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THE OFFICIAL WORD NEWSLETTER



PRESIDENT'S MESSAGE

Under Pressure

by Julie Voeck
President

As I prepared for the beginning of the season, I attended a seminar in the Great Lake Region. The seminar included a presentation by a University of Chicago professor, Sian Bielock, who is a psychology professor and author of the book "Choke". The focus of the book is why people fail to perform at the level they are capable of under stressful situations.

I found Bielock's presentation very enlightening and purchased her book at the seminar. It didn't take long for me to devour the contents and then apply some of her points during the volleyball season.

Bielock's work is focused on brain research and how the brain functions under normal situations and how it functions when the stress level is turned up. In her book, she tries to answer the question of why individuals capable of performing at a high level perform poorly under higher levels of stress. The book includes examples for a variety of individuals, including athletes, students and professionals in the business world.

An example many of us can relate to is test-anxiety. How many of us answer questions incorrectly during a testing situation that we would have answered correctly without the added stress of time or being graded? I know this applies to me, especially having to take regular volleyball tests under the pressure of time and only being allowed a minimal number of incorrect answers in order to pass!

Stress also can occur for officials – particularly when the stakes get high. A match goes to a fifth set or perhaps the team that wins the match goes on to the next level of a championship while the losing team's season ends. The level of intensity impacts the way the athletes and coaches perform and it also can impact the way referees perform.

In her book, Bielock explains ways in which the brain responds to stress, pressure and increased anxiety. Everyone is different and responds to stress in certain ways, depending on many factors, including personality and experience. Some thrive and respond very well under pressure. Others do not respond as well. Understanding why we fail to perform under stressful situations can help to improve performance when the pressure is on.

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NEXT OFFICIAL WORD

PUBLICATION DATE:

FEB 28, 2014



USA Volleyball.

*by Thomas Hoy
Referee Camp Director*

USAV REFEREE CAMPS

The USAV Referee Camps Program had great feedback last season and we are currently planning for the 2013-2014 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

President's Message continued from page 1

Beilock's work as a psychologist has shown the importance of working memory in helping people perform their best in a variety of situations, including sports, academics and in business. Working memory is a sort of mental scratch pad that is temporary storage for information relevant to the task at hand, whether that task is doing a math problem at the board or responding to tough, on-the-spot questions. Talented people often have the most working memory, but when worries creep up, the working memory they normally use to succeed becomes overburdened. People lose the brain power necessary to excel.

The book also provides examples of elite athletes in a variety of fields who have faltered on a world-stage under pressure in sports such as golf, professional soccer and international ice skating competition. These same athletes were able to perform flawlessly in lower pressure situations but had sub-par performances when a world title or Olympic gold medal was on the line.

Based on her research, Bielock offers suggestions that may aid some in improving performance by understanding the way the brain functions, particularly during periods of stress. Some examples offered include:

- Practice under stress. The experience of having dealt with stress makes those situations seem more comfortable. The goal is to close the gap between practice and performance.
- Thinking too much about what you are doing, because you are worried about failing, can lead to "paralysis by analysis." This occurs when people try to control every aspect of what they are doing in an attempt to ensure success. Unfortunately, this increased control can backfire, disrupting a great performance. Nike had it right: "Just do It"
- A person also can overcome anxiety by thinking about what to say, not what not to say - staying positive is always a good idea.
- Think about the journey, not the outcome. Remind yourself that you have the background to succeed and that you are in control of the situation. This can provide the confidence boost you need to succeed.

I have found some of the techniques suggested in the book to be very helpful suggestions and have begun incorporating some of them into my own officiating this year. I hope you can make use of these and other tools to help improve your officiating performances.



LIBERO UNIFORM RULE TO BE STRICTLY ENFORCED STARTING NOV. 1

by Anne Pufahl
NCAA Secretary-Rules Editor

Solid-Colored Jersey

The solid-colored jersey rule was passed by the NCAA Women's Volleyball Rules Committee in 2011. It has been noted and explained in the 2011 and 2012-2013 Rule Book. It was also covered in detail on the coaches' video in 2011, 2012 and 2013.

Last year, the detailed specifications of the solid-colored jersey rule were reviewed at the AVCA Convention during the Division I, II and III coaches' meetings. In March 2012, a webinar was held with volleyball uniform manufacturers to cover all aspects of the rule.

