014 Boyce Awards Banquet and the Officials Assembly at the Open National Championships in Phoenix, Arizona. Many received accolades and praise for their consistent work over many years, and some because they are just really exceptional at what they do. Here is a listing of the awards and the recipients for this year (some in pictures):

Harold T. Frierhood "Frier" Award: .....Tom Blue  
 Wilbur H. Peck Referee Emeritus Award: .....Wally Hendricks  
 Harry E. Wilson Distinguished Service Award: .....Joe Sharpless (posthumously)  
 Joe Sharpless Arbitrator Award: .....Joan Powell  
 Dr. Neville A. "Doc" Booth Commissioner's Award: .....Lynne Updegraff  
 Junior Volleyball Outstanding Referee: .....Angelo Iasillo  
 Gold Whistle Award: .....Bill Stanley  
 Silver Whistle Award: .....Ed Tucholski  
 Gold Pen Award: .....Eloise Heimke  
 Silver Pen Award: .....Rachael Stringer  
 Referee Chair of the Year Award: .....Wayne Lee  
 Glen G. Davies Referee Service Award: .....Thomas Hoy



Joan Powell receiving the Joe Sharpless Arbitrator Award



Thomas Hoy receiving the Glenn G Davies Referee Service Award



Wayne Lee receiving the Referee Chair of the Year Award



Rachel Stringer receiving the Silver Pen Award



Angelo Iasillo receiving the Junior Volleyball Outstanding Referee Award



Bill Stanley receiving the Gold Whistle Award



## 2014 REGISTRATION/DUES PAYMENT PROCESS

by Marcia Alterman  
Executive Director

Since late fees go into effect on July 1, I hope most of you have paid your PAVO dues already; if not, get that done now!!

The registration process for PAVO and the NCAA has not changed significantly for 2014, and has been going very smoothly so far. One difference that was implemented last year is in nomenclature. The PAVO Board of Directors approved a structure of membership “classifications”:

- **STANDARD** members join through a local board, and pay \$110 dues plus local board dues and fees. Standard members have full access to the NCAA Central Hub, including the Form A/B exams and full PAVO-provided insurance coverage. The NCAA “Welcome Packet” will be sent to all standard members as well. Standard members may become certified (by meeting all requirements) at any level as a referee, line judge, or scorekeeper (or any combination).
- **ASSOCIATE** members join through a local board and pay \$20 dues plus local board dues and fees. Associate members have access to the educational materials on the Central Hub and have full PAVO-provided insurance coverage. Associate members will not receive an NCAA “Welcome Packet”. Associate members may become certified (by meeting all requirements) as a scorekeeper, and/or either a basic or national line judge.
- **AFFILIATE** members join PAVO directly and pay \$20 dues. Affiliate membership is intended for inactive officials who want to continue to receive PAVO publications, review information on the Central Hub, and enjoy PAVO discounts. Affiliate members will not receive an NCAA “Welcome Packet” or insurance coverage.

The 2014 “Welcome Packet” will consist of a 2014-15 NCAA Women’s Volleyball Rules book, the PAVO/NCAA Volleyball Officiating Manual, and

vendor coupons. Additional copies of the rule book can be purchased on the NCAA publications website, and additional copies of the officiating manual can be purchased on the PAVO E-Store at pavo.org.

As always, your PAVO board chair has been given the option of allowing individual members to pay PAVO dues online, or collect the dues themselves and submit them in bulk to PAVO. Contact your PAVO board chair about which process your board is using.

**If you have not yet paid your 2014 PAVO dues, be sure to take care of that task before the late fee of \$45 goes into effect on July 1!** If you have paid your PAVO dues, but did not register on the NCAA Central Hub at that time, you can complete that step using a link on your WELCOME page on the PAVO website. **PAVO dues payment and NCAA registration are two separate steps.**

Please note that the Form A/Form B exam for referees can **ONLY** be accessed from the Central Hub. Form A/B is the test to be taken by all PAVO National-, State-, and Local-rated referees, and will be available online from July 1 to October 1. However, all PAVO National referees and any referee who wants to be eligible for NCAA postseason assignment must submit a Form A or B score of at least 90% by **September 1** (please note this new deadline).

The Form C exam is used exclusively for entry-level referees (PAVO Apprentice-rated). Form C can be taken on the PAVO website (“Welcome” page) or on paper, available from your board chair.

The launch date for the NCAA/PAVO examinations is around July 20. More examination details will be distributed via email announcement, and will also be on the PAVO website – be sure to look for that information.

Please contact PAVO if you have any questions, and thanks for your continued work in volleyball.



## INTERFACE COMMITTEE TACKLES CHANGES TO NEWSLETTER, OFFICIALS' UNIFORMS

by Julie Voeck  
President

The Official Word and officials' uniforms may soon have a different look according to discussions that took place when the USAV/PAVO Interface Committee met during the recent USAV Open Championships in Phoenix.

The six-member committee said it's studying the idea of adding two optional colors for uniform shirts to go along with the current standard white uniform. Neither the colors nor specifics of the proposed uniforms were finalized during the meeting attended by Donnie Goodwin, Joan Powell and Julie Voeck representing USAV and Marcia Costley, Mike O'Connor and Mike McPoyle representing PAVO. In any case, the white

polo would remain the standard uniform, the committee said.

The Official Word may also be revamped, changing to an electronic newsletter that could be unveiled at the beginning of next year. Currently published five times a year, a sixth edition could be added, the committee said.

