

THE OFFICIAL WORD

NEWSLETTER



PRESIDENT'S MESSAGE

Stop Complaining

*by Crystal Lewis
President*

As officials, our job is to facilitate the match and, no doubt, we want to do our best each time we step on the court. But sometimes the toughest part of a match comes in the locker room in the form a post-match debrief.

It's there where observers or partners may utter words we don't want to hear, and the feedback can strike a chord in our soul.

The post-match debrief is one of the most important parts of a match, the time when we get praise for good calls and discuss aspects of our performance and mechanics that might not be up to par.

While difficult to hear, constructive criticism, if given in the spirit of helping an official improve and received that way, can go a long way to helping us become the best we can be and become more adept at handling difficult situations.

So the question is, how do you handle this type of feedback? Are you the type of person who likes to give criticism but not receive it? Are you the type who doesn't say anything? Are you the type that hears it, but doesn't listen? Do you feel offended when someone gives you a critique? Does it go in one ear and out the other?

No matter which type of person you are, giving and receiving criticism is a part of life, including volleyball. The main question is, are you one who is willing to learn from it? Whether you learn from someone's critique or not is up to you, but you must remember that the only way to learn and improve as an official is to develop and become the best you can.

I received my 2010 annual observation report from one of my conferences and as I was reading through the

comments I became shocked to how I perceived my performance to that of how the coaches view me. Then as I read through the observers' comments, they were on the other end of the spectrum and more in line to how I felt I had performed. It was confusing to read such different reports, but the most important learning curve here is to take the criticism, use it to benefit your development and learn from it. If you have the attitude that you are the best and don't care what the reports say when you get them, that is your choice, but you're only hurting yourself and hindering your development. Everyone can learn!

After the initial disappointment, I took the constructive feedback, wrote it down in a note pad that I keep in my rulebook. I could have made the choice to just read it and put it aside, but that would make me hear and not listen, and that's not me! Our goals are critical to our development and the critiques we receive are vitally important if we want to achieve our goals. There are no limits to what we can achieve. The only limits are what we put on ourselves.

We also receive critiques from other resources outside our crew. There are fans who sit behind us calling the match for us, and we just want to turn around and say "Come join us, we really need a good ref such as yourself," or "Rule books for sale." Then there are the media commentators, who want to make the match as exciting as possible, even if they don't know the rules.

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NEXT OFFICIAL WORD
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USAVolleyball.

by Donna Wigton
Director, International Indoor Scorers

INTERNATIONAL INDOOR SCORERS

Thanks to all the Certified and Qualified USA-International Scorers for accepting 2011 summer assignments and working so hard towards achieving excellence. You represent us well!

We were not quite as busy as last summer, with the High Performance Championships (scorers previously announced in the April *Official Word* issue) being the only opportunity to use the FIVB score sheet besides World League and the Open Division at Adult Nationals. (Thank you again to all the High Performance scorers who worked extra hard to insure the success of this tournament – it is appreciated!) Those of you who were not able to work any of these events, or simply would like more practice, should consider taking an FIVB score sheet to a junior tournament next season to practice. It really helps keep you in practice!

Speaking of opportunities, those of you who are

scorers at Men's NCAA matches are welcome to send me copies of those score sheets (since it is so similar to FIVB) to add to your body of work. Those regular scorers at Women's NCAA matches are welcome to send me (at the end of the season) a list of matches worked with dates and teams playing. It helps me to know when you keep score in other arenas, especially high-pressure matches, as it adds to your experience base. Many times there are scrimmages involving the National teams, with lower fees paid (or sometimes on a volunteer basis) which I am not involved in assigning. I want to extend many thanks to Terry Lawton (SC Region) for coordinating those National team assignments, the extra training and tutoring, and also to the scorers who step up and work those matches.

Enjoy the college season, the Holiday season, and let's look forward to an awesome 2012!

President's Message *continued from page 1*

We might not mind some of that, but when they start putting down the officials I start getting a little upset!

Don't let these "outside" critiques upset you! This isn't the positive development critique that we need. Remember the source that it's coming from! Ask yourself, "Who really knows the rules here?" Yes, YOU as the official. That is why you were hired! Of course, while watching a match on TV, I get very disgruntled with some of the comments that are made about an official who is doing a very good job, and enforcing all parameters of the rules.

So what do you do? Of course it affects you and you might start to doubt your abilities, but don't let it get to you. Continue to do your best and achieve the goals you have made for the season. No matter what anyone says, know in your heart you have done your best! And be open to constructive feedback. It's usually given with the aim to help you attain your goals.

