

Vol. 11 No. 5 • October 2009

# THE OFFICIAL WORD

## NEWSLETTER



### PRESIDENT'S MESSAGE - FEEDBACK WHEN AND HOW?

**Officials say mid-season evaluations might be more helpful than end-of-the-year reports**

by Joan Powell  
PAVO President

At the Phoenix OTP clinic in August, participants discussed the topic of evaluations over their lunch break.

Standard-based performances are one means of evaluation. They use pre-determined criteria such as professionalism (including appearance), consistency, and match control. The evaluations usually are accompanied by a numerical score or such adjectives as "needs improvement", "good" or "excellent". Some coordinators/assignors ask for comments. Sometimes officials are asked to evaluate their partners and some are asked to self-evaluate.

I invited those attending the clinic to brainstorm and think outside the box. One person at each table served as a scribe and spokesperson.

The premise was: We officials thrive on feedback. Every conference handles evaluation and feedback differently. The question was: *Since there does not seem to be one, universal method, no evaluative tool that best serves the official, what can make us better?*

End of season evaluations may not serve us well. At the National Association of Sports Officials Summit this summer, the National Hockey League (NHL) reported that it no longer conducts season-ending evaluations of each official, but rather they provide a mid-season synopsis. The NHL felt that the official has the opportunity to make some changes during the season if the official is informed of the areas that need improvement, rather than waiting in anticipation to see if they get the prize - the Stanley Cup playoffs - followed by an end-of-the-season synopsis. The NHL officials appreciate the mid-season evaluation.

Prior to the end of the OTP-Phoenix clinic, we were able to hear from the spokespersons from the various discussion groups. There was no concrete solution to the ongoing concern, but the officials were able to delve into the subject of evaluation and were able to report back with their discussion points.

Here are some of the comments from our colleagues:

- ▶ Feedback before or at mid-season
- ▶ Prefer feedback at mid-season
- ▶ Numbers don't help us
- ▶ Critique things that need improvement
- ▶ Be honest with fellow officials, but not brutal
- ▶ Deliver information when it's relevant - so it can be processed - gives us a chance to make a change
- ▶ According to Karl Marx, "From each according to abilities, to each according to their needs."
- ▶ Don't be personal, don't take it personal, use it personally
- ▶ Use of website for feedback
- ▶ Video match - viewed by officials
- ▶ Match debriefed - take comments and discuss constructively
- ▶ Post match meetings are most important
- ▶ Self-evaluation - not that good
- ▶ Differences among conferences - some do not give feedback, some are informal, some are very specific
- ▶ We need specific feedback - well thought out and honest

*Continued on page 2*





## NEW UNIFORM FABRIC APPROVED

by Marcia Alterman  
PAVO Executive Director

The PAVO/USAV Interface Committee has approved a new fabric for the uniform shirt that is a more breathable and stays drier than some of the other approved fabrics. All approved vendors are allowed to sell this shirt immediately.

The new fabric is a 60/40 polyester/cotton blend. Check with one of the approved vendors below for availability and cost.

Great Lakes Apparel  
Attn: Mary Malpede, Addison, IL  
(630) 691-8170  
(fax) (630) 691-8175  
mmalpede@aol.com  
www.greatlakesapparel.com

Roof Sportswear  
Attn: Verna Klubnikin, Downey, CA  
(888) 830-8374  
(fax) (562) 372-7800  
roofsport@aol.com  
www.roofsportswear.com

The Ref Shop  
Attn: Michael Hertz, Madeira Beach, FL  
(727) 392-7294  
(fax) (727) 392-4050  
backset@tampabay.rr.com  
www.therefshop.com

Time Out for Sports  
Attn: Nancy Sommer, Towson, MD  
(410) 825-2898  
(888) 594-4884  
(fax) (410) 825-0866  
nlsommer@yahoo.com  
www.timeoutfs.com

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

- ▶ What does a "3" mean?
- ▶ Do not like ranking by qualities with corps of officials
- ▶ Would rather have a score
- ▶ Address us directly and be specific (what? And where?)
- ▶ Specific vs. General - correct and why?
- ▶ Share evaluations with entire conference
- ▶ Video tape with instruction on how to break it down
- ▶ Game report after match by observers
- ▶ Feedback from all three - coaches, observers and partners
- ▶ People skills needed to be a good evaluator
- ▶ Observers need to be current with the game
- ▶ We have to need and want evaluation
- ▶ Officials need to be willing to receive feedback
- ▶ Attitude is important
- ▶ Post match evaluations - give us the things that will make us grow

- ▶ Partners - we are here to better each other - take the time and explain
- ▶ Value the feedback

The officials did not create a cure-all system for evaluation, but rather brainstormed about how feedback could be improved. We as officials are under great scrutiny every time we step onto a court - from the coaches, players, spectators, observers, coordinators and sometimes video or television, not to mention from our peers.

It seems from the discussion that we certainly appreciate honest feedback. We have to be willing to listen to the feedback. From the discussion and the report from the NHL, any official would glean from a mid-season evaluation rather than one at the end of each season in order to implement the areas of suggested improvement.





## USAV OFFICIALS COMMISSION

by Glenn Sapp  
Chair, National Indoor Officials Commission

Hi everyone! Many of us are midway through the College and High School seasons and are even embarking upon our USAV season. I hope all is going well and you are achieving the goals you set for yourselves or are in the process of setting your goals for the USAV season. Many strongly believe that setting goals, writing them down, setting up progress points and evaluating how you are doing is very important to the advancement of your officiating development. Long ago, a college assignor suggested officials write down three goals for the season in the front of their rule book and to review them frequently during the season. This was great advice and I still do it to this day!

### Some "Quick Hits"-

The Officials Commission and the Regional Commissioners came to an agreement at the May, 2009 meetings. We agreed that there should be some national standard as pertains to a NATIONAL Level (National and Jr. National) Referee Rating and "Good Standing" within the Regions. Some Regions had no requirements while others had fairly significant requirements. The agreement which I write about pertains to the number of hours a Region can require of a National Level Referee to remain in Good Standing within his or her respective Region. It was agreed that 30 hours would be the standard. Please do not misinterpret this to mean all one can do is 30 hours but rather all that can be required is 30 hours. Referees are strongly encouraged to work as much as they can for their respective Region, especially National Level Referees who should be helping and fostering more and better referees in each Region. This agreement should

be posted on the USAV website in the near future if it has not already occurred by your reading of this article.

The Officials Commission has two representatives on the USAV Administrative Council (this council resolves issues and maintains continuity of programs within the organization and has representatives of the USAV Staff, Regional Commissioners and Junior Commission), one of which is the Chair of the Executive Council (currently me), and one other (determined during the May meeting to best be selected and voted upon by the USAV National Level Officials rather than be appointed by the Officials Commission) to be announced later. To this end, it was decided that the Region Scorekeeper and Referee Chairs would vote on the final candidates at the May meetings in 2010. Kathy Ferraraccio, Larry Dolvig (RVA Referee Delegate) and Alan Sowa (RVA Scorekeeper Delegate) were chosen to establish the minimum criteria/experience needed for this position. These criteria should be posted in this newsletter or will be sent via other electronic communication in the near future. Candidates can either be nominated by others or self nominate if they so choose. Candidates will then be vetted using the criteria established. Those eligible candidates will be presented at the RVA Scorekeeper and Referee meetings next May and at that time a second person will be elected to fill the remaining three year term to the USAV Administrative Council. In the interim, Marcia Alterman has accepted the position and is representing the Officials Commission.

Have a great season!





## USA-INTERNATIONAL SCOREKEEPER SUB COMMISSION

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

We had a very busy summer and many opportunities to keep score, both for our certified as well as qualified scorekeepers. I thank these individuals for accepting assignments and representing our group so well!

