

Vol. 14 No. 5 • October 2012

# THE OFFICIAL WORD NEWSLETTER



## ROSS BERSTEIN WILL BE KEYNOTE SPEAKER AT PAVO CONVENTION

Noted author and speaker will present final session

by Donna Carter  
Board Delegate

Best-selling author and speaker Ross Bernstein will be just one of the highlights at this year's PAVO Convention in Louisville, KY., which will be held Dec. 13-15 at the KFC Yum! Center. This annual event is held in conjunction with the NCAA Division I National Championships.

Bernstein has authored nearly 50 sports books, and appeared on a plethora of television and radio programs over his career, including CNN, CBS This Morning, and ESPN. As an internationally recognized business speaker, Bernstein uses inspirational sports stories to energize and connect with the audience. His program, "The Champions Code", will illustrate what it takes to become the best of the best, and explore gamesmanship in sports as it relates to values and integrity.

Most of the convention sessions will take place at the host hotel, the Hyatt Regency Hotel Louisville. Rooms will be \$109 per night double occupancy, and will include complimentary Internet access. Early registration discounts will be offered through Nov. 15.

The convention will open with a senior member of the NCAA staff, Ty Halpin, presenting a session entitled "All In – the NCAA's Investment in Officiating". Halpin will offer the history and rationale of the NCAA's recent initiative to become more involved in officiating development in all sports, and the role that ArbiterSports plays in that effort.

In addition, Bill Topp, the vice president of Referee Enterprises (Also known as NASO), will present "The 23 Most Powerful Lessons of Officiating." He also will address the Board Chair Assembly.

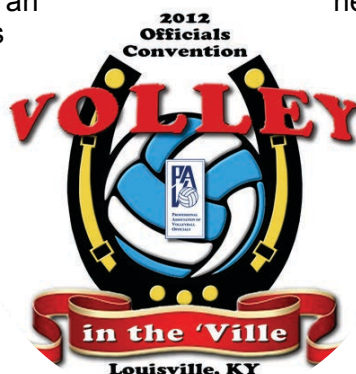
National Official C.J. McAbee-Reher will talk about "Leadership Officiating – On and Off the Court." And Executive Director Marcia Alterman, NCAA Coordinator Joan Powell and NCAA Rule Interpreter Anne Pufahl will lead a technical session that will feature lots of videos from the past season – a session that is always well-received.

A panel with referee, coach, and coordinator representatives will review the results of the newly instituted PAVO sanction survey, and explore the topic of "Sanctions and Coach Behavior – What Should We Expect?", which should prove to be most provocative.

The SWESKY board and Pioneer USAV Region will welcome attendees on Wednesday night at the opening night reception – providing the first opportunity to mingle and make some new friends. Other planned sessions include one about the Gender Factor in Coach/Referee Interactions, the always popular Coaches Panel, a Line Judge Panel, an on-court Sand Volleyball session, and a coordinator's panel. As always, there will be the PAVO Awards and the Friday night Social and Semi-Final Analysis.

The convention serves to recognize the leaders in our

*Continued on page 3*



NEXT OFFICIAL WORD  
PUBLICATION DATE:  
FEBRUARY 28, 2013



by Julie Voeck  
President

## PRESIDENT'S MESSAGE

### Mid-Season Check-up: Are you on Track?

It's mid-season. You've probably already officiated many matches, some with new partners and others with long-time colleagues, and you've probably had a few too many meals while driving.

Mid-season is a good time to check on where you are in relation to the goals you set at the beginning of the season. Are you accomplishing those goals? If not, why not? Are you focusing on meeting them or have you continued to work in your comfort zone without pushing the envelope of improvement a little bit?

Are you implementing what was taught in the clinics this year? Remember the discussion on officiating with courage (instead of hope)? Are you officiating courageously or taking the easy way out?

What about the new techniques we have been trained to implement as second referees? Have you adopted the new techniques and put them in practice in every match?

Now is the time to review your plans for the season and to make adjustments if necessary.

I'd like to share with you a few items from my mid-season check-up. The first is in the area of officiating with courage rather than hope. Recently I was scheduled for a match between two very talented and skilled Division I teams. Knowing there is a rivalry between these teams, I anticipated a challenging and highly contested match and was not disappointed. At one point during the match after I had already been challenged by both coaches on a number of close calls, I needed to make a solo touch call. I looked to both of the line judges, neither of who could support the touch, and my partner, who also did not have the touch. In spite of having to make the call solo, I gave myself the pep talk of officiating with courage and made the touch call that I already knew would be very unpopular with one team. I sold the call to the coach and team. The officiating team made the right call.

The other area I would like to address is the implementation and use of new NCAA techniques. The NCAA national coordinator had developed specific techniques on how the R2 should communicate with coaches regarding timeouts and substitutions. These techniques were discussed at the PAVO/NCAA clinics this summer. While we all take a little time to adopt and implement all the techniques, by now most of us should be making them part of our routine during matches. I am surprised, however, how many officials I see who have not adopted the new techniques – particularly continuing to tell coaches when they have used only one timeout. It's mid-season and we need to have the proper techniques in place by this time.