The Interface Committee is composed of representatives from both organizations who meet regularly to talk about non-rule issues important to both PAVO and USAV.

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**USA Volleyball**

*Beach Officials Commission*

## USAV BEACH VOLLEYBALL TRAINING OPPORTUNITIES:

### 2014 CAMPS & CLINICS

Summer is finally here! And so are the opportunities to begin the certification process to become a Beach Volleyball Official (or to upgrade your current certification level). There are three levels of ratings for USAV Beach Volleyball Officials: Local, Zonal and National.

- Local certification takes place within the USAV Region structure.
- Zonal and National certifications are facilitated by the USAV Beach Commission.
  - o Zonal or National certifications are needed to officiate collegiate sand events.

If you are new to officiating Beach Volleyball, please reach out to the leadership of your USAV region to learn more about the opportunities for local certification. Go to [https://www.volleyballreftraining.com/certifications\\_get\\_certified.php](https://www.volleyballreftraining.com/certifications_get_certified.php) for information on who you should contact for local certification. (Please note that if your USAV region has not designated a Beach Officials Chair the contact information will default to Keith Murlless, National Director of Beach Certification.)

The 2014 certification opportunities facilitated by the USAV Beach Commission are detailed below:

#### **Clinic: Local Certification**

**Portland, OR**

**April 11-12**

- Congratulations to the following officials who received their Local certification in Portland: Kerry Barrowcliff, Sarah Lemon, Greg Clark, Shallyn Lewis, Marie Dunn, Steph Russian, and Stephanie Davidson

#### **Clinic: Zonal Certification**

**Clearwater, FL**

**May 9-10**

- Congratulations to the following officials who received their Zonal certification in Clearwater:

Michelle Prater, Christopher (Andy) Miller, Phillip Hoffman, Angelle Simms, Jeff Peters, Alan Standiford, Michael Brown, Ronald Lumagui, and Helen Kelchner

#### **Clinic: Local Certification**

**Des Moines, IA**

**June 21**

- Space is still available for this clinic
- Contact name: Michelle Goodall  
(michelle@iavbreg.org)

#### **Clinic: Local Certification**

**Kansas City, MO**

**June 21**

- Space is still available for this clinic
- Contact name: Dale Obermeyer  
(dob426@gmail.com)

#### **Clinic: Zonal Certification**

**Dallas, TX**

**June 28**

- Space is still available for this clinic
- Contact name: Steve Owen  
(swowen2@suddenlink.net)

#### **Clinic: Local Certification**

**Wilmington, NC**

**July 11-12**

- Space is still available for this clinic
- Contact name: Keith Murlless  
(kmurlless@beachcommission.org)

#### **Camp: Zonal & Local Certification**

**Hermosa Beach, CA (USAV - HP) July 15-19**

- Space is still available for this camp
- Camp runs Tuesday 6pm through Saturday 6pm (schedule flexibility is available)
- Contact name: Keith Murlless  
(kmurlless@beachcommission.org)

*Continued on page 8*



## A Fishy Fishing Story

*by Corny Galdones*

Did you know you can fish while officiating? I did. It occurred in mid-April at the first half of the Northeast Qualifier in Philadelphia. At the referee meeting the evening before this three-day event, Glenn Reid, the head referee, asked everyone in attendance to say a little about themselves. On my turn, I said, "Corny Galdones, Alexandria, Virginia. I'm a Provisional candidate." Almost the entire room cracked up.

A question came up during the meeting about how to brief the player line judges. Glenn explained. Let's move on and get out of here. But no, someone else had to add his two cents. "I always gather all my line judges before the match to go over the signals I want from them. At the end of each play, you have to be sure to look at them and get their signals before you make your call."

Oh? Who the heck was this stranger preaching to all the experienced referees present? Obviously, he didn't know his audience. Come to find out, he was an outsider and of all things, a Provisional referee.

As the meeting was ending, mention was made of a sign-up sheet being posted for anyone interested in being observed and receiving constructive feedback. If I were a novice, I would jump at this opportunity.

Wearing an official's sweater vest over my uniform shirt, I dispensed with donning my National referee patch for the tournament. At the end of the first day, the sermonizer approached me. He asked, "Did you sign up to be observed?"

I couldn't believe my ears. This opening to go incognito was too good to pass up. I cast out a line to see if he would bite. "Yes," I replied, "but no one came to watch me."

He swallowed my bait. "In my region, you have to be observed twice up and down to become a Provisional."

"Really?" I said, "I have to find out what the requirements are in my region."

"Well, good luck."

"Thanks."

Fish on! The hook was set deep. After that, he was free with advice for me. Reeling him in was easy. He was practically leaping into my boat with hook, line and sinker. Playing dumb, I was having too much fun stringing along his "smarter than thou" attitude to set him loose. He was bad. I was worse.

Glenn saw me late in the second day. I was working again for him the following weekend at the second half of the NEQ in Washington, DC. He said, "Corny, I want you to take someone under your wing next week."

"Sure. Who?"

He told me. What a coincidence!

"Glenn, I can't."

"What do you mean you can't?"

"He's mentoring me."

Glenn almost died laughing. It turned out my mentor was high maintenance, doing a lot of things wrong.

The last morning, we referees were gathered in the officials' workroom waiting for Glenn's daily instructions before going out to the courts. As I sat with him at the head table, my mentor dropped by. He asked me, "Has anyone looked at you yet?"