### World League

USAV conducted World League Men's matches in three cities (two matches each) in June and July. In the USA/China matches in San Jose, CA, **Terry Lawton** (SC) was assisted by **Sue Lemaire** (SC). USA played Italy in Hoffman Estates, IL where **Debbie Reed** (CH) was assisted by **Roger Thinnies** (GL) and **Roger Ozima** (GL). Lastly in the Wichita, KS, USA/Netherlands matches, **Cathy Hoy** (LS) was assisted by **Margo Juergens** (OK). I have not heard where any possible World League matches will be next year, but having qualified assistants in more areas of the country certainly helps me assign quality individuals!

### Pan American Cup

The VIII Women's Pan American Cup was held in Miami, FL June 25 – July 4. Six certified scorekeepers fulfilled the primary and assistant positions: **Donna Wigton** (RM), **Debbie Reed** (CH), **Cathy Hoy** (LS), **Dixie Collins** (CH), **Becky Brockney** (RM), and **Amber Fulk** (CR). Many thanks to the USAV staff who worked hard to put on a first rate event and who really took care of us, including Senior Director **Margie Mara** (RM) who often assisted us with the extra flip score!

### World Championship Qualifiers

**Dixie Collins** (CH) and **Emi Vishoot** (OV) worked the Women's Qualifier in Orlando in July. **Terry Lawton** (SC) and **Sue Lemaire** (SC) worked the Men's Qualifier in Irvine in August. Special thanks

to Sue, a retired International Referee for stepping up and assisting when I'm not allowed to travel anyone to a "surprise-to-the-budget" tournament! I'm proud of the way our sub commissions work together.

### High Performance Championships

Ft. Lauderdale was the site this year for the tournament--an International training experience for players, coaches, and officials. It continues to improve in quality and in providing very close to a true international experience. We even tested a substitution rule change, allowing a sub to have multiple entries (within the allowed six team total, but still only two players per position) complete with extra sub score boxes, and all of our scorekeepers did very well with this change! **Donna Wigton** (RM) was Head Scorekeeper, while **Dixie Collins** (CH) was Court 1 Supervisor. Court 1 scorekeepers were **Carlos Rodriguez** (LS), **Jenny Vogt** (PS), and **Renee Paser-Paull** (WE). Certified Scorekeeper **Sue Mailhot** (GP) worked and mentored on the remainder of the courts, with the following Qualified Scorekeepers: **Donna Beasley** (FL), **Roy Benasaraf** (KE), **Rob Brecheisen** (GC), **Sonny Fernandez** (LS), **Dave Greenlee** (FL), **Malcolm Grimes** (SO), **Jeff Hoppen** (CR), **Dan Kitchel** (LK), **Scott Master** (CH), **Jimmy McKinzey** (OV), **Mike McNeill** (IE), **Thang Nguyen** (LS), **Mary Uhlman** (PR), **Lynn Updegraph** (IA), and **Susan Warr** (OD). I really appreciate how hard these people worked, often training assistants on the spot!

### Looking ahead

As the '09-'10 USAV season approaches, consider downloading a scoresheet from the FIVB website and practicing when you can, in order to be ready for the USA Opens in Phoenix! See you then!





## PAVO SHINES DURING NASO SUMMIT

*Courtesy of NASO*

Where better to discuss some of the hottest topics in volleyball officiating than in the desert of Arizona?

PAVO was well represented when the National Association of Sports Officials (NASO) conducted its annual Sports Officiating Summit. The event took place July 26-28 at the J.W. Marriott Starr Pass resort in Tucson, Ariz.

On hand for PAVO were Marcia Alterman and Joan Powell. They led a session of more than 25 officials, assigners, local association officers and state association leaders in a volleyball-specific breakout session during the Summit. The session was sponsored by PAVO. Those individuals reviewed a series of edited plays from various NCAA games played throughout the country. Plays were viewed and reviewed for the panelists, leading to tremendous discussion and teaching.

"No matter what rule code, whether its high school, club or college, it's important to use video for the visual learners," said Alterman, PAVO's executive director. "Even if video is not definitive, it creates the needed discussion. We did have a few controversial videos that were great in getting the discussion started."

Powell also participated in one of the Summit's general sessions - "Great Calls: A Video Celebration." In that session, eight representatives from various levels of sports showed plays to the entire Summit audience of more than 300 officials and explained why they were examples of great officiating.

Powell showed two plays from this past Big 10 season. The first of those plays was a non-traditional set in a match featuring Minnesota and Penn State. The referee in that match chose not to presume that the odd-looking set was illegal.

In a different match, there was a call involving the

antenna and the second referee took charge of a heated situation, gathered the necessary information from the line judge and clearly communicated it to the first referee.

Barry Mano, president of NASO, expressed gratitude for PAVO's support and participation in the Summit.

"This year for the first time we asked important officiating organizations in respective sports to take the lead in presenting the Summit sport breakout sessions," Mano said. "That partnership paid real dividends for the 2009 Summit in Tucson. The representatives of PAVO made the volleyball breakout session one of the best in our history. It was a wonderful reflection on PAVO's long tradition of providing authoritative by-sport officiating information."

PAVO has been involved with the Summit for 10 years, first coming on board in 2000 when the Summit was held in Colorado Springs.

"Every year, the event gets better just because of the chance to interact with officials from all sports and all levels and discover the similarities, in terms of the training and professionalism and challenges of recruiting and retention," Alterman said. "PAVO has definitely been able to use what I've gained at the Summit and spread that to our membership."

Mano said PAVO's presence on site added to the prestige of the event. "The Summit has become the 'industry event of the year' for officiating. To be able to count PAVO among the supporters and participants in the Summit simply puts an exclamation point on that statement," he said. "Together we help officiating leaders find, train and retain officials. Together we enable sports officiating to better fulfill its promise. Together we use our collective energy, will and wisdom to address the major challenges we all face."





## AVCA HALL OF FAME CLASS OF 2009

*Courtesy of AVCA*

The August issue of the Official Word announced that Marcia Alterman was being inducted into the AVCA Hall of Fame. We failed to mention the others that are being inducted also. The 2009 class includes:

### **Marv Dunphy**

Marv Dunphy is one of the most successful American men's volleyball coaches in the history of the sport. Dunphy will soon be entering his 27th season as head men's coach at Pepperdine University, where he has won four NCAA national championships, and is less than 10 wins away from the 500 mark. Under Dunphy's tutelage, 15 different Waves have earned 34 AVCA All-America honors, and six times a Pepperdine player has been named AVCA National Player of the Year, more than any other program.

Dunphy, who was inducted into the Volleyball Hall of Fame in 1994, has excelled at the international level as well, with a long, successful coaching tenure with the U.S. Men's National Team. During his stint as head coach, the American team maintained a No. 1 world ranking and won every major international tournament, highlighted by winning gold at the 1988 Olympic Games in Seoul, South Korea. Since then, he has been a part of four more Olympic Teams, including his role as consultant coach with the gold medal squad of 2008.

Dunphy was a middle blocker at Pepperdine and earned a bachelor's degree in kinesiology from the university. He served as an assistant coach for the Waves before assuming the head coaching duties in 1977. Dunphy, who earned a master's degree in physical education from the University of Southern California, obtained his doctorate degree in the same subject area at Brigham Young University.

"What he can get his players to accomplish would be the envy of any coach who watched him practice his team over a period of time," said Craig Choate in his nomination of Dunphy. "He never fails to bring out the best in his players, and if I had a son playing today, I would want him to play for Dr. Dunphy."