As for one of my personal goals that I shared with all of you in an earlier article this year - getting to the pole to view a pursuable ball coming back over the antenna – well, let's just say it's mid-season and I'm still working on it. Reaching this goal may take more than one season to reach.

See you on the volleyball courts.

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## NCAA/PAVO CLINICS SCORE HIGH MARKS

by Anne Pufahl  
Clinic Director

The newly-named NCAA/PAVO clinic program ended on a high note with a record 1,940 clinic attendees at 29 sites across the country. The collaboration with the NCAA helped to make this year's clinics a smashing success. As a matter of fact 97.5 percent of the attendees ranked the clinic content as excellent.

Thanks to all the clinic hosts for their time and hard work organizing and planning their clinics. Hosting is a thankless job, so make sure you give your clinic host a pat on the back the next time you run into them.

I want to also recognize Jim Momsen for crafting the Power Point display. His creativity and attention to detail is amazing. I also want to recognize Executive Director Marcia Alterman's efforts to provide the great video clips that are always the highlight of the clinic. She puts tremendous effort into reviewing and editing match after match for that one teachable moment.

Thanks to the NCAA/PAVO clinicians who gave up multiple summer weekends to travel across the country to conduct the clinics. This year's clinicians were Mary Blalock, Brian Hemelgarn, Marcia Alterman, Julie Voeck, Steve Thorpe, Joan Powell and Anne Pufahl.

NCAA/OTP Clinic by the numbers:

- Average mileage traveled to attend a clinic: 107.3 miles
- Shortest average mileage to attend a clinic: Rochester, NY-58.78 miles
- Longest average mileage to attend a clinic: Phoenix, AZ-262.47 miles
- Longest distance an attendee traveled to attend a clinic: Phoenix, AZ-800 miles
- Shortest distance an attendee traveled to attend a clinic: Tacoma, WA-1 mile
- 246 attendees requested information regarding the OTP Officials Camps.
- 213 attendees requested information regarding upgrading their rating.
- 153 attendees requested information regarding the PAVO Officials Convention.
- 111 attendees wanted more video clips shown during the clinic (Note: this year's clinic had 48 video clips).
- 41 attendees wanted more time spent on referee/line judge interactions
- 34 wanted more time spent on ball handling

I want to thank all of you for your insight and suggestions. As you can see I read each and every evaluation and will consider each suggestion made as we plan the 2013 clinic program.

*Convention  
continued from page 1*

profession, and celebrate the officials who are performing at the top of their craft. It's also a great opportunity to network and visit with officials, assignors and friends.

If getting time off of work is an issue, you can register for the "Mini" Convention; this option includes a discounted price, the Friday night PAVO Social and Semi-Final Analysis, and all Saturday sessions. PLUS your PAVO Convention badge will gain you access into the AVCA Exhibit Show.

Be sure to check the PAVO.org website - Convention

tab – Schedule link to see the schedule and get additional information. Online registration is available this year on the PAVO E-store. You can also reserve your room online using the Hotel link on the PAVO website.

So, what are you waiting for? Fill out your registration form and get it to Miki, and join us in "The 'Ville" in December. Check the PAVO website for hotel information – the rooms at the Hyatt are selling out very quickly, but backup hotels are available as well. There will be something in Louisville for everyone – make plans now to join us!



## Early Rotten Never Ripens

*by Coryn Galdones*

So, you've been promoted to join the best. Congratulations! All the hard work and countless hours you devoted finally paid off. You have made it. What's more, you have it made. A major patch adorns your uniform, a prominent group has picked you up and you're receiving plum assignments. You've arrived, hot stuff. Let it be known you're a star much better than the rest. Hold your nose high and flaunt your new prestige. Look to be catered to, expect people to jump when you say "Jump!" and consider your word as gospel. Feel free to be in your own world full of yourself, making it all about you. Ignore the critics. You deserve every right to act this privileged and superior. After all, you are the greatest, no doubt about it.

No one can teach you anything anymore, not even veteran officials who have seen and done a lot more than you. That's right. As a case in point, you passed a recent evaluation ordeal where some of the top officials around taught you everything there is to know about officiating. Hence, you're up to date while the old farts are behind times. Hearing them out has little value because they don't know what they're talking about. If you have them beat in rank, it's more the reason not to pay attention to what they say. Sure, you appreciate all they did to help you reach where you are. But they're no use to you now. Besides, you know it all. Show off how smart you are every chance you get. When a familiar topic is explained to you, nod your head and go, "I know." Listening is a waste of your time. Don't bother. Blow it off.

You don't have to answer to anyone. If you disagree with what you're told by a fellow worker for instance, it's your way or no way. You're always right. Never feel otherwise. Question and challenge their view. Go over their head or take over if you must. Have no shame to be a pompous ass, a pain in the ass or

simply an ass. Just win, baby! Gloating over it with an "I told you" is oh, so sweet. Nanny, nanny, boo, boo. If you create a mess, so what? All you need to care about is looking out for yourself. Working together to get things right for the good of the game and everyone else is none of your concern. Attitude? What attitude?