"No," I replied, "I'm getting worried."

Glenn doubled over, trying hard not to laugh. After briefing us, he announced, "By the way, I have promoted Corny to a Provisional referee." Everyone familiar with me cheered and applauded jokingly.

Among the first to congratulate me was none other than my mentor, a whopper of a fish who still had no clue he'd been had with a whopper. He knew it all and itched to show it off. Little did he know how little he knew. Raw as can be, he was sushi to me. I had him for lunch.

Fish out of water don't go far in school. They never seem to learn.



## 2014 NCAA/PAVO CLINIC SCHEDULE

by Anne Pufahl  
NCAA/PAVO Clinic Director

PAVO will host 31 clinics over five weekends in July and August. The final list of clinic sites and host contact information is on page 9. There have been a few changes to the previously announced clinic dates: The Spokane clinic has been moved from August 23rd to August 24th, and the Tacoma clinic has been moved from August 24th to August 23rd. Also, two Hawaii clinics have been added.

You may contact the site host directly to get clinic start times. The clinic schedule will soon be posted on the PAVO website as well, and further clinic details may be obtained there.

As in previous years, clinic registration will be handled online. Online registration will be available on the PAVO website around July 1; a general email will announce the launch. The registration fees for 2014 have not been increased – however, the additional charge for “walk-ins” (those who fail to pre-register) was increased to \$50 last year. The fees are detailed below.

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

| CATEGORY                                       | PRE-REGISTERED,<br>PRE-PAID ONLINE | WALK-IN - \$50 surcharge**<br>(Payable at the door) |
|--|------------------------------------|---|
| Current PAVO Member                            | \$25 + local charges               | \$75 + local charges                                |
| Non-PAVO member, non-collegiate referee        | \$30 + local charges               | \$80+ local charges                                 |
| Non-PAVO member, women's<br>collegiate referee | \$75 + local charges               | \$125 + 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.

*See full schedule on page 9*

*Beach Training Opportunities  
continued from page 6*

**Clinic: Local Certification**  
**Milwaukee, WI (USAV - HP) July 26-27**

- Space is still available for this clinic
- Contact name: Justin Basovsky  
(footin86@hotmail.com)

event being hosted at the US Olympic Training center in Chula Vista, CA. This event is targeted to be the annual National Certification opportunity for Beach Officials.

- Contact name: Steve Owen  
(swowen2@suddenlink.net)

**Clinic: National Certification**  
**Chula Vista, CA (NORCECA) Oct. 1-5**

- Limited openings at this National Clinic
- This October event is a professional volleyball

Best of luck with your officiating this summer! We can't wait to see you ON THE BEACH!





## 2014 NCAA/PAVO CLINIC SCHEDULE

The schedule below is still tentative.

Please refer to the information on the PAVO website for the most up-to-date information.

| <b>Date</b> | <b>Site</b>       | <b>Host Name</b> | <b>Host Email</b>             |
|-------------|-------------------|------------------|-------------------------------|
| 26-Jul      | LA/Orange, CA     | Verna Klubnikin  | vernaref@aol.com              |
| 26-Jul      | Savannah, GA      | Lester Hayman    | lesterhayman.svoa@comcast.net |
| 26-Jul      | Birmingham, AL    | Dawn Dismukes    | dawndismukes1968@gmail.com    |
| 27-Jul      | Oklahoma City, OK | Tracy Harrison   | Volleyballref4life@gmail.com  |
| 27-Jul      | Philadelphia, PA  | Michael Albright | michaelwalbright54@gmail.com  |
| 27-Jul      | Murfreesboro, TN  | Elaine Mitchell  | elainesports@att.net          |
| 2-Aug       | Phoenix, AZ       | Norma Carr       | carrvb@msn.com                |
| 2-Aug       | Rochester, NY     | Jeff McKinney    | jeff.mckinney@gmail.com       |
| 2-Aug       | Omaha, NE         | Bill Stanley     | hopsinc@cox.net               |
| 3-Aug       | Minneapolis, MN   | Tim Harlow       | tim3407@msn.com               |
| 3-Aug       | Lakeland, FL      | Eric Vlahov      | evlahov@ut.edu                |
| 3-Aug       | Chapel Hill, NC   | Michael O'Connor | boty007@gmail.com             |
| 9-Aug       | Boston, MA        | Steve Webster    | steve@srwebster.com           |
| 9-Aug       | Pensacola, FL     | Kim Wishum       | kimwishum@gmail.com           |
| 9-Aug       | Santa Clara, CA   | Ray Mink         | raymink@aol.com               |
| 10-Aug      | Louisville, KY    | Nancy Funk       | nfunk@twc.com                 |
| 10-Aug      | San Antonio, TX   | Carlos Rodriguez | losref@aol.com                |
| 16-Aug      | Baltimore, MD     | Arlene Geppi     | ageppi@aol.com                |
| 16-Aug      | Bismarck, ND      | Dorothy Lick     | dorothy@ndba.com              |
| 16-Aug      | Chicago, IL       | E. Thiebe        | ethiebe@bigten.org            |
| 17-Aug      | East Lansing, MI  | Ann Hutchins     | annhutchins@hotmail.com       |
| 17-Aug      | Dallas, TX        | Carlos Rodriguez | losref@aol.com                |
| 17-Aug      | Elyria, OH        | Diane Plas       | jplas@prodigy.net             |
| 23-Aug      | Tacoma, WA        | Marc Blau        | mhblau@comcast.net            |
| 23-Aug      | Albany, NY        | Mara Wager       | mara_97@hotmail.com           |
| 23-Aug      | St. Louis, MO     | Joe Flannigan    | hofvbref@yahoo.com            |
| 24-Aug      | Indianapolis, IN  | Bill Thornburgh  | wthornbu@yahoo.com            |
| 24-Aug      | Denver, CO        | Glo Bailey       | bailey.glo@gmail.com          |
| 24-Aug      | Spokane, WA       | Dale Goodwin     | goodwin@gonzaga.edu           |
| 30-Aug      | Honolulu, HA      | Wayne Lee        | wayne.lee45@gmail.com         |
| 31-Aug      | Hilo, HA          | Mark Osorio      | biroots14@yahoo.com           |