On another note ... I would like to thank all of you for reading my messages and hope you have enjoyed them as much as I have with writing them. These last

few years have flown by and it has been a great honor, and my pleasure to serve you as your PAVO president. Our new incoming president, Julie Voeck, is a smart and experienced leader with many talents, and I know she will be a great president for PAVO. Most of you already know Voeck, as she has been our PAVO OTP Camp director for many years. We are so lucky and proud to have her continue on as your new President starting in 2012. Please congratulate and welcome her when you see her.

I also want to thank the board of directors for all their hard work as PAVO is what it is today because of them. Thank you Marcia Alterman for all your guidance, knowledge and experience, as you have been the foundation PAVO has stood on since its inception. A special thank you to Miki Kennedy, who keeps us on task and is the glue that keeps us together! One last BIG thank you to all our members, who support PAVO and who give back, without question to each other just as it should be! From the bottom of my heart I have enjoyed working with you and for you!! God Bless all of you in your career paths as you go forward officiating the best sport anyone could be a part of VOLLEYBALL!

2011 PAVO CONVENTION IS DRAWING NEAR

by Donna Carter
Board Delegate

The Convention Committee is hard at work preparing a slate of educational and inspirational sessions for this year's PAVO Officials Convention in San Antonio, Texas, Dec. 15-17. The Convention is held each year in conjunction with the NCAA Division I National Championships and the AVCA Convention.

This year, for the first time, concurrent sessions are planned in one time slot, offering two options for attendees. One session will focus on those more experienced officials who may be thinking about retirement in upcoming years. The other session will target officials who want to acquire suggestions and skills to build their career and reputation in the officiating community. Other planned sessions include:

- Keynote speaker Chris Plonsky, Athletics Director at the University of Texas, will "kick off" with a presentation on "Winning With Integrity".
- A Verbal Judo expert will help with coach interactions by teaching about diffusing situations through conversation.
- Sand volleyball officiating - A classroom session for officials who want to gain knowledge about working NCAA sand volleyball events.
- Vision training, presented by the professionals from iSports Vision, sure to help every official with their focus.
- Coordinator's Breakfast - Meet Division I Conference Coordinators, hear their criteria for working in their conference, and get your questions answered as you meet in an informal, small group environment.
- Coordinator's Panel - A select group of assignors and conference coordinators from all divisions and levels of play will discuss the ways officials can help (or diminish) their chances of inclusion or advancement on conference rosters.
- National Coordinator Joan Powell will be on a panel with the Regional Advisors to discuss the recent developments in the new NCAA Central



Hub website and other NCAA policies and procedures that will affect collegiate officials.

- Coaches Panel - Hear from coaches from a variety levels of play and learn more about the coach-official relationship from their side of the fence.
- Semi-final Analysis - Watch highlights of the two semi-final matches with video replay including slow motion and stop action, and discuss calls made and the performance of the officials working at the highest level of our game.
- Reception and Awards Banquet - Network, meet and greet officials and leaders of volleyball from across the country, and share in the recognition of the recipients of this year's PAVO awards.
- Referee Chair Assembly and Board Chair Assembly - Meetings for the grass roots leadership to share ideas and concerns about officiating, recruiting, mentoring, legal and insurance issues, and more.

We are excited about the host hotel, the Grand Hyatt San Antonio, with a convention rate of \$129 per night. This hotel also serves for the AVCA attendees, so make your reservations now before they are sold out. The overflow hotel is the Hilton Palacio Del Rio at \$109 per night. Access to the reservation systems for both hotels is available on the PAVO website (just click on the CONVENTION tab at the top of the page).

San Antonio will offer much to us in the way of great weather, lots of excellent local restaurants, historic sites and neighborhoods, and a friendly atmosphere in which to enjoy the game we love. A convention registration form is included in this newsletter, or just call Miki at 888/791-2074. Make your plans now!



NCAA CENTRAL HUB NEWS

by Marcia Alterman
Executive Director

If you have not yet registered on the NCAA Central Hub, you're WAY behind other referees! The Central Hub is where you will find the current rule interpretations, the latest messages from Joan Powell, the NCAA National Coordinator, and video clips ("VolleyCast") that provide tips, hints, and interpretations that will make you better at your craft.

Access to the Central Hub is important for ANY official

who uses NCAA rules at any level. Assignors, conference coordinators, and board chairs should all be ensuring that anyone assigned by them has registered and is frequently referring to the Central Hub for current information. The cost of registration is part of your PAVO dues – there is no additional expense, so use the link available on the PAVO home page and register now!



CERTIFIED LINE JUDGE AND SCOREKEEPER INFORMATION

by Marcia Alterman
Executive Director

If you completed all the steps for certification as either a line judge or scorer in the past, that certification is valid only for one year (with the exception of **National** Line Judge Certification). Certifications expire each June 1, so if you were certified in the 2010 season, that certification expired June 1, 2011.