Stop! If you subscribe to the above, I have news for you. You're wrong, dead wrong. Your journey hasn't ended. It really has only begun. You're already far off course, of course.

Becoming eligible to rub shoulders and break bread up the food chain with those elite doesn't entitle you a license to go ape over being high and mighty. Cool your jets. Rushing to enjoy the fruits of your labors without first proving you're worthy of your new status and earning respect is sure to get you known for the wrong reasons. You best maintain some humility and sense or else you'll be rotten before you ripen. No, make that much humility and sense for you don't know yet what you don't know. As Mark Twain said, "It's better to keep your mouth closed and let people think you are a fool than to open it and remove all doubt."

Focus on becoming better. Opportunities for added experience and wisdom abound for you to grow and mature as an official and a person. Get hold of these. Every piece of trade material that you run into, soak it up like a sponge. This sea of information teems with pearls. Understand and be expert in their proper use. Top it off by being free to share tips you learn, especially what it all means. It's credibility you're after. Establish that your judgment as well as your character are ever solid, you're as good as gold. Folks will come to value, trust, and rely on your redeeming qualities. Ultimately, they'll think the world of you, seek you out and maybe hold you in reverence. That's respect. It won't happen overnight. Give yourself time.





by Julie Voeck  
President

## PAVO OTP CAMP PROGRAM

In 2012 PAVO hosted eight camps throughout the country at a variety of venues, offering opportunities for referees of all levels of experience.

PAVO continues to offer several levels of camps that offer a variety of training opportunities for officials. Camps allow officials to get classroom training with instruction from clinicians and a perspective on officiating from coaches, on-court performance evaluation with video-recording, and feedback from staff.

- Three advanced camps were held again this year. Two advanced camp were held in conjunction with a Division I spring tournaments: one at the University of Central Florida and the other at the University of San Francisco. The third advanced camp was held jointly with USAV at the national collegiate club volleyball championships (NCVF) in Kansas City.
- Three collegiate referee training camps were held in conjunction with Division I spring tournaments (Michigan State, Minnesota and Drake).

- Two referee training camps were held in conjunction with club tournaments: one camp was held at a women's college club tournament at Marquette University and the other at a junior girls' tournament at Penn State University.

**Scholarships** Each year scholarships are offered to camp participants. This year's winners were:

Lewis Development Scholarship: Ann Stewart

Matt Manligius Memorial Scholarship Award:  
Andy Baehr

PAVO Scholarship Award:  
Hana Milord and Tim Steward

USAV Scholarship Award:  
Michael Goodall and Ron Hill

Congratulations to all scholarship winners!

A "BIG THANK YOU" goes out to all of the staff who helped to make the camps a success again this year.

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

Have you seen all the training modules regarding USAV play?



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Visit the  
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Do you have a question on a USAV rule?  
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Are you wondering if you handled the situation in your last match correctly?  
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[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!!!!



## NEW PAVO DIRECTOR'S POSITION

### WILL FOCUS ON RECRUITING, DEVELOPING AND RETAINING MEMBERS

by Marcia Alterman  
Executive Director

There is a universal need to increase both the quantity and quality of volleyball officials across the board. In response to that need, the PAVO Board of Directors has established a new director's position.

The first Director of Membership Development will be appointed to a term on the PAVO Board of Directors beginning Jan. 1. The initial term will be a 2-year stint, to dovetail into the existing rotation of terms on the overall board. Starting in January 2015, terms for the new director will be three years, which parallels other appointed directors.

A committee appointed by PAVO President Julie Voeck worked on the first draft of the job description for the new director. Those tasks includes:

- Reaching out to other pockets of volleyball interest to identify potential collegiate referees: NFHS, local recreation departments, older junior club players, USAV adult teams, and NCAA players.
- Developing mentoring programs that can be implemented by local PAVO boards to attract and develop new officials within those organizations.

- Use the PAVO website and Internet networking to broaden the reach and increase visibility for PAVO programs
- Developing a long-term plan for recruitment and development of officials.
- Developing incentive programs for PAVO boards that show significant growth in membership.
- Developing a budget for scholarships and other incentives to promote the use of PAVO training camps, convention attendance, and other training opportunities.

The individual initially appointed to this position will have a great deal of input into the final job description and program development. The appointment the position will be made in the next 45 days.

If you are interested in this position, or know of someone who would be outstanding in this role, please submit names and contact information to the PAVO Central Office ([pavo@pavo.org](mailto:pavo@pavo.org)). If you have questions about the position, contact PAVO President Julie Voeck ([president@pavo.org](mailto:president@pavo.org)).



## OFFICIALS' UNIFORM CLARIFICATION

### Fleece garment not approved for wear

by Marcia Alterman, PAVO Executive Director, and  
Kathy Ferraraccio, USAV Officials Development Consultant

Some of the approved vendors are currently selling a fleece pull-over, marketed as a "sweatshirt" or "cadet crew" that is embroidered with the "Certified Volleyball Official" logo.

The use of this garment was discussed at length by both the PAVO Board of Directors and the USAV Officials Executive Council. While this garment can be worn to the court, just like a jacket, it is not approved for wear once play begins.