## PAVO REPORTS SURPLUS FOR FISCAL 2014

by Jung Park  
Director of Finance

Steady membership growth and support from an NCAA grant program boosted PAVO's bottom line, allowing the organization to end its 2013 fiscal year in the black.

PAVO had projected at \$34,000 deficit for the year that ran March 1, 2013 to Feb. 28, 2014, but closed with at \$30,000 surplus, the first after a couple of tough years, according to finance director Jung Park.

A \$64,000 grant from the NCAA, strong merchandise sales and cost containment measures were among the reasons PAVO recorded a strong positive balance.

Membership dues brought in 7 percent more than expected. Most of that came from higher numbers of associate memberships, which are offered to line judges and scorekeepers. PAVO program directors who run camps, clinics and rating programs also kept costs down while enhancing revenue. Merchandise sales also were strong. In total, revenue for the fiscal year exceeded projections by more than 9 percent.

PAVO spent 92 percent of what was budgeted, with the major line items consisting of membership insurance, programs (camps, clinics, rating teams, scholarships), the PAVO convention and professional services, which included attorney fees, web development and maintenance and other items. Considering the number of on-going projects PAVO is involved in, it really was an excellent year, according to Park.

Investment accounts had a modest but steady 6.95 percent increase, slightly above the 6.7 percent in fiscal 2012. Overall, PAVO investment accounts have gained 38.6 percent since their original investment dates.

PAVO's cash position continues to be in good shape at \$180,000, which always includes \$100,000 in operating reserve. While this gives PAVO a fairly good cushion for the immediate future, the board will continue to take a hard look at our programs and services offered as well as new projects on the horizon. In order to ensure PAVO is using sound business practices and its books are in order, the PAVO audit committee conducts two internal audits each fiscal year.

As good a footing as PAVO is on at the present, some red ink is in the future. At its annual board meeting in March, directors projected a \$7,000 deficit for fiscal 2014, which ends in February 2015. Income was projected to be \$395,000 while expenses were forecast to be \$402,000. Any deficit will be covered by using money from cash reserves, Park said.

*Continued on page 11*

### PAVO BUDGETS

**FY 2013 Final and FY 2014 Projection**  
**FY 2013: March 1, 2013 – February 28, 2014**  
**FY 2014: March 1, 2014 – February 28, 2015**

| REVENUE  | FY 2013             | FY 2014             |
|--|---------------------|---------------------|
| Convention   | 41,019.89           | 53,593.00           |
| Merchandise Sales                                      | 7,840.77            | 7,200.00            |
| NCAA Grant   | 64,745.00           | 60,000.00           |
| NRT  | 17,273.00           | 17,671.00           |
| Membership Dues  | 170,440.15          | 170,940.00          |
| PAVO Camps   | 17,285.00           | 19,661.00           |
| PAVO/NCAA Clinics                                      | 55,928.01           | 51,250.00           |
| Other Income   | 15,898.98           | 14,650.00           |
| <b>Total Income</b>                                    | <b>\$390,430.80</b> | <b>\$394,965.50</b> |
| EXPENSE  | FY 2013             | FY 2014             |
| Board of Directors meeting                             | 10,718.55           | 11,730.00           |
| Convention   | 61,052.84           | 54,270.00           |
| Examinations   | 1,500.00            | 1,500.00            |
| Executive Director (salary & expenses)                 | 60,495.08           | 61,321.75           |
| Merchandise Expense                                    | 2,118.77            | 14,500.00           |
| Newsletter (Officials Word)                            | 3,068.57            | 4,750.00            |
| NRT  | 15,668.67           | 17,480.00           |
| Operations   | 134,416.40          | 128,769.40          |
| PAVO Camps   | 19,232.77           | 38,492.00           |
| PAVO/NCAA Clinics                                      | 45,579.47           | 47,430.00           |
| President's expense                                    | 3,945.85            | 10,540.00           |
| Capital Expenditures                                   | 885.60              | 6,100.00            |
| Director of Membership                                 | 1,500.00            | 5,370.00            |
| <b>Total Expense</b>                                   | <b>\$360,662.57</b> | <b>\$402,253.15</b> |
| <b>NET INCOME/(LOSS) after cash reserve adjustment</b> | <b>\$29,768.23</b>  | <b>(\$7,287.65)</b> |
|  | <b>Not Needed</b>   | <b>\$0</b>          |



## CONVENTION 2014 – “OH!” KLAHOMA CITY, HERE WE COME!

by Marcia Alterman  
Executive Director

The recent site visit to the convention site for this year's convention provided a lot of surprises. We found ourselves saying “OH!” often. Like when they told us that the metro area was well over 1 million, or that the downtown area includes the beautiful Myriad Botanical Gardens and Crystal Bridge Tropical Conservatory. We said “OH!” when we visited the Bricktown Entertainment District (just a few blocks from our hotel), and saw the numerous restaurants, shops and bars...and a water taxi! And we REALLY said “OH!” when we found out that our headquarters hotel is reportedly haunted! You can research that on your own.