The requirements to renew are explained in detail on the PAVO website (www.pavo.org/certifications), but in general, renewal/maintenance consists of:

- Attendance at an annual training session/clinic
- Completion of the 2011 examination, corrected to 100 percent and signed by the clinician.
- Submission of one recommendation signature on the appropriate form (available on the PAVO website).
- Membership in a PAVO affiliated board, including submission of the PAVO *Code of Professional and Ethical Conduct, Conditions of Membership, General Waiver, and Media Release*.

These requirements are now monitored by the local

board chairs, who will award scorekeeper certification and basic line judge certification. National Line Judge Certification is only awarded by the NRT Director.

Many conferences and schools are now requiring certification in order to work as a scorer or line judge. Conference coordinators were recently asked to submit line judge recommendations to the Volleyball National Coordinator for consideration as post-season assignment, and the list of PAVO certified line judges accompanied that information as a testament to that training.

If you were certified in 2010, it's not too late to renew for 2011, to avoid a lapse in your certification and avoid starting the process over in 2012. Starting over will change the requirement for recommendation signature to **three** instead of the single signature required for renewal.

Please note the PAVO Board of Directors has changed the location for the year pin worn by certified line judges and scorekeepers. The pin is now to be worn on the right collar lapel, rather than on the patch itself. Please use Velcro to attach the patch, and wear the year pin on the right collar to indicate that your certification is current.



PAVO STEPS UP DURING NASO SUMMIT

by NASO Staff

PAVO was well represented when the National Association of Sports Officials (NASO) conducted its annual Sports Officiating Summit. The event took place July 31-August 2 at the Renaissance Atlanta Waverly Hotel in Atlanta, Ga.

On hand for PAVO were Marcia Alterman, executive director; Crystal Lewis, president; Julie Voeck, president-elect; and Joan Powell, former PAVO president. Voeck and Lewis took time to speak to about a dozen 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 heard from Voeck, who presented on a few different mechanics and rules-related issues.

"As a training and certification organization for volleyball officials, providing current information on volleyball rules and techniques is important," Voeck said. "During the breakout session the group discussed many of the differences between the three rule sets and techniques for high school (NFHS), college (NCAA) and club (USAV) volleyball. Examples of topics discussed included pre-match protocols and warm-ups, sanctions, mechanics, centerline violations, net faults and ball handling.

"The breakout session also included a discussion of rule changes that are being introduced in the USAV and NCAA rules that may be considered in other rule sets in the future. Examples discussed were more liberal

net contacts allowed in USAV and planned future NCAA rule changes, including end of rally signal sequence changes and rules governing the libero uniform," Voeck explained.

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

"The groundwork we laid in 2009 with four associations sponsoring sessions blossomed into seven sessions being sponsored in 2010 and eight sessions this year in Atlanta," Mano said. "Having PAVO on board made the volleyball breakout session a highlight of the entire Summit for officials. It was a wonderful reflection on PAVO's ability to provide authoritative officiating information." Mano said PAVO's presence on site added to the prestige of the event.

"The Summit is the 'industry event of the year' for officiating," he said. "To be able to count PAVO among the supporters and participants in the Summit simply puts an exclamation point on that statement.

"The theme for the 2011 Summit was 'Image in Officiating: The Perception. The Reality. The Focus.' With the assistance of PAVO and the other 58 Summit support organizations we not only explored those topics in depth, but we helped sports officials to better fulfill their promise. The challenges and opportunities officials and their leaders in every sport face are common ones. The Summit, its growth and reach stands as a testament to that fact."



CANDIDATE PROFILES FOR 2011 ELECTION

This fall, all registered PAVO members will have the opportunity to vote for and elect a new Director-At-Large. Members with Internet access are asked to cast electronic ballots. The PAVO office will distribute an announcement around Nov. 1 with instructions on the voting procedures. Those who need a paper ballot must contact Miki Kennedy at the PAVO Central Office (pavo@pavo.org). The election will remain open until Nov. 15th.

There are three candidates running for the position of Director-At-Large. Here are profiles of the candidates and the position they are running for:

Director-At-Large

A Director-At-Large is required to attend the annual board meeting and participate in scheduled board meeting conference calls. They are charged with soliciting member input and providing general member perspectives to the Board of Directors. They also assist in coordinating the annual convention and other special projects at the direction of the President. The Director-At-Large members are to communicate regularly with PAVO members and monitor membership trends.

Donnie Goodwin

Donnie Goodwin is a veteran volleyball official with significant officiating experience and leadership experience.

Goodwin received his PAVO and USAV national ratings in 1996. He has served as a clinician and member of the training team of referees for both USAV and PAVO. He has also served on the national rating team for both organizations.