### **Peggy Martin**

During her 32 years as head volleyball coach at the University of Central Missouri, Peggy Martin's squads won at least 25 matches for 30 straight seasons, racking up 1,035 wins in the process. Under her guidance, the Jennies won or shared 19 Mid-America Intercollegiate Athletics Association (MIAA) crowns since the league began sponsoring the sport in 1982. Her teams also made 25 consecutive NCAA Tournament appearances, the most in NCAA Division II history, and reached the NCAA Tournament quarterfinals six times. Her career was highlighted by a national runner-up showing in 1987, a year in which she was also named the AVCA Division II National Coach of the Year.

Martin announced her retirement from Central Missouri at the conclusion of the 2007 season, returning to her hometown of Mobile, Alabama. However, her love and passion for the sport led her right back into coaching, as she has accepted the head coaching duties at NAIA-affiliated Spring Hill College beginning in the 2009 season.

After receiving her bachelor of science degree from Indiana University in 1972, Martin's coaching career began at the University of North Carolina, Greensboro, while she was completing her master of science degree in physical education, serving as both the women's volleyball and basketball assistant coach. From there, she went on to become the assistant volleyball coach at Florida Southern College for one season before landing the head coaching job at Central Missouri in 1975. Martin earned her doctorate in physical education from Indiana University in 1980.

"While it is a major accomplishment to build a program and compete at a national level for any period of time, it is legendary to consistently compete at that level for over 30 years," wrote Debbie Hendricks, Metro State College head coach, in her nomination letter. "While

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*AVCA Hall of Fame  
continued from page 6*

her numbers are astounding - over 1,000 wins, 25 straight NCAA Tournament appearances and 19 conference championships - I believe the intangible qualities in this coach are what makes her worthy of Hall of Fame recognition."

### **Terry Pettit**

Terry Pettit has become a name synonymous with women's volleyball across the country. As the head coach for one of the most successful teams in NCAA history, he guided his University of Nebraska to its first volleyball national championship in 1995. In his 23 seasons at the helm of the program, the Huskers captured 21 conference titles, earned 18 consecutive NCAA Tournament selections and compiled 694 wins - 44 of those coming in the NCAA Tournament alone.

Under Pettit's direction, 35 players achieved AVCA All-America status, and two of his student-athletes were named AVCA Division I National Players of the Year. In addition, three Pettit-mentored Huskers went on to become U.S. Olympians: Lori Endicott (1992-1996), Allison Weston (2000) and Nancy Metcalf (2004). He garnered AVCA Division I Coach of the Year honors twice (1986 & 1994) and earned USOC National Coach of the Year laurels in 1996.

At the conclusion of his coaching career, Pettit began his current passion of helping those in the volleyball community in different way - mentoring. In 2003 he began Terry Pettit Coaching Enhancement and has since mentored volleyball coaches at the following institutions: Nebraska, the University of Kansas, the University of New Mexico, Mississippi State University, Colorado State University, Northern Colorado University, Creighton University and the University of North Carolina. He currently writes a regular column in the AVCA's *Coaching Volleyball magazine*, and has recently authored a book titled *Talent and the Secret Life of Teams*.

"Terry has always known that the sport is bigger than any one person or coach," says Tom Hilbert, Colorado State head coach, in his nomination. "He built an intercollegiate dynasty on that basis, won a national championship and mentored countless young players along the way, many of whom still coach at all levels across the United States. His influence has been far reaching and is ongoing."



## **USAV TRAINING CAMPS**

*by Gloria Cox  
Director for Camps and Training*

The USAV Officials Commission is excited to announce that two camps have already been planned for the spring of 2010! The Ohio Valley Region will host a camp on February 6-7, 2010 in Columbus, Ohio and another camp will be held in the Great Lakes Region at the Boys' Tournament in Chicago on February 13-14, 2010. There will be more information about these camps on the website later, but if you are interested in registering early for either of these camps, contact Gloria Cox ([gloria-cox@austin.rr.com](mailto:gloria-cox@austin.rr.com)).

Additionally, USAV will hold a training camp in your region, if you are interested in hosting a camp at a local tournament. This is an opportunity to have members of the USAV Training Team come into your region and train officials. The camps usually have 8-12 campers at a cost of \$200/camper, which can be paid to USAV by the camper, the region, or a scholarship program set up by the region to help defray some of the cost to the campers. The hosting region is asked to provide housing and local transportation for the trainers (2-3 people) but there is no other cost to the region or the tournament. Another option for the region is to host a two day camp with three trainers for a cost of \$2500. Referee Chairs or tournament directors who are interested in more information about USAV camps should contact Gloria Cox at [gloria-cox@austin.rr.com](mailto:gloria-cox@austin.rr.com).

The USAV Training Camps provide opportunities for officials of all levels to improve their skills and knowledge. Don't miss this opportunity to improve your own officiating or the officiating in your region.





by Kathy Ferraraccio  
Chair, National Indoor Referees

## FROM THE DESK OF KATHY

Once again, I find it hard to believe that we are midway through our collegiate seasons, and at the start of another USAV season. I find it interesting that on any given day, I might be hearing about the Federation rules in the morning, answering a question pertaining to the 2009-10 USAV rules in the afternoon, and then trying to remember the 2009 collegiate rules when I blow my whistle that night!! It makes for a very interesting day.

Once again, the USAV Officials Commission is hard at work preparing for the new USAV season. Here are some things that you can look forward to in the upcoming season.

- o The Referee Training Site (<http://www.volleyballreftraining.com/index.php>) is being revamped and will be open to all USAV members free of charge beginning on January 1, 2010. This is exciting news that the Commission believes can only enhance the training of referees of all levels across the country. We have hired Steve Webster as a developer for the site and know he will do a great job in keeping the members of the site up to date with what is going on.
- o Steve will also be responsible for the blog ([http://volleyballreftraining.com/usavreftrainingblog/?page\\_id=2](http://volleyballreftraining.com/usavreftrainingblog/?page_id=2)) that is associated with the referee training site. This is a great opportunity for all referees to have discussions, ask questions, or find out what is going on in the world of USA Volleyball refereeing.
- o Each region has received a copy of the basic clinic written by Glenn Reid. Glenn did a fantastic job of putting this together, putting in many hours to ensure a first rate product. He will be working on more clinics in the future; the next one out will be on the art of second refereeing.
- o The National clinics have begun and once again, I believe the product is an excellent one. Many, many thanks go to Brian Hemelgarn and Isaac Wong for their tireless work in putting this awesome clinic together. Make sure you plan on attending a clinic early so you can attend the national tournaments on the days that are convenient to you. Thanks to Michael McPoyle for putting together the dates and locations of the clinics - which can be found on the USAV web site.
- o All National and Junior National referees have received the information necessary to take the USAV exam. The exam opened on October 15, and national level referees MUST complete the exam and have results to me by February 15, 2010 to remain in good standing. Don't wait till the last minute!!!
- o Again this year, there will be a referee chair assembly at the Final Four - this year to be held in Tampa Bay, FL. I'm sure that this will prove to be a tad bit warmer than previous years! I would like to thank PAVO for once again allowing us to hold the assembly at their convention. This is a great opportunity for the referee chairs to meet and also to join other referees from across the country in hearing some excellent speakers at the various sessions of the convention. I hope to see all of the referee chairs there!!!
- o Also to be held at the PAVO convention will be a National clinic. Please register early for this clinic as it always fills quickly - plus, it's cheaper to pre-register.
- o Gloria Cox is hard at work on the camp schedule for the new season, and you can find more information on this elsewhere in the newsletter.





## REFSCHOOL

A resounding success

by Marcia Alterman  
PAVO Executive Director

Several hundred PAVO members have taken advantage of the new *RefSchool* online program so far. And the reactions have been extremely positive.