The only garments that may be worn once the match begins are:

- White short-sleeve or long-sleeve uniform shirt
- V-neck vest
- V-neck sweater

All of the above garments should bear the "Certified Volleyball Official" logo, and must be purchased only from an approved vendor.



USA Volleyball.



**USA Volleyball**

by Donna Wigton  
Director, International Indoor Scorers

## NEWS FROM INTERNATIONAL SCORERS

Congratulations to our newest USA-International Indoor Certified Scorers! Four of our Qualified National Scorers passed their certification clinic at the NORCECA Junior Men's U-21 Continental Championships in Colorado Springs the last week in August. We welcome Jane Dong (SC), Travis Karlin (NO), Carlos Rodriguez (LS), and Jennifer Williams (FL) to our cadre, and thank them for a job well done. Thanks to raters Dixie Collins and Becky Brockney for their time and expertise in helping me with a successful tournament. We all got better on both the paper and electronic scoresheet, and learned a lot from each other. I was impressed with the preparation, teamwork and excellent work of the candidates. I know the future of our cadre is in good hands!

The High Performance Championships in Des Moines was a success as well, and I thank all the scorers working that event (announced in the June *Official*

*Word* issue). A few corrections – due to some last minute unavoidable conflicts, Roger Thinnies, Ross Erickson, and Renee Paser-Paull were replaced by Dan Kitchel (LK), Roger Ozima (GL), and Lyman Johnson (SC). A big 'Thank You' to these last three for filling in at a moments notice! Tina Stanley (GP) was moved to the training court. Everyone worked very hard, learned much, and got lots of experience on the International scoresheet!

The next thing on the horizon is how any new FIVB rules for the next quad affect our scoring procedures and techniques. I will be working with the USA Indoor Referee Commission in updating our manual to reflect these changes. This may take awhile, so be patient!

As we approach the USAV season, remember to plan some practice time on the "big sheet" to keep your skills sharp. Enjoy the holiday season and see you next year!

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## PAVO SUPPORTS NASO SUMMIT

*Reprinted with permission from NASO*

PAVO served as a major backer when the National Association of Sports Officials (NASO) conducted its annual Sports Officiating Summit July 29-31 at the Marriott Downtown Waterfront in Portland, Ore.

Representing PAVO were President Julie Voeck, Executive Director Marcia Alterman and board member Donna Carter. Voeck led a session for referees, assigners, local association officers and state association leaders in a volleyball-specific breakout session. The session was sponsored by PAVO. Those individuals reviewed a PowerPoint presentation and video on volleyball plays and situations.

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

"For the fourth year in a row, we asked important officiating organizations in respective sports to take

the lead in presenting the Summit sport breakout sessions," Mano said.

"The groundwork we laid in 2009 with four associations sponsoring sessions blossomed into all seven sessions being sponsored in each of the last three years."

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. To be able to count PAVO among the supporters and participants in the Summit simply puts an exclamation point on that statement," he said.

"The problems and issues that officials in every sport face are common, and the Summit, with the support of PAVO, helped not only explore those issues, but work for solutions."

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## 2012 PAVO Officials' Convention – December 13 - 15

### REGISTRATION-LOUISVILLE

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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 11/15/12	PAVO Members After 11/15/12	Non-PAVO Members Before 11/15/12	Non-PAVO Members After 11/15/12	Amount You Are Paying
<b>Convention Registration *</b>	\$175	\$225	\$200	\$225	
<b>Includes all PAVO sessions and AVCA Marketplace admittance (dates &amp; times TBD)</b>					
<b>"Mini" Convention Registration *</b>	\$100	\$125	\$100	\$125	
<b>Includes PAVO Social &amp; Semi-final Analysis on Friday evening, and all Saturday sessions</b>					
<b>Extras and Options:</b>					--
<b>NCAA Championship Match Tickets **</b>	Tickets are not included with convention registration. Matches are on Thursday, Dec. 13 and Saturday, Dec. 15. All tickets sold in sets for both days, and are all in the <b>lower bowl</b> of the Yum! Center. Limited quantity available – <b>maximum 4 per registrant</b> . Non-registrants may not place ticket orders. <b>\$64 x _____ (No. of tickets)</b>				
<b>AVCA/Jostens Coaches Honors Luncheon</b>	Thursday, Dec 13-noon-2:00pm. <i>May overlap some PAVO Convention sessions.</i> <b>\$ 45 x _____ (No. of tickets)</b>				
<b>AVCA All-America/ Players-of-the-Year Banquet</b>	Friday, Dec 14-10:45am-12:45pm. <i>May overlap some PAVO Convention sessions.</i> <b>\$ 45 x _____ (No. of tickets)</b>				
<b>Guest attendance</b>	Friday 12/14. 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



**USA Volleyball.**

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

## USAV REFEREE CAMPS

The USAV Referee Camps Program had great feedback last season and we are currently planning for the 2012-2013 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. [thoy@satx.rr.com](mailto:thoy@satx.rr.com)



*by Mara Wager  
NRT Director*

## PAVO AWARDS NATIONAL PATCHES TO 10 REFEREES

Ten officials were successful in obtaining their national patches during rating sessions conducted this fall, and two line judges earned their national ratings.