Goodwin has a history of leadership in volleyball serving as head referee and assigner at major volleyball events. He is also currently the board chair of the SWESKY Board of Officials. He also has served as an assigner of collegiate volleyball officials for Division I and II and NAIA conferences.

Goodwin's officiating resume includes officiating several NAIA championships as well as officiating in the NCAA Division I post-season championship series. Goodwin currently officiates Division I and II NCAA volleyball as well as NAIA matches in 13 different conferences.

In addition to officiating, Goodwin has helped with video-taping the sessions at the PAVO convention and video-taping the officials at the NCAA national championships.

Goodwin is interested in becoming a candidate as he, "believes in the goals and philosophies of PAVO and wants to become more involved with the organization."

Verna Klubnikin

Klubnikin got her start in volleyball officiating quite by accident. She played volleyball at church and then in high school. She took an officiating class with a friend while a senior in high school because her friend didn't want to go by herself. Today, Klubnikin doesn't remember whether or not she even passed the class. She then went to college where she played volleyball for four years, graduated, and planned to become a legal secretary. However before she was able to find a job after graduation, a high school assigner who had officiated her matches in college called and asked her

Candidate Profiles
continued from page 6

if she would like to officiate some high school matches – for a fee of \$12 (for about two hours). Compared to the \$3.25 per hour she was making, the fees for officiating sounded great, and she became a volleyball referee.

Since her early days in volleyball, Klubnikin's career has advanced considerably. Today she is a member of the Southern California Board of Officials and is currently the PAVO Representative and Chairperson of their SCVOA Collegiate Council. She holds a PAVO and USAV National rating and has officiated for the Big12, Big Sky, Big West, Mountain West, PAC-10, WAC, and WCC conferences. Klubnikin has officiated seven Division I Final Fours along with many Division I Regionals and Division I first and second rounds. She also has officiated many Mountain West Conference tournaments. Klubnikin also officiated two Division II Final Fours along with several Division II Regionals. She has also been a long time USAV National Beach Official. Klubnikin was a linesperson for the 1984 Olympics in Los Angeles and a Supervisor of Officials at the 1996 Olympics in Atlanta. She currently owns and operates Roof Sportswear which sells officiating apparel and supplies along with volleyball team wear and fashion items.

Klubnikin said that she would like to be a candidate for the Director-At-Large as, "During these times of much change for PAVO, I think running for this position another time will bring stability for the Board in the next couple of years."

Jim Momsen

Jim Momsen's involvement in volleyball has been evolving for a number of years. He started as a recreational player before becoming a "volleyball dad" while his son played volleyball during his high school years. In 2003 he became a volleyball official, his current passion in volleyball.

Momsen has grown and developed quickly as a volleyball official, including getting involved in leadership roles. He works regularly as a line judge as Division I volleyball matches and began officiating as a referee at the Division I level this year. He is currently a PAVO state referee and a USAV national referee.

Momsen helped with the creation of the Wisconsin Board of Officials (WBO) and served as the inaugural board chair for WBO beginning in 2009. He has served as the officials' assigner for Badger Region and is now serving as the referee chair.

Momsen has served as a trainer and evaluator of officials. He also currently works as a line judge assigner for several Division I and III schools in Wisconsin.

In 2011, Momsen received the PAVO Meritorious Service Award for his work in assisting in the development of the PAVO OTP training clinics, working with the OTP clinic staff to organize and format the topics for the OTP clinics.

He sums up his philosophy regarding volleyball officiating and his interest in being a candidate for the Director-At-Large position: "Volleyball is a great sport. Obviously, I'm a very passionate supporter and promoter of the game and enjoy working with all of the wonderful people involved. I thoroughly enjoy facilitating the scorekeeping and rules clinics every season, as well as observing and developing the officials that I work with. I've been a strong advocate for the officials that I assign and help to train, and feel the urge to continue to do more for the game by serving as an advocate for the members of the PAVO community in the Director-At-Large board position. I want to give as much as I can back to the game that has meant so much to my father, to give "kids of all ages" (players, parents, fans, coaches, and officials) a positive environment in which to participate, and to have them be lifelong fans of the game."



12 REFEREES EARN NATIONAL RATING

2011 PAVO National Rating Team update

by Mara Wager
NRT Director

A dozen referees and 10 line judges earned their national ratings during PAVO rating sessions this fall. The PAVO National Rating Team conducted five rating sessions during the first few weeks of the 2011 collegiate season, including the University of Pittsburgh, University of Texas at El Paso, University of San Francisco, University of Illinois and University of Central Florida.