PAVO headquarters is the Skirvin Hilton hotel, with a room rate of \$119. The hotel facilities are outstanding, both in terms of the meeting rooms and sleeping rooms. The hotel is only a few blocks from the convention center (where the AVCA exhibit hall is open to PAVO registrants), and the playing site for the

NCAA matches (Chesapeake Energy Arena). And, if the weather takes a turn for the worse, an underground tunnel system helps with the walk between facilities (OH!!).

The PAVO convention committee is working hard to provide varied and timely speakers and topics; an on-court session is again planned, which was a big hit last year. The Board Chair Assembly provides ideas and support to those who lead our local associations – if your board chair doesn't already attend, start insisting that they do. Plans include an on-site USAV National Referee Clinic, as in past years.

Keep an eye on the PAVO website, Official Word, and your email for more information. But put the dates on your calendar now – December 17-20 – and start making plans. It's a *can't* miss event for volleyball officials! And you'll say “OH!” a few times during your stay as well!

### *Finance Report* *continued from page 10*

An additional \$54,800 (coming directly from cash reserve) was approved for three special projects that include redevelopment of the PAVO website and funds to cover the search and stipend for the new deputy executive director position.

Below are the numbers from FY 2013 and FY 2014 for your review. If you have any questions, feel free to contact Marcia Alterman (executive.director@pavo.org) or Jung Park (finance.director@pavo.org).

### USAV MISSION COMPLETED



A huge “Thank You!” to all 2014 USAV Open National Championships referees, scorers, and line judges for your patience, flexibility, professionalism, and excellent officiating throughout the tournament. Through the many challenges that come from a tournament this size, it was great to see that the officiating generally did not affect the matches and the officiating crew's hard work was appreciated by the players.

*Head Referees, Head Scorers, Work Room Personnel, Assignors, and the Officials Commission*



## THINK TWICE BEFORE PASSING ON ATTENDING A PAVO/NCAA CLINIC

*by Donna Carter  
Board Delegate*

Like in any career, volleyball officials who want to remain at the top of their game must continue to be a student of the game. That includes staying abreast of rule changes and interpretations, being to speed with technique changes and learning how to call the game by applying the spirit of the rules.

Officials who strive for excellence place a high priority on continuing to educate themselves as the sport evolves. One of the best ways to do that is by attending an NCAA/PAVO clinic, formerly known at the as OTP – Officials Training Program.

Held in on weekends in July and August at sites around the country and led by the game's knowledgeable professionals, the clinics are vitally important to attend as the most current information directed at all levels of collegiate officials is presented.

For some, attending a clinic may be seen as just another obligation to squeeze in during the last days of summer that are filled with vacations and other commitments. Others may dismiss their importance because they attend local board-run clinics, don't work NCAA post-season play or feel they are not worth traveling to because they are at the beginning of their career or don't desire to advance beyond where they are at.

Those officials should reconsider their thinking and attend one of this year's clinics, says PAVO Board member Donna Carter, who is in charge of member development.

"I believe that the majority of volleyball officials are doing it because they love the sport, the players, their officiating friends, and the relationships that are developed while officiating. We all know that we are not in it just for the money," she said. "That being the case, volleyball officials have a desire to do the best job that they can, and the best way to do that is with continuing education and practice."

The NCAA/PAVO clinics feature cutting-edge training for officials. The video review and discussion alone

make it worth the effort to get to a clinic at least once every two years, if not every year.

Clinicians conduct an in-depth discussion of new rule and technique changes. They also review rule and technique changes from the previous year. Discussions on ball handling are a component of each year's clinic. Video is used - not to say "this is right", "this is wrong", or "call this and not that." - but to spur discussion about how to make ball-handling calls, what to look for when making the calls, and the importance of consistency from call to call, game to game and match to match.

Another popular topic is coach interaction. Every official – no matter the level of play - can benefit from learning about communication styles of coaches, players and officials. That includes non-verbal communication, suggestions on when to speak, when to look, if, and when to sanction, and how to defuse an escalating situation.

While it is impossible to train officials with exactly what to say to coaches, the clinicians use video – with audio – to show examples of how officials handled potentially difficult situations in an excellent manner. The clinicians always stress using the "language of the rules" when explaining a call to a match participant. In addition to the educational benefits, there is the benefit of networking with other officials before and after the clinic.

The NCAA/PAVO clinics are fresh each year, and the clinicians are among the top volleyball officiating educators in the country. There is always something for everyone. I urge those officials who have never attended an NCAA/PAVO Clinic to reconsider this year. Make the effort to get to one this year. I promise it will be worth your time, and you will learn something new.

PAVO members pay a reasonable fee, and frequently lunch is provided by the local host! Check the PAVO website ([www.pavo.org](http://www.pavo.org)) and get registered. You won't regret it!



**USA Volleyball.**

*by Donna Wigton  
Director, International Indoor Scorers*

## NOTES FROM THE INTERNATIONAL SIDE OF OPENS

The Men's and Women's Premier Volleyball League (PVL) and Men's Open division provided many matches for our Certified and Qualified scorers at the 2014 Open Nationals Championships. They all used the experimental 6-U sub rules, and both PVL divisions allowed the Libero to serve. All of the assigned primary scorers on two of the courts ran the E-scoresheet program, as did the assistant scorer on a third court, and it went well.