In case you haven't heard, this new online tool offers the chance to review and increase your rules knowledge and prepare for written examination. A bank of questions was developed from previous-year PAVO examinations. When you subscribe to *PAVO RefSchool*, you can select brief study quizzes that cover specific NCAA rules, or elect to take a complete 25-question practice examination. You'll receive immediate feedback on your answers, as well as rule references so you can check on the correct ruling.

This effective new training opportunity is available to PAVO members for an annual subscription fee of

only \$10. Non-members may subscribe for \$15. A subscription allows you unlimited access from now until April 1, 2010. The subscription fees do not serve as a profit center for PAVO, but only cover expenses of this innovative new program.

As the value of online training becomes more apparent, the PAVO Board of Directors felt it was important to try on this innovative tool. With the current success, plans are to invest further in this kind of training by significantly increasing the size of the question bank and branching out into specialized quizzes for line judges and scorekeepers.

Put *RefSchool* on your list of important things-to-do. You'll find it helpful as a review tool, and to increase your chances of success on next year's written examination.

# ROOF SPORTSWEAR

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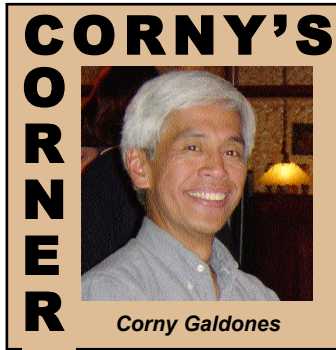
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## SEEK THE SOUND OF ONE HAND CLAPPING

*By Corny Galdones*

Each one of us chose to become an official. If someone talked us into it, we were lucky. At any rate, we're now held up to higher codes of conduct by everyone. Nothing less than superior morals, integrity and behavior are asked of us while on duty, off duty and away from duty. It's not fair, is it? Well, that's life. No choice we make is free of burdens.

Every contest is important to somebody. Stage our finest in look, action and effort to stand out in skill, class and poise. Bring honor to our sport, to our trade and above all, to everyone involved in the contest. Show them we care, quit messing around. Stick to business and keep talks short and sweet with coaches, players, work team and others. Stay invisible from the competition; allow its spirit to flow. For poor taste or bad judgment by us or any call of ours suspected as being biased, anticipate boos or much ado. Wanting bravos is natural, but no one came to see or hear us perform. Only vain puppies hang around afterwards hoping to be patted on the back. Forget it. If anything, we'll likely be slapped on the head. Shoo! Toot and scoot. Quiet excellence with all substance and no flash, that's us, forever professional.

When at a contest not as an official, apply the Golden Rule. Treat the game officials like we would want to be treated as an official. Sure, we know how to officiate too. This doesn't give us a license to show them up, work them over, or rip them apart. Everyone's a critic. Should this urge or need arise, be kind. Do it with a positive slant or later in private with them when calmer heads prevail. If we feel they've done something wrong, be understanding for we make mistakes also and are as human as they are. Have a heart when airing an opposing view in our current role as player, coach or spectator. Let our cohorts officiate. Give them the respect our whistles deserve. If we can't or

won't provide them this love, shame on us. In that case, here's the best thing to do. Bite our tongues and chill out. Never ever forget, we officials are a fellowship. If we don't support and protect one another, who will?

Society looks up to and counts on officials to know right from wrong, good from bad, thus we're expected and obligated to be model citizens. Go on, let the child inside us come out to play. Just don't break this trust. Be mindful wherever we go in public every waking hour of the day because even when not in uniform we're still linked to our function. Being angels isn't necessary, but we can't be devils either. A sin by one of us reflects on our entire officiating clan as well as on ourselves. Word gets around. Sooner or later, a leader of the pack will bark at us for our lapse and we'll end up in the doghouse. Whether having a brew, mingling with a coach or player, playing a prank, or testing the limits of wisdom, decorum, morality or the law, in spite of how noble or fun our intent may be, if this deed may be seen whatsoever as dumb, crass, improper, self-seeking, scheming, shady, illegal or anything negative, think, then think again. Is this risk really worth it? False or not, perception is reality despite our excuses and denials. If we keep up this nonsense and gain a bad reputation, we're toast. Tongues will wag about our notoriety. We'll be branded from then on as no good. Horrors! We might as well pack our bags, enter the Federal Witness Protection program and start all over.

Life is about choices. Having elected to officiate, we're bound by its exacting standards for how we carry forth. Abiding by them is not an option. It's a must at all times. Once an official, be an ideal official, no matter where, no matter what. Achieve this goal. Peace.



## 2009 PAVO Officials' Convention – December 17 - 19 REGISTRATION

Your Name \_\_\_\_\_

PAVO Board Name \_\_\_\_\_

Your Address \_\_\_\_\_

City \_\_\_\_\_ St \_\_\_\_\_ Zip \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_

E-Mail Address \_\_\_\_\_

Can we release the above information to other convention attendees &/or sponsors?      YES      NO

	PAVO Members Before 11/15/09	PAVO Members After 11/15/09	Non-PAVO Members Before 11/15/09	Non-PAVO Members After 11/15/09	Amount You Are Paying
<b>Convention Registration *</b>	\$125	\$175	\$150	\$175	
Includes all PAVO sessions and AVCA Marketplace admittance (dates & times TBD)					//
<b>"Mini" Convention Registration *</b>	\$75	\$100	\$75	\$100	
Includes PAVO Social & Semi-final Analysis on Friday evening, and all Saturday sessions					//
<b>Extras and Options:</b>					
<b>NCAA Championship Match Tickets **</b>	Tickets are not included with convention registration. Matches are on Thursday, Dec. 17 and Saturday, Dec. 19. All tickets sold in sets for both days, and are all in the <b>lower bowl</b> of the St Pete Times Forum. Limited quantity available – <b>maximum 2 per registrant</b> . Non-registrants may not place ticket orders. <b>\$ 62 x _____ (No. of tickets)</b>				
<b>Golf Outing</b>	Wednesday, 12/16, 1:00 tee time. Babe Zaharias Golf Course. Includes green fee, cart, and Hamburger/Hotdog buffet. <b>\$32 per person      Rental clubs needed (add \$15)?    YES    NO</b>				
<b>AVCA/Jostens Coaches Honors Banquet</b>	Thursday 12/17, 12 noon – 2:30 pm. <i>May overlap some PAVO Convention sessions.</i> <b>\$ 45 x _____ (No. of tickets)</b>				
<b>AVCA All-Americal/ Player-of-the-Year Banquet</b>	Friday 12/18, 5:30 – 7:30 pm. <i>May overlap some PAVO Convention sessions.</i> <b>\$ 45 x _____ (No. of tickets)</b>				
<b>Guest attendance</b>	Friday 12/18. PAVO Social and Semi-final Analysis (Guest ticket only required for NON-convention registrants, maximum of TWO per registrant) <b>\$ 30 x _____ (No. of guest tickets)</b>				
<b>TOTAL DUE</b>					
<b>Make checks payable to PAVO; submit to P.O. Box 780, Oxford, KS 67119, or complete credit card information below and mail or fax to 620/455-3800</b>					
Visa    MasterCard    Discover (circle one)    Credit Card Number _____					
Expiration Date: _____      Security digits (3) on back of card _____					
Signature _____					

\* Requests for convention registration refunds received before December 1 will be charged a \$25 service fee. Requests for convention registration refunds received after December 1 will be charged a \$40 service fee.

\*\* NOTE: NCAA match tickets are **not** refundable under any circumstances.



FROM: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

TO: PAVO  
P.O. BOX 780  
Oxford, KS 67119





## 2009 OTP CLINICS

### Record Attendance Numbers and Alaska Webinar Highlight the OTP Clinic Season

by Anne Pufahl  
OTP-Clinic Director

The OPT-Clinic provided rules, technique and professional development information to over 1700 officials at 29 different locations. This year's clinics were the best-attended in PAVO history.