The new National officials are:

Terry Bush	Ohio	Dean Hoskin	Illinois	Kimberly Renquest	Colorado
Robyn Courchane	Minnesota	Terri Looney	Maryland	Angelle Simms	Louisiana
Sergio Gonzalez	California	Theresa Narantic	Illinois	Lisa Walter	Oregon
Anthony Hines	Ohio	Joseph O'Neal	Kentucky	Chad Zimmerman	Pennsylvania

In conjunction with the referee rating sites at Pittsburgh, San Francisco and Central Florida, PAVO conducted rating sessions for national line judge certification. The following line judges were successful in attaining their National Line Judge Certification:

Brenda Kirk	Maryland	Dale Nester	Pennsylvania	Mark Weschler	Pennsylvania
James Kirkpatrick	Alabama	Dean Roble	Ohio	Kevin Wiemken	Georgia
David Lambert	New York	Ted Tracy	Rhode Island	Matt Zatchey	Pennsylvania
Kevin Long	California				

PAVO would like to extend thanks to head raters: Paul Albright, Kathy Ferraraccio, Brian Hemelgarn, Julie Voeck and Mara Wager, and to the members of the 2011 rating team: Donna Carter, Mike Carter, Kevin Cull, Ross Erickson, Donnie Goodwin, Thomas Hoy, Steve Kenyon, Joan Powell, Larry Schwartz and Stacey Weitzel. Their hard work, professionalism, knowledge and teamwork ensured the success of this year's rating sites. Thanks to all for a job well done!

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2011 PAVO Officials' Convention – December 15 - 17

REGISTRATION-SAN ANTONIO

Your Name _____

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Home Phone _____ Work Phone _____

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

	PAVO Members Before 11/15/11	PAVO Members After 11/15/11	Non-PAVO Members Before 11/15/11	Non-PAVO Members After 11/15/11	Amount You Are Paying
Convention Registration *	\$175	\$225	\$200	\$225	
Includes all PAVO sessions and AVCA Marketplace admittance (dates & times TBD)					/ / / / /
"Mini" Convention Registration *	\$100	\$125	\$100	\$125	
Includes PAVO Social & Semi-final Analysis on Friday evening, and all Saturday sessions					/ / / / /
Extras and Options:					
NCAA Championship Match Tickets **	Tickets are not included with convention registration. Matches are on Thursday, Dec. 15 and Saturday, Dec. 17. All tickets sold in sets for both days, and are all in the lower bowl of the Alamadome. Limited quantity available – maximum 4 per registrant . Non-registrants may not place ticket orders. \$ 62 x _____ (No. of tickets)				--
AVCA/Jostens Coaches Honors Luncheon	Thursday, Dec 16-noon-2:00pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
AVCA All-America/ Players-of-the-Year Banquet	Friday, Dec 16-10:45am-12:45pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
Guest attendance	Friday 12/16. PAVO Social and Semi-final Analysis (Guest ticket only required for NON-convention registrants, maximum of TWO per registrant) \$ 30 x _____ (No. of guest tickets)				
TOTAL DUE					
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					
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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



DUES INCREASE AMONG RECENT ACTIONS TAKEN BY BOARD OF DIRECTORS

by Marcia Alterman
Executive Director

Please review the following updated information regarding recent actions taken by the PAVO Board of Directors:

- The amount each PAVO member will pay for dues to the PAVO central office in 2012 will be \$110, up from \$45 in 2011. This amount will include all PAVO member benefits as well as NCAA registration. (Any non-PAVO member who registers with the NCAA will pay \$100 directly to the NCAA.). An NCAA rule book will be included, and there are plans for other publication and travel benefits to be included as well. More information on this action will be in the next edition of the "Official Word."
- The AVCA Showcase has been eliminated as a point-earning event for renewing National Referee or National Line Judge Certification.
- The Director's title previously referred to as Rules Interpreter will now be called the Rules Director, with the responsibility of collaborating with the NCAA Secretary/Rules-editor (SRE), the NFHS rules liaison, and the USAV Rules Interpreter to represent PAVO members' interests and develop and distribute rules comparison information.
- A \$50 application fee was established for National Line Judge candidacy, regardless of application method (experience-based or NRT site).
- A \$25 renewal fee was established for National Line Judges who renew at the end of their term using the point-renewal method.
- Experienced-based National Line Judge applications must be submitted by Oct. 1 to be applied to the current year. Forms submitted after that date will be applied to the initial year of certification, which will be the next calendar year.
- Year pins worn by line judges and scorekeepers are to be worn on the right collar lapel rather than on the patch.
- Documentation to be applied to initial Basic Line Judge certification must be submitted by Dec. 31 to count for the current year.
- An election process was established for the situation where there are more than two candidates on the ballot for a directorship. A majority vote will be required to win, and if no majority is obtained on the first ballot, a second vote will be taken with only those two candidates who received the most votes on the second ballot.