Special thanks go to Jane Dong who coordinated the E-score training. She put in numerous hours developing the evaluation form and training as many scorers as possible to bring everyone a step further in their expertise and comfort level with the program. Jane Dong (SC), Rosie Sintoplertchaiyakul (SC) Maureen Barbosa (SC), and Becky Brockney (RM) typed in all the rosters as well. Thanks also to those who spent time learning, practicing, and helping others. This is a time of transition (getting everyone ready to eventually use the E-scoresheet) and for those who are competent on the E-scoresheet, well--they will be the leaders in the future.

Seven people fulfilled the requirements to become Qualified: Joe Aguiler (SC), Tyronne Fuertes (NE),

Diana Johnson (SC), Ray Mink (SC), Lynette Muller (CH), Milka Steiner (AZ), and Kathie Toth (LS). Congratulations to the following, who were assigned finals: Rachael Stringer (FL) assisted by Jane Dong (SC); Rosie Sintop (SC) assisted by Margo Juergens (OK); and Felix Madera (GL) assisted by Cathy Hoy (LS). Great job by all!

### High Performance Championships (Tulsa, OK)

This year Donna Wigton (RM) will be Head Scorer for the "HP," and Dixie Collins (CH) will be on the training court supervising Maureen Barbosa (SC), Felix Madera (GL), and Rachael Stringer (FL). Becky Brockney (RM) will also assist as Head Scorer and Supervisor. Assignments are being finalized for the regular courts at this time.

### International Scorer Info

To access all of the information you need to practice, go to [www.volleyballretraining.com](http://www.volleyballretraining.com), click on 'Resources,' then 'Indoor Scorer Materials,' and then the tabs at the bottom for the manual and the power point presentation. I think you will find this resource easy to navigate, and very informative!



**USA Volleyball.**

*by Devonie McLarty  
Officials Assembly Chair*

## NEWS FROM THE OFFICIALS' ASSEMBLY

We had an exceptional meeting of the Officials Assembly in Phoenix before the 2014 USAV Open National Championships. Thanks to all who attended, and congratulations to this year's award winners. I would also like to extend thanks to those who shared thoughts during the meeting – this is not always an easy thing to do.

Many folks took advantage of the COMMENTS box

that was placed in the workroom at the 2014 USAV Open National Championships – so thank you for those notes. There will be a COMMENTS box at the GJNC's in Minneapolis and at the BJNC's in Houston as well. I encourage you to utilize these boxes because this feedback is important for the advancement of the Officials Assembly and Commissions; so keep it coming!





**USA Volleyball.**

by Michelle Prater  
Director Referee Evaluation & Certification

## UPDATE ON USAV REFEREE CANDIDATES FOR THE 2014 GIRLS JUNIOR NATIONAL CHAMPIONSHIPS

The USAV Referee Rating Team is pleased to announce that we had a large group of National and Junior National referee candidates attending the Girls Junior National Championships (GJNC) in Minneapolis, Minnesota, for evaluation. We had 30

National Referee candidates and 47 Junior National Referee candidates attending the GJNC where over 1,500 athletes participated. Look for a list of our new National and Junior National referees in the next newsletter and also on VolleyballRefTraining.com.



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## PAVO BOARD OF DIRECTORS PUTS OUT CALL FOR NOMINATIONS; TWO POSITIONS OPEN

by PAVO Staff

Have you always wanted to serve PAVO, but were too shy to take the first step? Do it today. Nominate yourself.

PAVO members will vote for two positions, president-elect and director at large, in an election in August.

To be considered, write a letter of nomination stating why you think you'd be a contributing member of the PAVO Board of Directors. Email it, along with a volleyball resume, to [past.president@pavo.org](mailto:past.president@pavo.org). The nomination deadline has been extended by the elections chair to July 8. The Board of Directors will review nominations in July, select candidates in good standing and hold an online election from Aug. 1-15.

Julie Voeck is current PAVO president, and has one more year in that position. However, the election for president will take place this summer with the successful candidate taking office in 2015. That person will serve as president-elect during Voeck's last year as president and assume the presidency in 2016.

This is a process established by PAVO several years ago to insure a smooth transition. A successful candidate is elected to serve a four-year term, first year as president-elect, two years as president, and the last year as past president. The president-elect or past president chairs the Honor Award nomination and selection process, address new local board applications and coordinates story assignments for the Official Word. The president leads the organization and serves as liaison with several national organizations.

The director-at-large must be a PAVO member in good standing who will solicit PAVO membership input, serves as a liaison with local boards, may help coordinate planning for the annual officials' convention, writes articles for the Official Word, and participates in all activities of the Board of Directors. That includes attending the annual board meeting and board conference calls. This position is for a three-year term, 2015-2017. It is currently held by Donnie Goodwin.

### PAVO RefSchool

The 2014 version of *RefSchool* is up and running! The feedback from those who have used *RefSchool* in the past few years has been extremely positive!! Use *RefSchool* to both improve exam scores and increase officiating confidence.

Once again, **all** 2014 Form A/B examination questions will be included in the bank of *RefSchool* questions by about July 15.

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, 2015.