Starting Nov. 1, all teams must be in compliance with the solid-colored uniform rule. If a team is not in compliance, the team will have to play without a libero. This rule change was announced in 2010 with an effective date of the 2013 season. However, implementation was delayed to give institutions more time to comply. Referees **must** enforce this rule beginning Nov. 1. No NCAA teams have been given waivers or exceptions to this rule.

Scorekeeping issues

There have been several reports of referees asking the official statistician for information regarding the score, substitutions or scorekeeping data. The referees may not use information from the official statistician unless a team has protested a scorekeeping issue. At that point, the referees should follow the protocol listed below.

- o Thoroughly review the scoresheet for errors or omissions. All referees should have a good working knowledge of the scorekeeping process.
- o Consult with your partner, scorekeeper, assistant scorekeeper or alternate referee if one is assigned.
- o A review of the sequence of events with the official statistician if an electronic play-by-play is in use.
- o If an official statistician with electronic play-by-play is not available, information from the teams' bench statisticians or scorekeepers, provided both are in agreement as the score or sequence of events.



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USA Volleyball.

SUMMARY OF INTERNATIONAL OFFICIALS DIVISION ACTIVITY

by Steve Robb

Chair, USA International Indoor Officials Commission

The International Officials Commission has been very busy during the second half of the season and accomplished many of the goals we set to complete this year. Below is a summary of some of the more important activities in which we were involved.

An International Referees Seminar was chaired by Dr. Neill Luebke during the Open National Championships in Louisville, KY. Most USAV International Referees were in attendance, and in addition, all advisors to the commission added valuable contributions to the seminar. Numerous subjects were covered, including the activity of International Referees at international events, rule changes going into effect, discussions of past and future nominations, and the process of nominations. Briefings regarding noise reduction devices, international travel challenges, and future candidate processes were also addressed by the commission.

The Open and Professional Volleyball League Divisions at the 2013 Open Championships were successfully managed by Tom Blue as the Head Referee. This event was played at a very high level, and the performances by the referees and scorers were very good.

At the High Performance Championships in Ft. Lauderdale, Florida, our main court officials (referees and scorers) were invited prior to the event, in concert with Donna Wigton, Chair of the USAV International Scorers Commission, and the USAV National Referees Commission, to attend this extensive training at a high-level event. Main court trainers were Steve Robb and Emi Vishoot. Other International trainers included Jung Park and Paul Albright. We were also joined by National Trainers for all other courts to assist in extensive training using International Rules and Protocols with necessary modifications for safety; these trainers included Eric Hoffman, Gloria Cox and Michelle Prater. The event was very successful in regards to the training of officials.

The International Referees nominations this year included three U.S. candidates who completed the International Referee Candidate Course, but unfortunately have not received any nominations to work towards successfully completing their certification requirements. We endeavor to make this a continued priority to provide them with the opportunities to do so in the 2014 season. Normally, the year after an Olympic competition, there are many World Championship Qualification events in Norceca that would afford the candidates opportunities to fulfill the requirements. However, in this season, many assignments were given to island national referees in Norceca, instead of candidates. This will hopefully be rectified in the coming season.

We have had many nominations to major events around the world, and I might add, with great performances at these events by our International Referees. Here are some of the events where we have had participation: World League - Ron Stahl, and Paul Albright; Grand Prix - Mary Blalock and Pati Rolf; USA/Japan Domestic Tour - Kevin Wendelboe; World University Games in Russia - Julie Voeck and Mike Gale; Pan Am Cup - Hansen Leong; U21 - Men's World Championships - Kevin Cull; Norceca - Women's Championships - Jung Park; Norceca - Men's Championships - Pati Rolf; Pan Am Cup Women - Brian Hemelgarn; U23 Men's World Championships - Paul Albright; U23 Women's World Championships - Pati Rolf; World Club Championships - Ron Stahl; and, other reserve referee assignments for USA hosted World League Matches. In addition we had two World Championship Qualification Rounds that we were asked to provide neutral referees at the last moment and they were filled by Mary Blalock and Julie Voeck. In all the events our referees performed at a very high level, were recognized with very good scores by the Referees Commission Members, and were rewarded for their performances by being nominated on

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FLEET ELECTED PAVO BOARD DELEGATE



Chuck Fleet, of Pennsylvania, was elected board delegate on the PAVO Board of Directors in an online election last month. Fleet will take office Jan. 1 and serve a three-year term.