This was also the first year PAVO hosted an OTP webinar specifically for Alaska officials, with much success.

The clinic program continues to improve based on the feedback attendees provide on the evaluation forms. I personally review each and every evaluation and summarize feedback to the clinic hosts and clinicians on possible improvements and new modules.

I want to personally thank all the clinic hosts for putting in the hard work to organize and run the individual clinics. This is a thankless job, so make sure you give your clinic host an extra pat on the back for their efforts.

I also want to thank and give a huge SHOUT OUT to Miki Kennedy. She solely handles all the questions (and complaints) about online registration. She works tirelessly behind the scenes with little or no credit. Please give Miki a big pat on the back next time you see or talk to her.

Also, I want to extend a big "thanks" to Jim Momsen, who is having a career volleyball year. He was recently elected chair of the newly formed Wisconsin Board of Officials (WBOO - come on, you have to love that name), and has stepped in for Mary Faragher as the PowerPoint guru for the clinics. He spearheaded, along with Marcia Alterman, the Alaska webinar process (during which his computer blew up). He pushed through that set-back, and Joan Powell and Marcia Alterman conducted the first OTP-Clinic webinar for Alaska referees.

Finally, my gratitude is extended to the clinicians who gave up their valuable summer vacation weekends to travel across the country to conduct clinics. This year's clinicians were: Marcia Alterman, Mary Blalock, Mike Carter, Brian Hemelgarn, Joan Powell, Steve Thorpe, and Anne Pufahl.

Start making your plans now to host an OTP Clinic in 2010.



## NATIONAL SCOREKEEPING APPLICANTS

by Nancy Funk  
Director for National Scorekeeper Cert. and Eval.

The application for 2010 National Scorekeeping candidates should be posted on the USA Volleyball website. To all Scorekeeping Chairs, you need to begin grooming your candidates so they are prepared when they arrive. If you are interested in becoming a National Scorekeeper, contact your USAV Regional scorekeeping chair to get the wheels in motion for attendance at the 2010 USA Volleyball Open Championships in Phoenix, AZ.

The application deadline is **March 1, 2010**. Candidates will be notified by March 15 of their acceptance so travel arrangements can be made. The class will be limited so be sure the applications are in by the deadline. For those wanting to plan their trip, you will need to arrive for the clinic on Tuesday June 1, 2010 time to be announced. The candidacy ends on Friday, June 4 at 1:00pm.





## WHY HAVE A PROFESSIONAL OFFICIALS' ORGANIZATION??

by Marcia Alterman  
PAVO Executive Director

### The Professional Aspect

Years ago, the Board of Directors established the following goals for PAVO:

*The purpose of the PAVO is to promote quality volleyball officiating by:*

- o *Providing the officials' perspective to rules-writing bodies.*
- o *Developing officiating techniques.*
- o *Providing materials for training and rating officials.*
- o *Disseminating information about officiating.*
- o *Promoting the use of PAVO-rated officials.*
- o *Developing and maintaining professional and ethical conduct guidelines for volleyball officials.*
- o *Providing the organizational and administrative structure for the coordination of member boards.*
- o *Promoting standards with respect to fees, ratings, and uniforms.*

Our sport has gone through a period of dramatic change and growth. Cultural changes have affected the world of sport in general, creating the need for standards of competency, ethics, safety, and professional behavior. As the visibility of volleyball increases, particularly for women's collegiate programs, a professional organization serves two major roles: (1) actively developing the kind of standards mentioned above and (2) promoting the interests and concerns of the volleyball officials as a special interest group within the volleyball community.

### Impact on the Volleyball Community

Developing and maintaining officiating standards helps to professionalize the role of officials, which in turn enhances the experiences for the athletes involved. Officiating is a very complex task requiring a tremendous investment of time and effort. However, many officials are poorly recognized or compensated for their efforts. The lack of professional standards is one reason for this -- in some areas, anyone who has

purchased a referee's shirt and a whistle is allowed to be a volleyball official! Continued development of professional standards and guidelines to measure competency will help officials earn the respect they deserve.

As individuals, officials do not have a major impact on conferences, post-season assignments or the rules-writing bodies. However, the representatives of the PAVO who interact with those entities have had a very positive impact, and will continue to represent officials' interests on future issues. PAVO is recognized by the NCAA, NAIA, and NJCAA as the "training arm" for volleyball officials, and the source for rules interpretations and application. The role of PAVO as a centralized distributor of that information is a vital one.

### PAVO Programs - The Financial Side

A professional organization obviously requires resources to fund its programs. Here are a few facts regarding PAVO's financial picture. The PAVO Budget for the year 2009-2010 is approximately \$416,000 with approximately 25% of that coming from about 2200 dues-paying members. Presently, PAVO is fortunate to be receiving annual grants from the NCAA to help fund the various training programs, including Officials Training Program (OTP) clinics and camps. Training programs are one of the largest expense items in the budget. Grants for the past three years have provided about \$180,000 toward costs related to clinics, camps and training materials. PAVO has absorbed what is not covered by the grants. The balance of the revenues comes from rating revenues, convention registrations, and miscellaneous items. The expense side of the budget is utilized for these programs:

- o Salary expenses for a membership assistant and the part-time PAVO Executive Director.
- o The Officials Training Program (OTP). Most visible are the 25 to 30 OTP Clinics provided across the United States each year. Additionally,

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*Why have a Professional Officials' Organization?*  
*continued from page 12*

the OTP training camps held in the spring and summer have a very positive impact on training referees of all experience levels. PAVO also focuses on other training projects like the development of tools for local PAVO chapters to use when training officials at the local level, and a series of videotapes to help train support officials (scorekeepers and line judges).

- o The National Rating Team (NRT) Program -- funding for as many as 15-16 raters at three or four rating sites annually. The demand for PAVO National Referees has increased to the point that only a portion of the NRT applicants can be accepted each year. Only PAVO members may apply to be a candidate at a NRT site. Conference assignors and coordinators often consider this certification when establishing their roster.
- o Professional liability insurance for all PAVO members. In today's litigious society, all referees must be covered for potential liability claims.
- o Costs associated with the PAVO central office space, such as rent, other overhead costs, postage, supplies and duplicating.
- o Printing and distribution of newsletters to individual PAVO members, which include current rule interpretations & technique changes, calendars of up-coming events, and rule book and exam corrections. Other communications are mailed to local board chairs for further distribution to members.
- o Further communication with the membership via the PAVO web site, including access to personal contact information and registration/payment for merchandise and events.
- o Travel expenses for the annual meeting of the PAVO Board of Directors to set policy, coordinate projects, and establish future goals for the organization.
- o Travel expenses for PAVO representatives to the rules meetings held by USA Volleyball and the NFHSAA.
- o Expenses associated with sending PAVO representation to the USAV Congress, held annually at the USA Volleyball Open Championships.

- o Costs of developing examination materials, including development and maintenance of on-line examinations.
- o Expenses associated with liaison efforts between the PAVO and various organizations such as AVCA, NCAA (including the rules committee and championship committees of all divisions), NAIA, NJCAA, NACWAA, USA Volleyball, and NASO.
- o Development and updating of scorekeeper and line judge training and certification.
- o Sponsorship of PAVO National referees to post-season events such as the NAIA National Championships.
- o Travel expenses for the PAVO President to represent PAVO members at events such as the American Volleyball Coaches Association convention and USA Volleyball's annual convention and Open Championships.
- o Expenses for members of the Board of Directors who do volunteer work at home, and honorariums for Directors with program responsibility.

PAVO is in the business of making our members better professional referees by distributing current information regarding rules & techniques, representing officials to the other organizations that impact the volleyball community, and providing member benefits that could not be obtained by individuals in a cost effective manner. In that light, PAVO continues to negotiate for discounts and special member privileges with travel-industry providers and equipment vendors.