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





**USA Volleyball.**

by Michelle Prater

Director Referee Evaluation & Certification

## USAV REFEREE TECHNIQUES CORNER

Two notes that will help you with the correct USAV referee technique:

1. Second referee's discreet help should be shown with the hand on the side that committed the fault. For instance, in the case of a 4-hit fault on their left side, the 2nd referee would show the fault with their left hand on their right shoulder.
2. USAV 24.2.7 (DCR page 71) states that the 2nd referee reports substitutions 9, 10, 11, and 12 to the first referee and the appropriate coach, or game captain. The guidelines (DCR pages 121-

122) say with the 9th, 10th, 11th and 12th team substitutions, the second referee will notify the coach by displaying the substitution signal (signal 5), followed by the number of team substitutions used during the set. The second referee will notify the first referee of the team's 12th substitution in the same manner after getting into position for the resumption of play and before signaling "ready". So which one is it? We are going with the latter! Show the coach the 9th, 10th, and 11th substitution, and show the coach and first referee the 12th substitution.

### *President's Message continued from page 1*

- *Attend a camp.* PAVO offers several camps across the country each year. If you haven't attended one, you are missing a golden opportunity!
  - *Volunteer for Special Olympics or a Charity Event:* What a way to see the joy that participation in sport can bring to athletes.
  - *Upgrade your uniform and equipment.* Wear a uniform that fits and makes you look your best. Also check your equipment and upgrade if necessary.
- I hope some of these suggestions will motivate you to take another step to becoming great.
- See you on the volleyball courts.

Have you seen the modules on using the 'Libero Control Sheet' or 'Getting Rated'?

Have you seen all the training modules regarding USAV play?



**USA Volleyball.**

Visit the  
**Volleyball Referee Training Site**  
<http://www.VolleyballRefTraining.com/>



**USA Volleyball.**

Do you have a question on a USAV rule?  
Do you want to know a correct USAV technique?  
Are you wondering if you handled the situation in your last match correctly?  
Do you wonder what USAV tournaments there are to work?

Visit the  
**Volleyball Referee Blog**  
[http://VolleyballRefTraining.com/usavreftrainingblog/?page\\_id=2](http://VolleyballRefTraining.com/usavreftrainingblog/?page_id=2)  
We'll do our best to answer your questions and address your concerns.  
See you there!!!!



## NOW IS THE TIME TO SUBMIT NAMES FOR THE HONOR, EIS AWARDS

by Dale Goodwin  
Interim Board Member

Who rocks your officiating world? Who gives you inspiration to be your best? Who motivates you to give back to our sport? That person might be worthy of nomination for PAVO's highest accolade, the Honor Award, or the Excellence in Service Award. Nominations are due Aug. 1.

Each year PAVO confers the Honor Award to a member who has gone well above the ordinary in his or her gifts to the organization and its members, conducts himself or herself with integrity, and represents high moral character. Honor Award recipients are enshrined in the PAVO Hall of Fame. Written nominations need to be received by Aug. 1 via email to [past.president@pavo.org](mailto:past.president@pavo.org). Questions may be

directed to Dale Goodwin at this email, or by phone at 1-509-313-6133.

PAVO also recognizes a PAVO member who has demonstrated dedication, commitment and service to PAVO and/or its members on a local, regional or national level. The Excellence in Service Award honors a person who has served in a leadership position in the past 12 months, and continues to actively demonstrate support to his or her board. The nominee must be in good standing with PAVO. To nominate a worthy candidate, submit a written nomination to PAVO by Aug. 1 at [pavo@pavo.org](mailto:pavo@pavo.org). For more information contact Miki Kennedy at this email, or call 1-888-791-2074.



USA Volleyball.

by Michelle Prater  
Director Referee Evaluation & Certification

## RE-EVALUATIONS AT THE USAV OPEN CHAMPIONSHIPS IN PHOENIX, ARIZONA

The 2014 USAV Open National Championships were a big success for the USAV National Referee Rating Team this year. There were four National Rating Team Members in attendance (Kathy Ferraraccio, Donnie Goodwin, Eric Hoffman and Gloria Cox) and they worked very hard for our referees. Raters were able to re-evaluate 54 national referees. All referees that

were evaluated at the Championships should have received their summary of the evaluation by email. If not, please contact Michelle ([praterm11@gmail.com](mailto:praterm11@gmail.com)) and Michael ([boty007@gmail.com](mailto:boty007@gmail.com)). Thanks to the raters for their work and also the national referees that were re-evaluated.

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## MEMBER PROFILE

### Setbacks were never a blockade for Ed Tucholski

*by Christina Fiebich  
Board Delegate*

Getting cut from his high school junior varsity basketball team turned out to be a blessing in disguise for Ed Tucholski. It opened the door to volleyball.

From that inauspicious start, Tucholski had a stellar career as a player and later as an official as evidenced by being named this year's USAV Silver Whistle Award winner, an honor given to the top new National official at the USAV Open Championships.

"There are many people I want to thank for my involvement in volleyball, starting with the JV basketball coach who cut me during tryouts in my sophomore year in high school to the volleyball coach who invited me to play on his team the following year."

Tucholski, who now teaches physics at the Naval Academy in Annapolis, began playing outside hitter on his boys' high school team in 1975. He became an avid and imposing indoor and outdoor player. At age 45, he became the oldest member of any service team in recent memory to play in the Armed Services annual volleyball tournament as a member of the Navy's 2005 and 2006 teams.