The PAVO National Rating Team conducted five rating sites this year University of Iowa, University of Maryland, University of Dayton, Western Kentucky University and Purdue University.

The new National referees are:

George Calton, JR, Toledo, Ohio

Christina Fiebich, St. Paul, Minn.

Rony Gilot, Brooklyn, N.Y.

Mic Huffman, Leitchfield, KY.

Chris Johnson, Plymouth, Mass.

Carlos Charlie Tamez, Buda, Texas

Moises Santiago, West Palm Beach, Fla.

Ryan Tighe, Fremont, Neb.

Louis Ventura, Claremont, Calif.

Suzanne Dodd Weissenburger, Greenville, S.C.

PAVO would like to extend thanks to head raters: Donna Carter, Mike Carter, Kathy Ferraraccio, Brian Hemelgarn, Julie Voeck and to the members of the 2012 rating team: Marcia Alterman, Charles Ezigbo, Ross Erickson, Donnie Goodwin, Steve Kenyon, CJ McAbee-Reher, Michelle Prater, Michael O'Connor, Glenn Reid 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!

In conjunction with the referee national rating site at the University of Iowa, PAVO conducted a rating session for national line judge certification. The following line judges were successful in attaining their National Line Judge certification:

Colleen Madera, Champaign, Ill.

Ted Moser, Cedar Rapids, Iowa.

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## PAVO ELECTIONS ARE COMING SOON ... SO HERE ARE YOUR CANDIDATES!

November is not only an election month for our country, but PAVO members will also be asked to vote on three positions for the PAVO Board of Directors. The slate of nominees running for these positions is packed with experience, enthusiasm, and leadership qualities. Voting will begin Nov. 1 and close Nov. 15. All current PAVO members will receive an e-mail with a link to an electronic ballot. Voting is quick and easy, so there should be no excuses for not voting!

### **Brief description of the President position:**

If the incumbent president is re-elected, she will serve a second two-year term, completing the current 2012-13 term and serving another term for 2014-15. If a new president is elected, he or she will take office on Jan. 1, 2013 and serve a year as president-elect, then will take office as president for 2014-15. The successful candidate will remain on the board for the fourth year as past-president. Duties of the president-elect and past president include chairing the Nominating and Honor Award committees and fulfilling other duties as assigned by the president. The duty list of the president includes directing the affairs of the board, presiding at all meetings and setting agendas. The president also represents PAVO at other volleyball and officiating gatherings.

### **Brief description of the Director at Large and Board Delegate positions:**

The elected representatives will serve a three-year term starting in 2013. Besides attending the annual Board of Directors meeting to represent the membership, duties include fostering positive relationships with local PAVO boards by addressing local board and member issues that arise, and undertaking other assignments as directed by the president. Both directors must be a PAVO member in good standing.

### **PRESIDENT CANDIDATES:**

(Listed in Alphabetical order)



**Mary Faragher**

Mary Faragher began her volleyball officiating career in 1981 and has worked at various levels since – recreational/intramural, junior high, high school, NCAA Division I and II, NAIA, NJCAA, NCCAA, and USAV. Faragher earned her National PAVO certification in 1996 and National USAV patch in 1997.

She has been a PAVO member since 1987. She served on the PAVO Board of Directors from 1996-2004 in various positions: director of Principles and Techniques, secretary, Officials Training Program director, and director of the Officials Training Program-Camps. In those roles, she also held a seat on the national governing body rules committee. She was instrumental in developing power point presentations with video for training clinics held across the country, and in advancing the technology used at training camps. She served on the PAVO National Rating Team and on the National Training Team that prepared and delivered training materials for officials of all levels across the country.

At the local level, Mary has served on the Board of Directors for the Kansas Association of Volleyball Officials since 1990 as the secretary, scheduler, and the board chair. She continues to serve as the Conference Liaison and gives clinics and rates/trains local officials.

Her involvement in USAV includes being a member of the Heart of America Region since 1987. She served at the region level as associate commissioner for Kansas and was the Wichita Area Female Representative from 1987-1995. She has served on



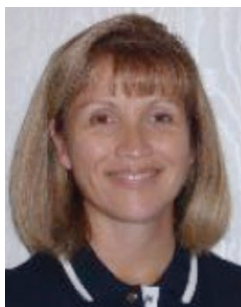
## Elections

*continued from page 12*

the National Rating and Training Teams at camps and clinics across the country. She officiates all levels of adult and junior volleyball locally and nationally. She received the Outstanding Official Award (1996), the Silver Whistle Award (1998) and the Heart of America Region Meritorious Service Award (2005).

Mary currently works in the Big 10, Big XII, Conference USA, Missouri Valley, and the Big East conferences. Within these conferences, she has worked several conference championships. Her officiating resume includes Division I championships, first/second rounds annually since 1997 and five regionals. Her Division II postseason officiating includes two national championship finals. She has worked three NAIA national championships, including two championship finals.