Fleet, who advocates for more extensive outreach to and training of high school and club officials, won the seat after none of the candidates in the initial election in August earned 50 percent of the 731 votes cast. Fleet was pitted against Suzanne Dodd of North Carolina in the October election. They had the highest vote totals from the August election.

PAVO member cast 604 votes in the October. It has a membership of about 2,100 members.

Fleet has served as chair of his local West Penn-Ohio PAVO board for 10 years. He works for several Division I, II and III conferences. He earned his National PAVO rating in 2004, and his USAV National in 2002. Fleet coached for many years, and also began developing his skills as an official.

Fleet encourages all boards around the country to encourage young officials to attend PAVO Convention, clinics and spring camps.

"We also need to recruit and retain our young female officials. Good mentoring is the key," he said.

One of each board delegate's responsibilities is building relationships with, and assessing needs of local boards.



USA Volleyball.

by *Devonie McLarty*
Officials Assembly Chair

OFFICIALS' ASSEMBLY MEETING IN SEATTLE

If you are heading to Seattle for the 2013 PAVO Convention, please plan to join me for an Officials Assembly meeting on Friday, December 20th. This informal meeting will be an opportunity for open discussion among those who are able to attend. The

details are being sorted out, but check the convention agenda for time and location. I would like to send out a huge THANK YOU to both USAV and PAVO for their support of this meeting and helping to make this possible!

International Officials Division
continued from page 4

numerous occasions for classification, semi-final or final matches.

We also provided referee managers and reserve referees for World League and Norceca events held domestically and were noted for the extreme preparedness of our cadre for the events. A special thanks go to Fred Buehler, Tom Blue, Doug Wilson, Ken Taylor and Bill Stanley for their tremendous contributions for the success of these events.

Doug Wilson was assigned as a Referee Commission Member for U18 World Championships in Thailand, and also as President of the Referees Commission for the Norceca Continental Championships for Women in Omaha, Nebraska.

Overall, we have had a very successful representation at the International Level and look forward to the future opportunities for our USA International Officials cadre.



USA Volleyball.

*by Dave Spencer
Associate Chair, Natl Indoor Referees*

NEW ASSOCIATE CHAIR, NATIONAL INDOOR REFEREE

It is the evening of October 27th. Mike McPoyle called to offer me the position of Associate Chair, Indoor Referee Commission sixteen days ago. I accepted the appointment one week ago, and it was just announced tonight. Then it was suggested I write a quick article for the newsletter, and informed the deadline for this column was today!

It was a surprise and honor to be offered this position. I've been around the sport of volleyball for about 30 years but only on the fringe of the Officials' Assembly and Commission. I expect to learn a lot in the upcoming weeks and months.

I would like to thank Mike Carter for his leadership in the officiating community over the last several years. He has helped me personally in many ways. I hope he will be able to find ways to remain involved for years to come.

I know many of you, but I'm sure plenty of you don't know me, at least not very well. I started officiating while playing on my men's BB club team. I attended my first championship and was assigned to my first final while still a Regional Referee at the 1985 USVBA Co-Ed National Championships in Lincoln, Nebraska. I earned my Junior National Referee Certification at the USVBA Junior Olympic Championships in St. Joseph, Missouri later that summer, and my National at the USVBA Open Championships in Wichita the following year. Since then I have also earned my USAV National Scorer and PAVO National Referee Certifications. I was invited to join the USAV rating team in Denver in 1997, and had my first opportunity to be a head referee at the US Open Championships in Phoenix in 2011. I was asked to revive the Case Book two years ago.

I have also served in most positions in the Great Plains Region since the early '80s including two stints as Commissioner. After attending Regional Operations Division meetings for a few years, I was appointed to serve as the ROD Vice-President in 1990, was elected

by the ROD to serve on the USAV Board of Directors, and eventually received the "Doc" Booth Award from my fellow Commissioners. I currently serve as the Great Plains Region Officials' Chair and am on the Region's Board of Directors.