In addition to the formal benefits, the informal networking opportunities provided by a professional organization are invaluable. Annual dues of \$45 per member seem nominal when you consider the entire spectrum of where volleyball is going and what officials can contribute to the growth of our sport. Any member of the PAVO Board of Directors will be glad to discuss the role of PAVO as well as the budget development or any specific PAVO program. Please call us if you have any questions or concerns.





## ELECTION 2009

**Members will fill two positions in an online vote**

*by Crystal Lewis*  
*PAVO President-elect*

PAVO members will elect a new Director at Large and Board Delegate in this fall's election. Members with Internet access will be asked to cast their vote via electronic ballot. The PAVO office will distribute an announcement around Nov. 1 with instructions on how members can cast their vote. The election will remain open until Nov. 15.

There are two candidates running for the position of Director-at-Large and three candidates for the position of Board Delegate. Each will serve a three-year term - Jan. 1, 2010 through Dec. 31, 2012.

### DIRECTOR AT LARGE

A Director-at-Large is required to attend annual board meetings and communicate regularly with local board leadership to ensure compliance with PAVO regulations and guidelines. In addition, the Director-at-Large provides support to other PAVO Directors with program-related projects, solicits membership input, and provides member perspectives to the Board of Directors.



**Donna Carter**, Tampa, Florida

Donna Carter has been involved in many aspects of volleyball, including roles as a player (high school, college, indoor and beach), administrator and official. She acted as the Florida Region newsletter editor from 1987 to 1997, secretary from 1987 through 1992, and Regional Commissioner from 1992 through 1997. She was the

Administrative Assistant to the AVP of the Officials Division for USA Volleyball from 1998 to 2000. She was the Secretary of the Central Florida Board of Officials from 2002 to 2005. In 2005 she was elected Chair of the Central Florida Board of Officials, and currently holds that position. Carter was the first person named to the USAV-Florida Region Hall of Fame in 2002. She also was awarded USA Volleyball's George J. Fisher Leader in Volleyball Award in 2006.

Carter's officiating career began shortly after college, in USVBA, in which each team had to provide two certified

officials. Since she was running the team, she had to be one of those certified. The local college assignor suggested she start officiating some college matches and earn some extra money, so she started with junior college matches in 1985. She earned her USAV Junior National rating in Tampa in 1991. She received her National Scorekeeper rating in 1995 and held that through 2002. She received her USAV National rating in Tulsa in 1994, and her ABO (now PAVO) National rating in 1995.

Donna currently officiates in several Division I conferences, including Big Ten, ACC, SEC, Atlantic Sun, Conference USA and Big East, along with the Division II Sunshine State Conference. Highlights of Donna's officiating career include numerous First/Second Round and Regional assignments of the NCAA tournament for both Division I and Division II, referee at the Elite Eight for Division II in 2001, 2002 and 2003, line judge at the Final Four of Division I in 2003 in Dallas, and referee at the Final Four in 2004 in Long Beach and 2008 in Omaha.

"I have a great deal of respect for PAVO and everything that it has accomplished since its inception", Carter says. "I would like to be able to contribute and give back to this game that has brought me so much. Each leadership opportunity that I have had, has given me the chance to push myself out of my comfort zone, and grow as a person. I hope to be able to continue to contribute to the growth of volleyball, and the stature and development of officials on the PAVO Board of Directors".



**Carlos Rodriguez**, San Antonio, Texas

Carlos Rodriguez has served as a Director-at-Large on the PAVO Board of Directors for the past 3 years. He has been active with membership representation and his most recent project of developing the guidelines for the new National Line Judge Certification program. He holds

National ratings as a PAVO and USAV referee, and a USAV scorekeeper. Rodriguez has served on the PAVO and USAV rating teams and continues to actively officiate at all

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## Elections

*continued from page 14*

levels of volleyball. He is the Coordinator of Officials for the Atlantic Sun Conference (Division I) and the Heartland Conference (Division II). He has worked NCAA post-season assignments in all three divisions, and currently, he is the Chair of the Texas Board of Volleyball Officials, which is one of the largest boards in the country.

"I am finishing my first term on the PAVO Board of Directors and have enjoyed representing our PAVO members as Director-at-Large. I would like to continue serving on the Board to help develop and expand for the betterment of our membership," he said.

### BOARD DELEGATE

A Board Delegate is required to attend annual board meetings and must have held a leadership position in a local-affiliated board within the past five years. Delegates are charged with soliciting member input and providing general member perspectives to the Board of Directors. The Board Delegates are to communicate regularly with PAVO members and monitor membership trends.



**Kathy Ferraraccio**, Southwick, Massachusetts

Ferraraccio is a National referee, certified by both PAVO and USAV. She is a member of the rating team for both organizations, and has worked at numerous PAVO training camps. She has served on the PAVO Board of Directors in two different positions: She was appointed as

Director of Examinations (1995 to 2000) and will complete a term as Board Delegate at the end of 2009. She has trained and mentored many referees in her work at camps, rating sites, and in many stints as head referee at various USAV championships.

She is the referee consultant to USAV and serves as the Chair of the USAV National Referee sub-commission. Ferraraccio referees in the Big Ten, Big 12, Ivy League, ACC, and other conferences, and is the Coordinator of Officials for the Colonial Athletic Association and the America East Conference. She has officiated the NCAA Division I Final Four as both first and second referee and also as a line judge. Kathy has three grown children and currently resides in Southwick, Mass., with her husband, Frank.

"I look forward to continuing in a role that allows me to interact and communicate with PAVO Board Chairs and

members. I believe my work with both USAV and PAVO encourages cooperation and joint projects that benefit the growth of all officials," she said.

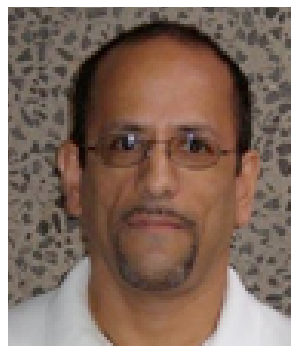


**Margie Ray**, Spokane, Washington

Ray has served as a referee trainer for many years and is on the appeals committee of her local board. She continues to mentor new and seasoned officials. She is a member of the PAVO National Rating Team. She served 10 years as USAV Evergreen Region Officials

Chair and was named 2006-07 National Referee Chair of the Year. She works in seven Division I conferences. In December, she was the first referee for the NCAA Division I championship match. Aside from volleyball, Ray is a mathematics instructor at Spokane Community College.

"It has been my privilege to be a part of the Professional Association of Volleyball Officials," she said. "I believe in getting involved and working together as a team to strive for excellence in a common endeavor. I have done this throughout my volleyball officiating career as chair of officials in my USAV region as well as working in the mentoring program of PAVO. In looking at PAVO, I see: Professionalism: striving for excellence in conduct, performance, training and feedback. Association: comrades working together using open communication to improve. Volleyball: - the game I passionately love. Officials: what I am. It would be an honor to serve this organization as a Board Delegate. I believe I can bring to the table a voice of the membership, express their concerns and help communicate back to them."



**Russell Rodriguez**, New York City, New York

Rodriguez began his career in 1994 as a city high school official and soon after became a PAVO and USVBA official. He earned his PAVO National certification in 2007 and his USAV Junior National rating in 2008. He officiates year round, from high school and college, including men's and women's Division I, II and III. He has officiated city high school championships, post-season

*Continued on page 17*





## NATIONAL RATING TEAM DIRECTOR UPDATE

by Mike Carter  
NRT Director

### New PAVO National Referees

PAVO is proud to announce that we have 15 new PAVO National Referees. These candidates were tested at five rating sites geographically spread across the country. The site hosts were University of Toledo, University of Central Florida, William and Mary, University of Northern Colorado and Fordham University.