If you have questions about any of the above topics, please contact a Board Delegate or Director-at-Large. Contact information is available on the back of this *Official Word*.



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
We'll do our best to answer your questions and address your concerns.
See you there!!!!



PAVO ANNOUNCES SCHOLARSHIP APPLICATIONS FOR 2012 OTP CAMPS

by Ross Erickson
OTP Camp Director

The 2011 PAVO OTP Camps drew high numbers of referees looking to continue their growth as volleyball officials. In 2012, PAVO will continue to provide these training and learning opportunities.

Each year, PAVO offers a limited number of scholarships to defray the cost of attending an OTP camp. These scholarships are funded by PAVO, USAV, various Division I conferences and individual donors. For the 2012 camps, PAVO is now accepting applications for those scholarships. Any member in good standing may apply for a PAVO OTP camp scholarship.

Anyone interested in applying for a scholarship should submit the following materials:

- o Scholarship application form (available on the PAVO website in November)
- o Letter of Interest
- o Letter of Recommendation

Your **Letter of Interest** should describe your officiating goals, your personal motivation for officiating and why you should be a scholarship recipient. Be honest in your self-evaluation of goals and motivation. Camps and scholarships are for all levels of officials, from first

timers to those who just desire a tune-up on skills, to those who want to advance their careers to the next level.

Your **Letter of Recommendation** should be from someone who is familiar with your work as an official and should be your Board Chair, a conference assignor or a PAVO National referee who has worked with you or has observed or evaluated you in the last 12 months.

Your application materials should be submitted by **March 1, 2012** to be considered for a camp scholarship. All materials must be submitted together - do not submit materials individually. Instructions for submitting scholarship applications will be detailed on the application form and will also be available on the PAVO website.

In order to be considered for a scholarship, the applicant must be a current PAVO member and must be registered for a camp. All scholarships are awarded after the recipient attends the camp.

Check in with the PAVO website for updated information on camps and schedules. Camp registration information will be available later this year.



USAVolleyball

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

USAV REFEREE CAMP PROGRAM

The USAV Referee Camps Program had great feedback last season and we are currently planning for the 2011-2012 season. If you are planning a referee camp, any kind of abbreviated camp format or just wanting to bring in USAV Training Team members to help with a tournament, let us know and we will be glad to plan with you.

How can we assist you? If your region needs more details, wants to experiment with camp structures or wants to find out more information on what has been working, please contact me.

Thomas Hoy, USAV National Referee Camp Director
at thoy@satx.rr.com



DOWN THE LINE

by Andy Martin
National Line Judge

Welcome to the first installment of “Down the Line”, a new section of the *Official Word* dedicated to the art of line judging. As the athleticism of players and the speed of the game have increased, PAVO has realized the need for an emphasis on line judging. Coaches have also stressed that line judges are now, more than ever, a critical part of the officiating crew.

With that in mind PAVO introduced the National Line Judge certification in 2009 - there are now nearly 90 National line judges. This year, PAVO is requiring all certified line judges to become members of a local board. The purpose of this column is to help educate not only line judges but also referees on the skills, protocol, and teamwork involved to help facilitate the best match possible as a crew.

With an almost blank canvas and a seemingly endless number of topics to choose from, it should have been easy to pick a topic for this inaugural column. My mind was spinning with where to start. Then, as if hit by a hard-driven ball, it dawned on me that there is no better place to start than with **teamwork**. As line judges and officials, our goal should always be to provide players the best match possible. That starts with working as a team. And remember, teamwork doesn't just take place during the match; it starts pre-match and continues all the way through post-match.

Laying a good foundation of professionalism is an excellent beginning to working with the rest of the officiating crew. Just as officials do, line judges should verify the start time of the match with the host facility. If you have never been to the facility before, it's also a good time to find out where to park, enter the gym, and if there will be an area to change into your uniform. After you have arrived, make it a point to introduce yourself to host management, your fellow line judge, the score table crew, and the referees. Although the R1 will conduct a formal meeting with the line judges, now is a good time to find out how many balls will be in rotation, if and where the ball retrievers will be located, and the exit protocol for intermission and the conclusion of the match. The line judges should also take a few minutes to get ready by moving onto the court and watching lines during warm-ups. Don't be shy! Trust me, the players enjoy the target practice.

One of the most overlooked areas of teamwork between the

referees and the line judges is the pre-match meeting with the R1. Most officials have been through this conference so many times it almost becomes a formality, but neither line judges nor referees should think of it this way. Basic ground rules of the match should be covered, such as the use of pursuit, but more importantly this is an excellent chance for the R1 to determine the experience level of the line judges. The R1 can then tailor the discussion to be commensurate with the line judges' background. Line judges should take this opportunity to clarify any protocol questions and verify the expectations of the R1. Showing mutual respect for one another creates a great team environment for the match.