"I am looking forward to the opportunity to work closely with the PAVO cadre of officials again. We have a great group of people striving to be the best possible stewards of the game. As the landscape of volleyball officiating continues to change, PAVO can readily provide the leadership and training for officials of all levels and rules codes. A healthy relationship with all of the other members of the volleyball community and officiating industry will strengthen PAVO and maintain a positive presence in the volleyball world. I welcome the challenge and opportunities that come with this endeavor", Faragher said.



**Julie Voeck**

Voeck became the President of PAVO in January 2012. Previously, she held the position of director of Officials Training Programs - Camps for PAVO from 2004- 2011. She originally joined the PAVO board as a Member At Large in 2001. Julie has organized PAVO training camps in a variety of venues, including spring collegiate tournaments, junior events and collegiate club tournaments.

Voeck is a PAVO and USAV national referee. She became an international referee in 2004. Julie also holds a national beach referee rating. She is a

member of the National Rating and Training teams for both PAVO and USAV. She currently serves as the commissioner for the Badger Region.

Julie officiates for the Big 10, Big 12, Big East, Horizon, MAC and Summit Division I collegiate conferences. Her post-season experience includes officiating the NCAA Division I tournament, including the national championships in 2011. She also officiated the Division III volleyball championships in 2011. She has also officiated conference tournaments for the Big East, Conference USA, Horizon, and Missouri Valley conferences. Voeck also worked as a line judge for the women's NCAA Volleyball Division I women's volleyball tournament semifinals and finals in 2000.

Julie's international officiating experience includes participation in the world military games from 2006-2011 and several NORCECA women's events. In 2009 she officiated at the Final Four in Lima, Peru. In 2010, Julie officiated at the women's Pan Am Cup in Mexico. Voeck's international officiating has taken her to a variety of countries including Brazil, Germany, India, Mexico and Peru.

Julie holds a bachelor's degree in Mechanical Engineering and a master's degree in Business Administration. She is director Legislative and Regulatory Affairs for NextEra Energy Resources.

Julie said, "I believe PAVO is an outstanding officiating organization that has made tremendous contributions to volleyball officiating. PAVO continues to do a great job in improving the quality of volleyball officiating through education, training, mentoring and certifying volleyball officials. PAVO has made major contributions to the quality and professionalism of volleyball officiating through the individuals that devote their time to the PAVO programs. PAVO has seen significant changes during the last several years, particularly in the areas of technology and in its relationship with the NCAA and Arbiter. PAVO has embraced these changes to provide members with enhanced services, such as additional on-line educational materials. I look forward to the opportunity to continue to help lead an organization with such dedicated individuals and great programs that focus on excellence in all aspects of volleyball officiating."

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## Elections

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### DIRECTOR AT LARGE CANDIDATES:

(Listed in Alphabetical order)



**Marcia Costley**

Costley began her officiating career in the grass roots program of a local high school association in 1984. The love of the game pumped through her veins and brought her to a higher level, joining the Oregon Collegiate Volleyball Officials Association (OCVOA) in 1990. Formerly known as (NOB) Northern Oregon Board, she served in several roles as member at large, secretary, chair elect & chair from 1998 through 2002. Her dedication continues as she remains on this board as a member at large.

Marcia earned her National PAVO rating in 2000. She currently is officiating for three Division I conferences, Big Sky, Pac-12 and West Coast Conferences, as well as local Division III, NAIA and junior colleges. She attended the NAIA National Championships in 2001 and 2002.

She joined USAV and the Columbia Empire Volleyball Association (CEVA) in 1990. Marcia obtained her Junior National rating in 1998, National Referee rating in 2001 and National scorer 2003. She added more administrative roles to her duties, as the current referee chair, starting in 2000. She served as the officials' coordinator 2007- 2011, which brought on the responsibility of serving on the CEVA Board of Directors during this term.

Marcia was awarded the CEVA Outstanding Service Award in 2012, Referee Chair of the Year award in 2010 and currently is a member of the USAV National Training Team.

Marcia said, "I enjoy giving back to the sport by mentoring and fostering growth at all levels of officiating. By starting out locally, to expanding with in my region and covering the Great Northwest, then advancing to the National level many officials have been reached. I continue to train and evaluate officials at a local high school association, Emerald Empire Volleyball Officials (EEVO) as well as hold a BOD of Directors position as Treasurer. I am interested in serving the membership by carrying this training aspect over to the PAVO Board of Directors."



**Lester Hayman**

Hayman is a veteran volleyball official who is active in both PAVO and USAV. He is currently working as a PAVO state referee. Lester is a member of the Coastal Georgia Board of Officials where he is currently serving his fifth year as board chair. He also serves as a clinician, rules interpreter, and evaluator of officials for the organization. Lester has served as an officials' assignor for Division I and NAIA schools. He has officiated Division I and Division II NCAA volleyball as well as NAIA matches. He has officiated for the Mid-Eastern Athletic Conference, the Peach Belt Conference, and The Sun Conference. Most recently, Lester served as host for the 2012 NCAA / PAVO OTP National Clinic in Savannah, Ga.