The new Nationals are:

John Bryant (PAVO Nat recertification)	Washington
Wayne Clark	North Carolina
Doug Couvillon	Louisiana
Stephanie Cruz	California
Greg Cwiekala	New York
Gary Hajek	Ohio
Neal Kenzakowski	Pennsylvania
Nathan Mahavan	Pennsylvania
Debbie McLamb	Virginia
Devonie McLarty	Illinois
Patti Nelis	West Virginia
Jason Olson	Washington
David Saenz	Michigan
Dave Vander Meer	Michigan
James Werner	Kansas

I would like to sincerely thank our five rating crews who worked with all of the candidates to ensure the sites were run smoothly and fairly. Thanks to Brian Hemelgarn and his team of Peggy Schaefer and Stacy Weitzel at Fordham, Kathy Ferraraccio and her team of Larry Schwartz and Glenn Reid at William and Mary, Julie Voeck who led Joan Powell and Paula Martin, and Paul Albright with Tracie Brinkley and Donna Carter at UCF. Working with me at Toledo were Tom Joseph and Barb Strome. This was a very experienced group with Paula, Stacy and Glenn joining us as PAVO raters for the first time. They each brought their own unique perspective and added immeasurably to the success of the National Rating Team.

### PAVO National Rating Team Renewal

As a reminder for all PAVO Nationals, both tenured and relatively new - a few reminders on how to maintain your certification.

You need to accumulate a minimum of eight total points in a four-year term, running from Jan 1 to Dec 31, four years hence. New PAVO National referees start their initial term on January 1 of the year after their rating site. For example, the new 2009 PAVO National referees will begin their first four-year term on Jan 1, 2010. That term expires on December 31, 2013. It is allowable to claim any points earned after the National certification is awarded.

Points are earned in three Categories. Category One relates to Division I conference work, including the completion of four conference matches in the course of a season, working Conference Championships or being selected as a referee at NCAA, NAIA, or NJCAA championships.

Category Two is for work as a trainer, and includes being on staff at an OTP Camp, serving on the NRT or OTP Clinic teams, or presenting at the National Convention.

Category Three is for Other Volleyball Events. Working as a referee at specific Junior Championships, Adult Opens or International events qualifies for points in Category Three. Also, additional NCAA Division I conference matches worked may be eligible for an earned point.

For a more detailed explanation on earning points, please see the PAVO web site or your latest Guidebook.

National referees must take the annual PAVO examination and score at least a 90. The results must be submitted to the NRT Director no later than

*Continued on page 17*



## Elections

*continued from page 15*

women's collegiate matches, including the MAAC championships, and called lines for the NCAA Division I tournament. He has worked post-season in the Men's Molten & CUNYAC championships. He assigns officials for 14 high schools, and line judges for seven colleges. While Vice President of Officials for the North American Gay Volleyball Association (NAGVA), he trained player referees across the country. Rodriguez also works recreational leagues, Church of India tournaments, and recruits players for the Chinese 9-man organization, or coaching players at the local gym. He has coached the John Jay College women's team and for the Gotham Volleyball Association. Given the chance, he might even play a game or two in the park.

"I feel that PAVO has helped me develop as an official, a leader in the sport of volleyball, and as person. Serving as a PAVO Board Delegate will allow me to contribute to the development of other officials, the organization and to the volleyball officiating profession. My diverse activities in the

sport and my New York City Board accomplishments show my commitment to better officiating," he said.

In the six years in which he served on the New York City Board as Secretary/Treasurer, Board Chair or Executive Committee member, he has recruited and developed officials who mirror the most diverse metropolitan area in the world, growing membership from 20 to 88 members. He recently converted the NYC High School Board to an all PAVO membership, making the city possibly the only area in the country servicing high schools exclusively with PAVO officials. Last summer, Russ' OTP clinic drew an overflow crowd of nearly 120 attendees.

During the day, he works as a Personnel & Payroll Department manager. He also freelances as a medical insurance biller for physicians in the New York City area. But given the option, he states "I rather be on the volleyball court any time."



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!!!!

## National Rating Team

*continued from page 16*

September 15. Failure to do so can result in no accumulation of points for that year.

PAVO National Referees are also required to attend an annual PAVO National Clinic. I am proud to report that in 2009, we had 100% participation. Failure to attend a clinic (without a waiver) can result in not earning any points, and missing two clinics in a four year period can result in loss of National Certification.

As I will not serve as PAVO NRT Director after my term expires on Dec 31st, I would like to say thanks to Anne Pufahl who spent at least two solid years mentoring me

in this position. Also my gratitude goes out to the diverse and wonderful group of raters who have given their most valuable commodities - time and knowledge - in each of the past nine years to ensure that the 150+ PAVO National Referees candidates were judged fairly and professionally. The cadre of PAVO Referees, not just PAVO National Referees, is a small fraternity - and I am proud to be a member. To each PAVO Board - thanks for your support of the program. To those who trained National candidates each year, congratulations on a job well done. You made our team's work much easier.





## MAKING A SPLASH IN TAMPA!

As you're reading this, close your eyes and imagine....

**WARM** sunshine, **WARM** gulf coast water, **WARM** friends, and **HOT** volleyball!

All this and more is yours at the 2009 PAVO Official's Convention that will be held in **WARM** Tampa, Florida December 17 - 19, 2009. Your trip begins and ends at the incredible Westin Hotel Harbour Island, (725 S. Harbour Island Blvd.) where you will be basking in the **WARM** sunlight, and enjoying the sites of the beautiful harbor area. Rooms are \$119.00 a night and you can stay a few days before and after at that incredible rate. Please be sure to make your reservations as soon as possible because our overflow hotel is further away from all the activities at the Howard Johnson. Check out all the amenities that the Westin hotel offers:

- ▶ 24-hour fitness center and business center
- ▶ in and out self-parking for \$15 and valet for \$20 a day,
- ▶ internet service is \$9.95 per day
- ▶ a local grocery store, Publix, within walking distance,
- ▶ the world's longest walking/jogging sidewalk path flanked by Tampa Bay and the gorgeous Bay Share homes on the other side.
- ▶ within walking distance of the Convention Center (AVCA Exhibit Hall), playing site (St Pete Times Forum), the Aquarium, and the Channelside district and
- ▶ many restaurants and attractions.

Our workshop presenters are also coming to play in the **WARM** Florida sun and will provide you with fun and dynamic sessions. Our keynote address will be delivered by Ms. Cathy Lewis, noted radio talk show host. Her humorous presentation, "The Importance of the Officials' Role to the Sport" will start us cooking.

Another important session guaranteed to **WARM** you up will be Joan Powell moderating a session called "Why Can't We All Just Get Along". Joan will lead a discussion of leaders from the NCAA, NFHS and USAV rules-making bodies in a lively discussion. For those looking to move up in the PAVO/USAV



certification process, come to "Build your Officiating Foundation" and you won't want to miss learning the new rules and guidelines concerning "NCAA Sand Volleyball" both in a classroom session and on the court. Your fingers will get **WARM** learning about the new computerized score sheet and you will certainly enjoy the **WARM** discussions that will ensue with our joint AVCA/PAVO coaches/officials panelist session as we discuss "What are They Thinking? Understanding the Dynamics of the Coach - Official Relationship." In addition, we will be having a separate workshop/analysis with our championship line judges, with a **WARM** focus on their critical role to the success of every match. And don't miss Marcia Alterman challenging us with "How Good Can You Be?" - you can expect some **WARM** dialogue to result from that topic! As you can see, there's something for **everyone** at this year's convention!