On the personal side, I work as a data analyst for Experian Marketing Services, not the better known credit side of my company. I have been married to Pat for 32 years: we met at a rec center where she officiated my men's team's matches. Pat earned her National Scorekeeper certification in Wichita, was part of our local college crew for several years, and is currently in her 29th season as the scorekeeper at Nebraska. She works primarily as a bookkeeper and is also a Licensed Massage Therapist. She hung up her whistle when she got tired of dealing with coaches and resigned her National Scorer certification when our two sons were old enough that we couldn't leave them with the grandparents for a whole week while we went off to Opens. Ben is now 25, married Meghan this past summer, and just started grad school at Michigan State. Nick, 22, is in his last year at Nebraska and hopes to be teaching and coaching a high school volleyball team next fall. Pat and I live, work, and sometimes play in Lincoln, Nebraska.

Although I've only been on the job for a few hours, I believe part of my job is to represent the interests of the national indoor referees in the Assembly and Commissions' discussions and decisions. I know that we can't please everyone all of the time, but I will strive to make policies and procedures as equitable as possible for the majority of you. Feel free to contact me with your comments and suggestions. My contact information is printed elsewhere and also available on VolleyballRefTraining.com. Please be patient. It might take me a couple of days to respond, but I will get back to you.

I look forward to seeing each of you during the current USAV season.



11 PAVO OFFICIALS EARN NATIONAL PATCHES

PAVO welcomed 11 new National referees and six new National line judges to its ranks during rating sessions this fall.

Referees who earned their National patches at the University of Central Florida, the University of Denver, University of Tulsa and University of Louisville were:

Stephen Arichea, Colorado
 Andrew Baehr, Minnesota
 Suzanne Garland, Georgia
 Chad Klunck, Texas
 Robert Miller, Georgia
 Jim Momsen, Wisconsin
 Laura Nelson, Massachusetts
 Tony Slone, Ohio
 Tim Stewart, New York
 Courtney Stuman, Tennessee
 Ed Vesely, Illinois

The following line judges were successful in attaining their National Line Judge Certification:

Danny Johnson, Texas
 Patrick Loebig, Florida
 Michael Ochs, Wisconsin
 Jeff Peters, Texas
 Robert Skidmore, Florida
 Danny Woosley, Texas

PAVO would like to extend thanks to head raters: Paul Albright, Donna Carter, Mike Carter and Mara Wager, and to the members of the 2013 rating team: Marcia Alterman, CJ McAbee-Reher, Michael O'Connor, Anne Pufahl, Barb Strome, Julie Voeck 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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2012 PAVO CONVENTION IN SEATTLE WILL BE ACTION-PACKED

*by Christina Fiebich
Board Delegate*

Colleen Hacker, who has served as a mental skills coach and performance enhancement specialist for the United States for four Olympic games, will be the keynote speaker during the 2013 PAVO Convention, which will be held on the west coast for the first time since 2007.

Hacker will give the opening presentation at the convention, which will be held Dec. 18-21 in Seattle in conjunction with the NCAA Division I National Championships.

Joan Powell, the NCAA National Coordinator of Officials, Hugh McCutcheon, former head coach of both the US men's and women's national volleyball teams, and the current head coach of the University of Minnesota's women's volleyball team, Marcia Alterman, PAVO's executive director, and Anne Pufahl, NCAA rule secretary, are among those who will lead sessions during the three-day convention.

Hacker, a professor in kinesiology at Pacific Lutheran University in Tacoma, Wash., serves as the mental skills coach to professional, international and Olympic athletes in a variety of sports including Major League Baseball, the NFL, MLS, NWPS (professional soccer), and USA swimming, crew, speed skating, track and field, and tennis. She has conducted extensive, applied research in the field of sports psychology with particular emphasis on peak performance, team building, leadership, mental toughness and psychological skills training for excellence. Her strategies for peak performance are sought by corporations, business groups, professional sport teams, civic organizations and both print and television media.

Powell will run an on-court clinic demonstrating the latest techniques and mechanics. McCutcheon will share his experiences as an international and collegiate coach. There also will be sessions on dealing with mitigating fatigue, managing the business

side of officiating, sand volleyball, technology, and speaking the language of coaches. As always, Alterman and Pufahl will lead video-laden sessions on rules and situations



Notwithstanding, the NCAA Championship matches are also a part of this event. Registration is open at www.pavo.org. The cost is \$175 before Nov. 15, with reduced rates for a "mini" convention package available.

Why you should attend:

Working with the same group of local officials can sometimes be isolating, and without exposure to a variety of points of view, we can miss new ideas and trends that can impact future success. The educational aspect of the PAVO Officials Convention can expose you to new ways of approaching, managing, and evaluating your officiating. It can help you discover how to be more productive.