With this solid foundation, the match should go well. The best evidence of teamwork during the match is the sense of communication between the line judges and R1. Watch the best line judges and referees work together – you can sense the unspoken communication. Line judges make confident signals and have great eye contact on every play no matter how obvious the call. The R1 may not make eye contact each time but keeps the line judges in the match. Maintaining this constant communication assures when the close call is made, both the line judges and the referees are confident the team is working together to get it right.

The final piece of the teamwork puzzle is the post-match debrief. Obviously the crew should discuss any unusual situations or controversies, but this is also a great time to provide feedback to one another. Referees should be open with line judges about what was done well and what may be an area for improvement. Referees should also allow line judges to provide feedback on the match, especially in the area of on-court communication. Finally, referees need to fill out post-match reports *including* information on the line judges. Much like referees, most line judges are seeking bigger and better matches. Without these feedback loops, line judges may never realize those opportunities.

Whether I am working as a line judge or a referee, the last thing I say to myself before the first serve is “let's give them the best match possible.” Working as a team is a great start to fulfilling that mantra – at least that's how I see it, looking down the line.



Being Officious Isn't Judicious

by Corny Galdones

Good officials are easy to tell apart. They just have it. Free of airs, their greater technical skills and regal presence jump right out at you. Ever watchful, they attend to every detail without being a killjoy or getting in the way, aware of when to back off as a rule and when to rule as needed. They're ever careful, too, of doing nothing wrong or extra to draw attention. Aiming to go nameless, these strong officials are seen and not heard, putting our trust in them at ease.

Confident to let their performance speak for itself, they take care of business and mind their own business. In other words, they do their job, do it well but are not officious. Some of us can't seem to resist being officious, ending up in a bad light. We have the urge to insert ourselves into every piece of action around us. If you're dying to be noticed or recognized, go for it. Show you know it all by making certain every rule and procedure is followed to the very letter in every chance you get. Insist it's perfect, not taking "no" for an answer. Throw your weight around and take over since things are doomed to fail unless you butt in to instruct others what to do and how to do it. Being a royal pain is minor. So what? You'll be famous and talked about, that's for sure.

Stop! If what was just said flew right over your head, it's nonsense. Only someone who's one less letter than banal would carry on like this. You don't want to go there. You're better off as an official to know what you must control and what you should leave well enough alone. If a situation doesn't fall under your authority, you're wise to keep out of it. Who cares if you feel something out of your hands is out of hand? Will it do any harm? Is it invading your space? If not, don't waste your time getting worked up and involved. If you're annoyed or concerned, get over it. Take a deep breath, relax. The sun will rise again tomorrow, trust me. Hold yourself back in sticking your neck out or sticking your nose in where it doesn't belong.

Here's an example. A dad (it's always the dad) in the stands behind you is yelling abuse at his daughter who's playing.

During a break in action, you turn around and tell him to cool it. You're asking for trouble. Let her coach handle this loudmouth. This actual incident may be extreme, but you get the idea. Keep an eye on what's going on. When there's an issue, step in if it interferes with the competition or could make a lawyer richer, which, sad to say, happens mostly in America. Otherwise, ignore it and move on. You have more important matters to look after as it is. Stay focused.

Depending on how you look at it, rules fortunately or unfortunately are necessary. Becoming hung up on the rules will tie you up in knots. Tying knots is for newlyweds and sailors, not officials. Besides, rules are only guidelines, common sense takes precedence. Granted, most times you have no choice but to go by the book. However, doing this automatically is a crutch, a sign of poor officiating. It's similar to a habit of overusing a drug, an addiction. Addiction creates zombies. Surely, that's not you. Learn to manage without this dependency by using your head as much as possible to develop sound judgment. Think! Better yet, think smart. While you're at it, be open and flexible. No doubt in your mind, whatever you produce is tops. Or is it? You don't want to hear it, do you? You know best, of course, at least you feel you do. Go on, be stubborn and declare "my way or the highway" if you want to leave a sour taste in the mouths of others.

How about trying this instead? Listen. It won't cost you a cent to do so. In fact, it may be worth your while because it invites input that could turn out to be better than what you came up with. Blowing off any offered suggestion doesn't do you any good. Hear it out. Take up its advice if it beats yours hands down. Being too proud to adjust can trip a person up. Don't let that be you.

What everything boils down to is this nutritious food for thought that's neither malicious nor facetious. Being officious is ambitious but not judicious. Poetic license aside, let the game come to you. Tighten up but lighten up to give you that fine edge. Good officials do.



2011 OTP CLINICS DRAW MORE THAN 1,700

by Anne Pufahl
OTP-Clinic Director

This year's OTP clinic provided rule clarifications, techniques and professional development information to more than 1,700 officials at 28 cities. Continuous increases in attendance each year shows the importance of an in-person clinic.