Hayman is active at all levels of volleyball. In addition to his duties with the Coastal Georgia Board of Officials, he serves as president and assignor for the Savannah Volleyball Officials Association. He is a USAV CAP certified coach and the founder of Coastal Georgia Volleyball, a juniors club located in Savannah, where he currently serves as the club director. He is a member of the National Youth Sports Coaches Association.

Lester has more than 30 years of management experience and specializes in project management. He has worked on many sports-related projects, including serving as the Olympic Village Transportation coordinator during the 1996 Olympics in Atlanta. He currently works for the City of Savannah (Savannah, Georgia) as a program coordinator.

Lester said, "If selected as a Board Delegate, I would work as an advocate for the officials within the volleyball community by bringing their perspectives and ideas to the Board of Directors. I would assist with development of grassroots training materials dedicated to improving the quality of volleyball officiating and would work with local boards to help increase the number of experienced officials through the development of education and mentoring programs."

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*Elections*  
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### **Bill Thornburgh**

Bill Thornburgh began his officiating career in volleyball in 1993 and has worked at all levels since, including CYO, junior high, high school, NCAA Division I, II and III, and NAIA. He also calls matches through USAV. Bill earned his National PAVO certification in 2003 and National USAV patch in 2004. A little known fact to most, he also holds an Australian National rating, which he obtained in 1999 while living abroad.

Thornburgh currently works in the Big 10, SEC, Big East, Missouri Valley, Atlantic 10, Sun Belt and a variety of other Division I conferences. His officiating resume includes conference championships in Division I, II and III, and NAIA conferences, including the Division I tournament on multiple occasions. He was a member of the Final Four crew for the Division II Championships in 2011.

Thornburgh is a member of Indiana PAVO board and has been on the executive board since 2001. Some of his responsibilities included setting up pre-season scrimmages, test administration, and evaluating board members. Thornburgh has been the board chair for the past four years, and was recently re-elected to another two-year term. During his presidency, Indiana PAVO board has increased its membership, offered more training opportunities for its members, and they are one of the few PAVO boards to have implemented a formalized mentoring program.

In addition to officiating, Thornburgh has been an active staff member for the OTP training camps and the USAV rating and training teams over the past four years. Bill is an active evaluator within the Hoosier Region during the USAV season and acts as a clinician for IHSA certification clinics during the high school season. His career as a teacher carries over into the volleyball world and Bill truly enjoys the education, training, and mentoring of other officials.

About being a candidate for the Director-At-Large position, Thornburgh said, "I want to get more involved in leadership at the national level and contribute more

to our organization. I am interested in helping to improve the communication between local boards and the national office, as well as helping to improve and share ideas for how local boards train their members to become better officials."

### **BOARD DELEGATE CANDIDATES:**

(Listed in Alphabetical order)



### **Christina Fiebich**

Fiebich has a varied professional skill set that she feels would prove an asset to the PAVO Board. She is a strategic communication and brand management consultant. In that role, she advises a diverse client base and has successfully provided innovative solutions and initiatives to meet their needs. She taught applied research at the University of Minnesota, worked as the Communication and Research director for a new media think tank, and has extensive public relations and event coordination experience.

Christina played Division I volleyball at Wichita State University, coached club teams and camps in college, and played A/AA as an adult. She found the officiating bug found through those experiences and began her career at the 2006 USAV Junior Invitational in Minneapolis. That fall she began officiating high school which quickly lead into both USAV and NCAA matches.

An active member of the Metro Board of Officials in Minneapolis, Christina currently serve as secretary for the local group, and acts as technology resource consultant, maintaining the board's webpage, content and resources. She received her first Division I assignments last year in the Summit and Great West conferences and has been added to the Big Sky roster this fall. Christina had the honor of officiating the 2011 NJCAA DIII championships, including the finals match, and has officiated multiple DIII conference championship matches. She is a USAV National Referee and Scorer and serves the North Country Region as a rating team member, trainer, observer and evaluator. She also trains and evaluates collegiate officials through the local PAVO board at the Division II

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## Elections

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and III levels, as well as assisting at training events for the Minnesota State High School League. She was recently named the Minnesota State High School Rules Coordinator for the Twin Cities area, the largest region in Minnesota.

Christina said, "I'm dedicated to becoming the best official I can be and am eager to contribute to our professional organization. As a board member, I would work diligently and dedicate my time and expertise to ensure that PAVO's mission endures and grows."



**Jim Momsen**

Jim's involvement with volleyball includes a variety of roles:

- A recreational league player (in the 80s-90s)
- A "volleyball dad" (in the 00s)
- An official (since 2003)
- A member of the local PAVO

boards – NIBOWS & Wisconsin Board of Officials (since 2004)

- A member of the local USAV Region board - Badger (since 2008)

Jim is very active in the PAVO/Wisconsin Board of Officials (WBO) member. The highlights of his history with PAVO include:

- 2004 - Joined PAVO through the Northern Illinois Board of Officials (NIBOWS).
- 2004 through Present - PAVO certified Line Judge.
- 2006 through Present - Facilitated local PAVO Official and Line Judge training sessions.
- 2007 – Earned PAVO State Referee rating.
- 2009 – Assisted with the creation of the Wisconsin Board of Officials (WBO).
- 2009-2010 Served as the Board Chair for the Wisconsin Board of Officials.
- 2008 through Present – Assisted in developing the PAVO OTP training by working with the National Clinic Staff to organize and format the topics for the PAVO OTP Clinic PowerPoint presentation.