Attending the convention is energizing, and can rejuvenate your focus and determination. It's an opportunity to reconnect with old friends and make new ones in a relaxed, friendly environment. The educational sessions provide a fun, fast-paced program, and the social and networking opportunities allow you to celebrate your season and the accomplishments of others. Whether you are a board chair, a new official or a veteran, the opportunity for personal and professional growth, networking with your peers, and volleyball education is there for the taking

Register for the Convention on the PAVO e-store, or use the enclosed registration form. For more details, hotel information, and a complete schedule, check www.pavo.org.

2013 PAVO Officials' Convention – December 18 - 21

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|---|---|--------------------------------|--|---------------------------------------|-----------------------------|
| 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. 19 and Saturday, Dec. 21. All tickets sold in sets for both days, and are all in the lower bowl of the Key Arena. Limited quantity available – maximum 4 per registrant . Non-registrants may not place ticket orders. \$67 x _____ (No. of tickets) | | | | |
| AVCA/Jostens Coaches Honors Luncheon | Thursday, Dec 19-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 20-10:45am-12:45pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets) | | | | |
| Guest attendance | Friday 12/20. PAVO Social and Semi-final Analysis (Guest ticket only required for NON-convention registrants, maximum of TWO per registrant) \$ 40 x _____ (No. of guest tickets) | | | | |
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* 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 of USAV Referee Camps

LINE JUDGE FEEDBACK FROM USAV CAMPERS

During the 2013-2014 season USAV held several referee camps at major national events around the country. At each referee camp event participants were assigned line judge (LJ) duties and were additionally asked to provide feedback to the training staff on what their experience was like and how communications were presented. This feedback was shared with the camp trainers through a report form that identified the line judge, but not the referees. Campers included chair-approved regional referees, Junior National Candidates, National Candidates, and National referees.

The report form asked for comments and a scoring of each category. Each camper was asked to score each category on a scale of 5 to 1 (five was excellent and one was poor). The categories included: pre-match briefing, eye contact and non-verbal communications, indications that the LJ was part of the team, LJ calls were accepted and acknowledged, thanked for being a LJ, and overall experience. Here are the results of the feedback from the campers:

Pre-match Briefing = overall 88.5% of the campers scored this experience very good or excellent; three campers did not receive a briefing and were not handed flags.

Eye contact and Non-Verbal Communications = overall 92% of the campers scored this experience very good or excellent; two campers reported that the referees never made eye contact with them during the match.

Indications that the LJ was part of the team and protected = overall 88.5% of the campers scored this category very good or excellent; three campers reported that they were never involved in decisions during the match.

Calls were accepted and used during the match = overall 92% responded positively for this category; three campers reported that they were never used during the match.

LJs were thanked at the conclusion of the match = overall 89% were appreciated with a thanks after the match; one camper reported standing at the scorer's table until the referees walked away and was never thanked; two campers reported getting positive feedback after the match; many campers reported the experience involved great teamwork which made it "fun."

Conclusions are that 9 out of 10 referees at our national events are giving instructions, acknowledging and using the LJs, and thanking the LJs for their part on the officiating team. The findings that were disturbing were that not every referee at our major USAV national events are preparing, using and thanking our line judges. The implications are that we need to always seek the highest level of professionalism in our duties and involve all members of our officiating team for the most positive result in our matches.

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
Volleyball Referee Training Site
<http://www.volleyballreftraining.com/>



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



Failure can be a blessing in disguise

by Corny Galdones

Nothing beats a failure but a try. To fail is nothing to be ashamed of or to fear. Unless you're either one very talented individual or you've played it safe by never venturing to test the extent of your capabilities, we all have failed at some point in our lives.

No doubt, failing is a huge disappointment. Cheer up! It's not the end of the world.

How we respond to failure makes a difference on whether we'll succeed later on or not. Bad experiences that don't kill us can make us smarter and stronger provided we're resilient and persistent in putting the hard lessons we learn to good use. They can enable us to tackle challenges beyond our horizons and fulfill the promise of our potential.

Selling yourself short is an attitude for the meek. Aim high. As a volleyball official, aspire to attain national certification, be it as a PAVO national referee, USAV national or junior national referee, or a USAV national scorer. Before applying to be accepted as a national candidate, however, be prepared to have your every officiating aspect scrutinized. As it should be, the technical skills, conduct values and performance standards for these select levels are much more rigid and exacting from what you may be used to and comfortable with. Develop a familiarity and proficiency with them.