Despite the fact that this was a non-rule change year, the feedback regarding the clinic curriculum was overwhelmingly positive. I have personally reviewed each and every evaluation and was impressed at how well the material was received.

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 you clinic host a pat on the back.

I also want to thank PAVO Member Services Director Miki Kennedy who works quietly behind the scenes. She handles all the online registration questions (and complaints) with little or no credit. Please give Miki a big pat on the back for all of her hard work.

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,

Although the winds of change may be blowing, I am hoping that everyone understands the value of a live and in-person clinic.

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BARBARA VAUGHN ANNOUNCES RETIREMENT

by Suzanne Dodd Weissenburger

Barbara Vaughn dedicated more than 40 years to the sport of volleyball, but last week she announced her retirement from officiating. Her dedication and service to our avocation does not go unnoticed, as she encouraged and developed many new and experienced officials, coaches, and players. Vaughn's list of accomplishments and accolades is long, but the highlight of her career has been "meeting and working with so many great partners and people. Their continued friendships have meant so much to me over the years," she said.

Vaughn is known for her constant smile, her genuine personality, her integrity, and—because of her stature (5'2")—for using a monogrammed, hand-painted step stool on the stand at many sites. She helped to develop and mentor some of the southeast region's top officials, and helped to influence players to pursue officiating. She made impressions on one young student-athlete, BJ Willard, a former standout player at East Tennessee State and currently a PAVO National official. Willard fondly remembers Vaughn's first years of officiating in the early 1970s. "We were always happy to see her bounce through the gym doors... like she couldn't wait to officiate volleyball," she said.

After a career as a four-year letter winner as setter, and after earning her Master's Degree, both at Western Carolina University, Vaughn took her first job as a health and physical education teacher. She remained on faculty at Waynesville Middle School—the school where she continued to teach for the next 34 years—until her retirement from teaching in 2005. One of her students at Waynesville, Judy Green, went on to have a stellar career as a volleyball, softball, and basketball player at Western Carolina University. Green then entered the coaching profession as head volleyball coach at Montevallo, Alabama, and currently

Birmingham-Southern. About her former teacher, mentor, and friend, Coach Green commented: "Barbara has been an inspiration to me since seventh grade. She encouraged me to be who I wanted to be and to dream big. It has been rewarding to have her in my life as an official during my coaching career where I could still see her passion for a sport we both love dearly. She has impacted so many people and I am thankful to have been one of those lucky people."



Vaughn began officiating volleyball in 1971 as a way to return something to the sport that had provided so much to her. She earned her NAGWS National certification in 1982, after being rated by Fish Gupton, who went on to become a great friend and positive influence on Vaughn. Melinda Voorhies, another close friend in officiating and current Supervisor of Volleyball Officials for the Southeastern Conference (SEC), said about Barbara, "I don't think anybody will ever forget her. She's real." Vaughn's authenticity was apparent in the way she officiated, helping her to many post-season officiating assignments.

Continued on page 15

Barbar Vaughn
continued from page 14

A career of 40 years certainly contains many memorable officiating moments. She earned the privilege of working in 17 NCAA Division I and II national tournaments, two NJCAA National Championships, and one NAIA National Championship. Despite all these numerous post-season assignments, one moment that stands out above all the rest involves an exhibition match that she officiated in the early 1990s involving a team of three men who travelled the country to play various college volleyball teams. One of the players playfully argued a call with her as she worked as first referee. At 7 feet 1 inch, NBA All-Star Wilt Chamberlain stood face-to-face with Vaughn as she assessed him a yellow card, all in good fun.

Great officiating accomplishments mark Vaughn's stellar career, but it's the valuable friendships she developed over the years that helped maintain her enthusiasm for the sport, even through double knee replacements and health concerns within her family. She looked forward to dressing up in costume with

close friend Fish Gupton for matches played on Halloween, she enjoyed off days on the golf course with fellow officials, and she's probably the only official who can boast her own fan club at one Division I site! The team's 7th Man Club members, reading the name painted on her step stool, created a doll resembling Barbara, complete with pompons and matching hair. Not only did she make her mark on officiating, but she left a positive impression on fans as well.

Vaughn will certainly be missed by many people with whom she served to train, develop, and collaborate. Her contributions to the members of the Mid-Atlantic Volleyball Officials Board (formerly North Carolina VOB) and to the overall avocation of volleyball officiating have been indispensable. She can retire knowing that she made an indelible mark on volleyball, and after over 40 years of service to the sport, Barbara has earned the right to enjoy the stress-free days of retirement playing competitive pickle ball and singing in her church choir.



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