"It was a great time getting paid to practice and play volleyball for four weeks in the early summer, and I'm thankful my teaching position allowed me to compete," he said. Unfortunately, he said, two-a-day practices and bad genetics took their toll on his aging body and significantly shortened his playing career ultimately ending it with the hip replacement surgery a few years later.

Seeing the joy of playing coming to an end, Tucholski realized he needed another outlet for his volleyball passion, so he became a player referee for his team during the 2006 season. He advanced to USAV Junior National in 2009 and earned his USAV National patch in 2012. He holds a PAVO State rating and is an active NFHS referee, serving as rules interpreter for Maryland and the District of Columbia.

During his 33-year career in the U.S. Navy, he has served as a nuclear trained officer in the submarine

force. He describes himself as a "cold warrior," having served on three different submarines through the end of the Cold War. Submarine officers are first and foremost, nuclear power plant operators, supervising the safe operation of their ship's nuclear propulsion plant. His operational training was completed in the Idaho desert where the Navy kept its prototype nuclear reactor for the USS Nautilus. He qualified as "engineering officer of the watch" on this plant. His first ship, the USS Lewis and Clark, was a Poseidon Class ship, the predecessor of our current fleet of Trident submarines. Viewers of the movie "*Crimson Tide*", can see the type of work he did. He then served on two fast-attack submarines, the USS Alexandria as Operations Officer and USS Dallas as Executive Officer.

Tucholski has spent significant time training and testing submarines in the Bahamas and performing operational missions in the North Atlantic. While nuclear powered submarines are designed to stay at sea almost indefinitely, he has memorable visits to Rosyth (Edinburgh), Scotland where he was able to play golf at St. Andrews and Haakonsværn, (Bergen) Norway. There, during the summer months, he and his shipmates sat at outdoor cafes until the sun set after 10:30 p.m.

When underway, his ship would routinely come to periscope depth for communication and navigation purposes at 3 a.m. local time to find the sun was up; it never set at those latitudes in the summer.

"That is an odd part of the world. At times the wind was so slack the surface of the ocean was like glass and the water cooling the ships steam engines was at 32 degrees," he said.

The end of the Cold War marked a stalling period in his Navy career. The fall of the Berlin Wall resulted in a significant reduction in the submarine building

*Continued on page 19*



## Member Profile

*continued from page 18*

program and acceleration in the ship decommissioning process. The result was a significantly reduced opportunity for the job that eluded him, command of his own submarine at sea.

As life often proves, out of disappointment often comes opportunity. He applied for a new Navy program to go to graduate school and then become a permanent military professor. He had already earned a MS from the Johns Hopkins University in 1988, so the Navy selected him to attend the Naval Postgraduate School in Monterey, Calif. to study for his doctorate in Physics. Despite all the opportunities to spend weekends playing volleyball, he still managed enough study and lab time to complete his degree in 2001, performing research in the field of physical acoustics. He began teaching at USNA in January 2002 and has been there ever since.

All sports teams at the service academies travel with a commissioned officer to act as chaperone, military performance monitor, and financial overseer. Tucholski supplemented his teaching responsibilities by initially volunteering to serve as Officer Representative for the Navy Men's club program. After three years in this job, a retiring officer asked him to take the same role the Navy Women's Division I team. Well before he became an official, many people recalled him as the military officer sitting in uniform on the bench for one of the Navy teams.

"I really miss that role because it is important and extremely gratifying for experienced career military officers to mentor officer candidates regarding their future lives in the service," he said. "The volleyball court is a great place for that mentorship to take place away from the more formal settings of the Academy. Unfortunately it is hard to balance a refereeing schedule and still properly perform as an officer representative. I'm proud of all my players. I meet many at tournaments because they are passing it forward as club coaches all around the country."

One former player came back to teach in the USNA Navigation Department and volunteered as men's team officer representative until he resigned his commission.

"I'm really struck by the great number of people refereeing volleyball with a background of military service," he said. "I think the military has a strong and positive contribution to the referee culture and ethos."

Tucholski graduated from the U. S Naval Academy in 1981 majoring in physics and playing on the Navy men's club volleyball team for four years. From the start, "the Naval Academy taught me the discipline necessary to become an official." He attributes his presence on the stand to his learned posture, gained from hours of standing at attention.

Military service mandates compulsory physical training, height weight standards, random drug testing, indoctrination in areas of dignity and respect and a host of other character attributes that all combine to make military members attractive candidates for sports officiating. Military personnel also get significant experience dealing with intimidating type-A personalities, often way beyond the most challenging coaches and partners.

Tucholski and his wife, Eva, have three children. His middle child has Cerebral Palsy and is an active participant in Special Olympics. Although his son never competed in volleyball, this association has led Ed to regularly volunteer as a referee for Special Olympics. This culminated in his serving on the referee cadre at the 2014 USA Games in Princeton, NJ.

Tucholski said enjoys refereeing sitting volleyball, although he finds the game incredibly fast. "I have been honored to serve as an official for the last two years at the annual inter-service para-volleyball tournament held at the Pentagon. The sacrifices these men and women have endured is truly inspirational. I feel humbled and grateful to be able to spend a day with these athletes enjoying our great sport."

"I've been privileged to play and work with some awesome teammates and partners thru my playing and refereeing careers. Many referees have a mentor. I've been lucky enough to have about 25 senior people I can go to for advice and assistance. Volleyball is an amazing game because of the amazing people who breathe life into it through their participation. As I approach 40 years in the game I simply can't imagine my life without it."

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