- 2008 through Present – Assisted in developing the PAVO Scorekeeper Training and Testing.
- 2008 through Present - Line Judge Assigner for Marquette University and two NCAA Div. III schools.
- 2009, 2010, 2011 - Attended the National PAVO conventions in Tampa, Kansas City, and San Antonio.
- 2011 – Awarded PAVO Meritorious Service Award.
- 2011 – First Referee for NJCAA Div III National Championship match.

Jim's history with USAV Badger Region includes:

- 2003 – Joined USAV/Badger Region as a referee.
- 2005 through Present – Facilitated officiating and scorekeeping clinics for the Badger Region.
- 2006 – Awarded Regional Referee rating through Badger Region.
- 2006 – Awarded the USA Volleyball Robert L. Lindsay Meritorious Service Award.
- 2006 – Implemented the first on-line referee assigning system for Badger Region.
- 2006 through 2010 - Badger Region Officials Assigner.
- 2008 through Present – Southeast Rep for Badger Region Volleyball - participated on two player eligibility Boards of Review during terms of service.
- 2008 – Earned USAV Junior National Referee certification in Dallas.
- 2009 & 2010 - Selected to officiate at the USAV High Performance Championships in Austin, TX and Wisconsin Dells, WI.
- 2011 through Present - Badger Region Referee Chair.
- 2011 – Earned USAV National Referee certification in Minneapolis, MN.

Jim has background and expertise in organizational development and corporate training that he feels would be beneficial in representing local board issues and concerns as well as assisting with development of grassroots training materials.

"I want to give as much as I can back to the game that 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 have them be lifelong fans of the game," Momsen said.



There have been two Rules Interpretation Newsletters produced so far in the 2012 season. If you have not yet reviewed those newsletters, log in to the NCAA Central Hub right away, and click on the item in the left-hand menu. The Central Hub is the ONLY resource for the NCAA Rules Interpretation Newsletters.





by Joan Powell

## VOLLEYBALL GOES TO THE PENTAGON

When Matt McShane, former University of California assistant coach, accepted the head volleyball job at the United States Air Force Academy, he stated that he had always wanted to serve his country and that this position was the closest he could come to that goal.

With one year of USAF coaching under his belt, McShane decided it was time for all of the service academies to assemble and play in a pre-season tournament. His fairly simple idea then turned into a national security concern when he expanded his creative juices and requested that the tournament be played AT the Pentagon and chose the weekend nearest one of our nation's most significant and memorable dates – 9/11.

After permission was granted, the logistical landscape began to take shape. With the military academies invited, USAFA, Army, Navy and The Citadel, the University of Denver rounded out the two-day tournament roster.



Certainly, one cannot conduct a tournament without officials. Six of our own were invited to serve their country one more time, bringing their accumulated 109 years of service (before retirement) to the tournament - Malcolm Grimes (26 years), Mike Carter (22 years), Ed Halik (20 years), Judy Peer (20 years), Bill Peer (17 years), and Gary Houghton (4 years, plus a 2-month extension to play volleyball!).

With limited space in the Pentagon's fitness facility, there was strict access to one of the most secure buildings in the world. It was a daunting task, a little unusual for the typical parent who is accustomed to

purchasing a ticket or wrist band which allows almost unlimited access throughout a high school, college or convention center. Participating coaches had to submit the birth date and social security number for each member of their party. The communication was very extensive and left nothing to chance – no cell phone or cameras allowed.

Upon arrival, the spectators were met in a parking lot across from the Pentagon, a parking lot used by an adjacent mall. An escort walked the group through a tunnel, under Highway 395, through the historic site's parking lot and to a guarded booth. After showing two forms of picture IDs, the group was then taken to the entrance of the building, not far from the 9/11 Memorial. Both forms of IDs were checked again and each person was given a security clearance badge. A walk through a metal detector and the group was escorted downstairs, through the bowels of this magnificent structure. It was museum-like as we briskly walked by paintings and historic memorabilia.

The court was sufficient, with divider curtains past both end lines. On one side was an adjacent court and on the other side was an extensive weight room. Beyond the work-out area was an Olympic-size pool. Above the entire fitness area was a running track.

With the warm-ups complete and the referees donned in red, white and blue, stars and striped shirts, the pre-match protocol was underway. The national anthem was especially meaningful, given the setting. After introductions, it was just volleyball, like the hundreds of tournament sites being played across the country on that weekend.

This tournament will continue to be a tradition as the military academy teams have locked in the date on their future calendars and teams like Cal, Stanford and Illinois have already committed for one of the next three years as the non-military invited team.

Kudos to Matt McShane for dreaming, to Bill Peer for assembling the worthy officials and above all for the young women who are preparing themselves to defend our nation and who just happened to, in their spare time, commit to an intercollegiate sport.

God Bless our Troops, current and past, and God Bless America!

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