Be true to yourself. Being convinced you are ready and being ready are not one and the same. If you think the evaluation process will be a mere formality with nothing to it, you're in for a rude awakening. You might feel you already have what it takes, but after being stressed out undergoing a grueling ordeal of thorough testing and analysis, you'll discover you've barely scratched the surface of the officiating wisdom needed to do the job right.

You may fool yourself, but the same can't be said for

the raters controlling your fate. These officiating experts know the workings of the game inside and out and can separate rather easily the candidates who are ready for prime time from those who are not. How good are you? The bottom line is would your rater be willing to have you as a partner for THE big match. If the answer is no, it's a resounding indication you'll need to improve a whole lot more before being promoted.

Some matters in the rating process are out of your hands. By luck of the draw, other candidates may be assigned lenient raters or matches that run without a hitch. Tying your underwear into knots over their good fortune or comparing yourself to them is dangerous territory. Don't go there. Worry about yourself. Control what you can control and disregard anything having no bearing on you. Take care of every little detail so you don't create problems of your own. Most of all, listen. Lend your ears to the teachings of the erudite raters for this enriching opportunity seldom presents itself.

Should you fail, the natural reaction is to find fault with your raters, assigned partners or anyone who may have been involved in your demise. The truth is no one is to blame for all your troubles except you. Yes, you! Making excuses, looking for sympathy or griping about being wronged won't help one bit.

Get over it. Who cares if you've fallen behind your peers? There's no denying, what you're doing isn't working. You need a makeover, for sure. Go all in, turning your identified weaknesses into strengths and adopting more effective ways and means. By rebuilding your foundation to be sounder, you'll be transformed into a far better official as time goes on. Or else, chances are you won't progress much further if you stick to your current mode.

How do I know? I've been down this road before.


USA Volleyball.

THANKS TO USAV NATIONAL RATING TEAM MEMBERS

by Michelle Prater & Michael O'Connor

We were honored to work with an outstanding National Rating crew this year at the GJNC. The wealth of referee knowledge they have was over whelming. We would like to say "THANK YOU" to them for taking the

time away from their families for the improvement of the national-level cadre of referees. The following raters joined us in Dallas, Texas.

National Raters

- Marcia Alterman
- Brad Aaberg
- Ross Erikson
- Charles Ezigbo
- Eric Hoffman
- Steve Kenyon
- Michael O'Connor
- Mara Wagner
- Stacey Weitzel
- Paul Albright

Junior National Raters

- Denis Bergstedt
- Carla Bunner
- Doug Darling
- Thomas Hoy
- Steve Kenyon
- Liz McHugh
- Jeff McKinney
- Jung Park
- Michelle Prater
- Clark Radcliffe
- Bill Thornburg

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FIVE AWARDED PAVO CAMP SCHOLARSHIPS

by Doug Darling
PAVO Camp Director

Congratulations to the 2013 PAVO Camp Scholarship recipients, but these opportunities would not be possible with the generous contributions from the sponsors. So a “shout-out” to:

Crystal Lewis – Sponsor of the Crystal Lewis Advanced Camp Scholarship. This year’s recipient was Gigi Brenay from the Arizona Board of Officials. Lewis, past PAVO President, continues to be a supporter of PAVO through her investment in officials’ development.

Anonymous Friends of Matt Manligius - This scholarship epitomizes the spirit of our sport and particularly the corps of officials. Manligius was an avid volleyball enthusiast, a good referee and a great friend. He passed away a few years ago and in his memory, several of his friends contribute to make this scholarship possible. This year’s recipient was Mark Thatcher from the Mid-Hudson Board in New York.

PAVO Scholarships – Your association dedicates some of your dues to officials’ development by setting aside two scholarships each year. The PAVO Board of Directors believes this is one of the most important policy decisions made and continues to make this a priority. This year’s recipients were Adell Kemper from the SWESKY Board in Kentucky and Michael Perrion from Metro Minnesota in South Dakota.

USAV Scholarship – While our sport has several governing bodies, a cooperative atmosphere is evidenced by this scholarship. Each year, the USAV Board of Directors allocates this scholarship for training of officials. This year’s recipient was Nikki Kathol from the Nebraska Board.