After all the **WARM** workshops you'll heat up even more watching the best volleyball play in the country at the NCAA Division I Championships. Your registration fees cover your ticket to the Semi-final and final rounds. Conference registration fees are the same as last year: \$125 if you register prior to November 15th and \$175 after. For those in colder parts of the country, don't miss this opportunity to **WARM** up in Tampa where the average temperature is 75 degrees in December. This event promises to keep you **WARM** long after you get back home!

For those in colder parts of the country, don't miss this opportunity to **WARM** up in Tampa where the average temperature is 75 degrees in December. This event promises to keep you **WARM** long after you get back home!





## USAV NATIONAL CLINICS ARE MOVING FORWARD

*by Michael McPoyle  
Director for National Clinic Program*

The 2009-2010 USAV season is fast approaching and our goal is to help you prepare to be the best you can be. The USAV National Clinics will again be available across the country from now through the Boys JOVC. The majority of the clinics will be held by the end of January with some being held at qualifiers and the national tournaments at the end of the season. Once again this year we have joined with PAVO and will provide a National Clinic during the PAVO Convention in Tampa. To attend any USAV clinic, go to the USAV website as you did last year and register for the clinic of your choice. (<http://www.usavolleyball.org/pages/6521>).

This year we are offering a pre-registration discount and if you choose to take advantage of this offer please send \$15.00 to the National Office along with your Official Commission dues of \$40.00. This will cover the registration cost for whichever clinic you select. There is no rush to decide right now which clinic you will attend; please register for the clinic of your choice when you are ready.

We have made numerous improvements in the clinic based on the great feedback we collected from last season's attendees. There are more videos, highlighting more on professionalism and techniques, as well as important points of emphasis. This year we also welcome a new clinician to our ranks, Eric Hoffman, and an adjunct clinician, Corny Galdones, who graciously agreed to perform this service in Hawaii. The rest of this fantastic crew include: Brian Hemelgarn, Leisa Jordan, Mary Blalock, Steven Thorpe, Tom Blue, Kathy Ferraraccio, and Gloria Cox. Each member of this group worked on segments of the clinic material and Brian pulled it all together. We would also like to thank Isaac Wong for his help on the clinic - thanks Issac!

Eric and Mary ran the pilot clinic in Houston this past August and helped fine tune the presentation. I know you are going to like what you see and hear in this new presentation as we had 55 representatives from approximately 20 regions represented at this clinic to give us feedback.

Special thanks go out to Denis Bergstedt, who with modest help from the rest of us developed a great "Train the Trainer" presentation which was also given at the Houston clinic. In the "Train the Trainer" segment we had 35 attendees receive great information and practical training in dealing with new and novice referees. The feedback was excellent! Corny Galdones will also have the "Train the Trainer" material with him for the Hawaii clinic. Thanks also to Glenn Reid who developed the USAV clinic material for the beginning and intermediate referee. This material has been made available to the Regional Official's Chairpersons. All great work! All significant amounts of time and energy by this group! All good! I hope that everyone gets the opportunity to attend a National clinic early and then share this information with your fellow referees in your home regions. Thank you and have a fantastic season!

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

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

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





## MEMBER PROFILE

### Larry Schwartz

by Verna Klubnikin  
PAVO Director-at-Large



Like many of us, he started out to make a few extra bucks. So begins the story of Larry Schwartz. "I was a third year elementary school teacher, and I had a one-year old baby girl." Well, daughter Jennifer is going to be 38 next month, so you see he has been at this for quite some time. Larry started officiating

college volleyball right from the start. Later he began to officiate high school volleyball and eventually became the President & Instructional Chair of his high school unit for a short 30 year stint! "Mentoring people and helping them become better officials is the ultimate giving back to our sport." When people ask him why he still officiates high school volleyball, he is quick to respond, "The Young Pups need competent officiating just as much as the Big Dogs." That, combined with, "Every All-American I have ever officiated was at one time 14 years old" pretty much sums it up.

He is also part of the PAVO National Rating Team that selects PAVO Nationals and he hopes "those new Nationals will mentor and pass on the proper techniques to less experienced officials in their area." And to keep things in perspective, he is quick to recall that he did NOT pass the first time he applied for his PAVO National. "Perhaps, that made me more focused and prepared the next time I applied."

His playing days weren't over for a long while either. A high school and college basketball player and springboard diver, he then took up volleyball and became pretty successful. The Maccabiah Games are the quadrennial Jewish Olympics held in Israel the year following the Olympic Games. Larry participated in those games in 1977, 1981, and 1985. His coaches were some of the biggest names in volleyball: Harlan Cohen, Mike Normand, and in 1985, a new kid on the block, Russ Rose. He also was fortunate enough to travel to Europe to work volleyball camps in Switzerland and joined Coach Sue Gozansky for

several years in Germany doing a Department of Defense summer camp. He continues to work at summer camps even to this day.

But he doesn't just stop at NCAA women's collegiate volleyball and high school volleyball; Larry also works USAV events as well. He is also an official for the MPSF Div 1 volleyball conference on the West Coast. "It never ceases to amaze me, how it seems these young men and women become more athletic and talented year after year. I consider it an honor and privilege to officiate some of the best volleyball in the country, both men and women.

He has always enjoyed the people he works with. "I get more of an adrenaline rush after a successful match than before or during. And how great is it that you go out after with a partner you have worked with many times before, or perhaps for the first time that evening, and talk about "stuff"?!?! Oh sure you'll talk about volleyball, but it's great to get to know your partner as a person and not just a volleyball official."

He does not see his role of official as an adversarial one with coaches. "We are all just trying to do the best for the athletes. I always want to let the coach know what is happening. I will calmly explain the rule interpretation, and I will do my best to make myself approachable within the context of the rules so we can have a brief discussion and move on."

In closing, Larry has always remembered what International Official and Southern California mentor Catalino Ignacio ("Iggy") said at that very first clinic, so many years ago. "He ended the clinic with this wonderful humbling philosophical comment which I have shared at every clinic to coaches, players, and officials. He said, 'The only reason you are on that stand is because there are 12 athletes on the court. It's not about you, it's about them.'"

Larry lives in Southern California with his amazing wife Debbie, who puts up with his crazy schedule year after year after year after year...





## REF SCHOOL - A SUCCESS STORY!

by Kevin O'Brien  
PAVO National Referee

Dale Earnhardt Jr, stock car driver....number 88. Tony Gonzalez, Atlanta Falcons All-pro tight end... number 88. Kevin O'Brien, National Volleyball Referee, PAVO A test the previous two years .....88. Every stinking time I press that confirmation button..... drum roll, another 88! My Board Chair, Steve Kenyon, would call me up and say "what does the second letter in the Alphabet, and second letter in your last name have to do with this phone call..... "B" test, LOSER!

Has anyone seen a Division I player, front row or back row, attack a serve? How about a blocker reach outside the antenna? Has anybody ever really SEEN a "net sleeve", and what does rule 1.1.2 means when it says..."and within 1 meter (3 feet, 3 inches) of the boundary defining the playing area". Anyone, anyone?

Ever had a team show up late to a match? Ever had the lights go out? Ever discovered a player with a

tongue piercing? Ever had a player say they want to serve on that side? Ever had to referee with Bob Hume? Ok maybe there is a reason to the madness.

OTP clinics, PAVO Guidebook, visual aids, flash cards, study the rulebook 15 times, yoga, and still back to 88.

OK, seriously folks, in June 2009 I purchased PAVO *RefSchool*, from Ruleboxsoftware.com. My process was to read one rule from the rulebook, then take an individual rule review test, and repeat until 100%. After all sections were covered, I switched to full exams, and repeated the same process.

August 30th, 2009 I went from 88 to 98, 11.4% improvement. Cost of the software \$10. Expression on my face upon receiving my passing grade ...priceless.

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