Thanks again to all the sponsors and congratulations to the recipients!

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USA Volleyball.

by Donna Wigton
Director, International Indoor Scorers

UPDATE ON INTERNATIONAL SCORERS

Congratulations to **World League** scorers this summer: Cathy Hoy (LS), Dixie Collins (CH), Kim Williams (PS), Rose Atkinson (KE), and Margo Juergens (OK). These scorers practiced the new method of the primary scorer operating the eScoresheet (and giving the eye contact and hand signals to the second referee) and the assistant completing the paper sheet as a back up. This is also the method we used at the **NORCECA Women's Championships** in Omaha, by scorers Donna Wigton (RM), Debbie Reed (CH), Sue Mailhot (GP) and Jane Dong (SC). It required everyone to adjust what we've all been used to, but worked out well, and gave us good experience. A variety of methods (old and new ways of coordinating the scorers) will be implemented at next year's Opens.

The **High Performance Championships** in Ft. Lauderdale, FL was a success. In addition to the staff and training court scorers (announced in the June *Official Word* issue), I want to thank the following scorers working the regular courts: Maureen Barbosa (SC), Angela Clifton (PR), Peri Copeland-Keefner (LS), Bob Dingee (GE), Dave Greenlee (FL), Megan Henry (DE), Victoria Hinkle (PS), Rebecca Johannes (CH), Lyman Johnson (SC), Dan Kitchel (LK), Virgie Mallett (LS), Jackie Martin (FL), Gordon Morrison (LS),

Dale Obermeyer (GW), Roger Ozima (GL), Charlie Purkiser (FL), Renee Paser-Paull (WE), Marcie Schaap (IM), Tina Stanley (GP), Rachael Stringer (FL), Jenny Vogt (PS), and special thanks to certified scorers/mentors Terry Lawton (SC) and Jen Williams (FL). Everyone got valuable experience on the International sheet and learned so much. (Side note: although we accepted newly qualified scorers in Ft. Lauderdale because we didn't have enough people, we will only use folks qualified at 2014 Opens in Phoenix for the 2014 Tulsa HP if needed AND they show exceptional promise.)

As we approach the USAV season, remember to plan some practice time on the "big sheet" to keep your skills sharp. To access all of the information you need, go to www.volleyballreftraining.com, click on Resources, then Indoor Scorer Materials, and then the buttons at the bottom for the manual and the power point presentation. I think you will find this resource easy to navigate, and very informative! Also, visit www.dataproject.com for training materials on the eScoresheet. As you can see from reading this article, competence in this area is extremely necessary for future assignments.

Enjoy the holiday season and see you next year!



*PAVO now has a Facebook page!
If you "like" PAVO on Facebook, you
will receive immediate notifications of
upcoming opportunities, officiating pix
that have been submitted, and other
announcements. Stay informed &
involved through Facebook!*



PAVO: TEN THINGS YOU MAY NOT KNOW

by Marcia Altermn
Executive Director

The world of collegiate volleyball officiating has undergone significant changes in the last few years. If you're new on the scene, you may not realize the roles of the various organizations. If you're a veteran, many things have changed from how they used to be.

It seems beneficial to touch on a few of the policies and changes that have taken place behind the scenes, to help you fully understand the process of becoming and thriving as a college volleyball official.

Most of the topics discussed below have many more details on the various pages of the PAVO website. All collegiate referees should be familiar with that site and the policies/procedures explained there.

1. **Structure chart** – PAVO is a 501(c)3 organization, recognized by the IRS as an educational, non-profit entity. PAVO is organized into about 90 affiliated local associations, called "boards". The PAVO corporate leadership is a 12-person Board of Directors (usually six elected, six appointed), an Executive Director and one staff person.

2. **PAVO membership categories** – PAVO offers three types of membership:

- **Standard.** A Standard PAVO member is eligible to be certified as a referee (any level: Apprentice, Intramural, Local, State, National), line judge, or scorekeeper, or any combination of those certifications. Standard members have full insurance coverage provided by PAVO. A Standard member pays dues annually of \$110 plus local-board dues (which vary from board to board), of which \$55 is forwarded to the NCAA for NCAA registration. NCAA registration is required for any referee who wants to be considered for postseason assignment. NCAA registered officials have full access to the Central Hub website, which is where the National Coordinator posts training videos (called "VolleyCasts"), and the NCAA Secretary/Rules-editor posts the rules interpretation newsletters. The Central Hub is also the only access to the Form A/B exam, which is required for all postseason referees, and Local/State/National PAVO referees (see #5 below).

- **Associate.** Associate members are eligible to be certified as a line judge or scorekeeper (or both). Associate members have full insurance coverage provided by PAVO. An Associate member pays \$20 plus local-board dues (which vary from board to board). Although none of the dues paid are forwarded to the NCAA, PAVO has negotiated with the NCAA to permit Associate members to have access to the training materials on the Central Hub
- **Affiliate.** This membership category is the only one that does not require local board membership. The Affiliate category is intended for officials who are no longer active, but may want to stay involved with the sport, or continue to train or evaluate other officials. An affiliate member cannot be certified at any level or position, and has no insurance coverage. Dues for an Affiliate member are \$20, paid directly to the PAVO Central Office. Affiliate members have access to the training materials on the Central Hub, as well as all PAVO publications.

3. **PAVO certifications** – There is a distinct difference between "membership" and "certification". Membership in a PAVO local board does not guarantee match assignments or a certification; certifications must be earned and maintained. Obtaining a certification requires, in general, three components – a clinic component, an exam component, and a "practical" (performance-based) component. Four referee certification levels are awarded by local boards (Apprentice, Intramural, Local and State); the National referee certification may only be earned at an NRT site through evaluation by the National Rating Team. Scorekeeper certification and basic Line Judge certification are also awarded by the local board; National Line Judge certification may only be awarded by the NRT Director, by either successful performance at an NRT site, or through sufficient postseason experiences.

Continued on page 17

*PAVO: Ten Things you may not know
continued from page 16*

4. **Terms and requirements of certifications** – Certifications for all non-National officials are for a one-year term. Renewal requirements are described on the PAVO website, but basically involve a clinic, exam, and practical requirement. National Referees and National Line Judges have a term of four years.
 5. **Examinations** – PAVO develops a series of examinations that are tied to the various certification levels. To be certified as a PAVO official, an annual examination is a requirement – see details on the various examination options below.
 - The Line Judge Examination and Scorekeeper Examination are updated annually, and are available in the Training Manuals for each discipline.
 - Local, State, and National referees must take the current-year Form A/B examination (Form B is taken if the required Form A score is not obtained), which is only available via the NCAA Central Hub. The Form A/B examination is available through October 1 each year. In addition to the exam requirement for PAVO certification, postseason referee assignments will be made from those who have passed Form A/B with a score of 90% (in a 90-minute time frame) and submitted that score by September 1. Apprentice and Intramural referees may take the Form C examination, available on the PAVO website on each members' "Welcome" page.
 6. **Member financial responsibilities** – Your primary responsibility to PAVO is dues payment, which is either done online at the PAVO e-store, or by payment to your local board chair – your board chair makes the choice about payment method. Dues are typically paid in the early spring; they are due June 1, and PAVO late fees go into effect on July 1 (local boards can opt to charge additional late fees if they wish). A second and separate financial responsibility is NCAA/PAVO clinic registration. Clinic registration fees are not paid at the same time as your dues, and are a separate charge. You must register online for the clinic of your choice once the clinic schedule is posted – typically mid-June – and pay the clinic registration fee then. In a few cases, your board chair or a third-party prepays for the clinic registration, and a "voucher" will be in the system that allows you to register at no cost, or a reduce
 7. **NCAA Registration** – As noted above, when you join PAVO, the cost of NCAA registration is included. If you do NOT join PAVO, the cost of NCAA registration is \$100, and you will not be PAVO certified, nor will you have insurance coverage or other PAVO member benefits. When you pay your dues to PAVO next spring, you can complete NCAA registration on the Central Hub at the same time, at no additional cost.
 8. **PAVO member records** – PAVO maintains an online database of all members records, which includes both membership information and a certification history. When members' dues are received in the PAVO Central Office and all additional required paperwork is completed (waivers, conditions of membership), the member's record is updated. The information on certifications (except National-certified referees and line judges) is maintained by local board chairs. If your certification information is not accurate in the online database, please contact your board chair.
 9. **Organizational relationships** – PAVO works collaboratively with the NCAA, particularly the NCAA National Coordinator, to recruit and train volleyball officials (referees, scorekeepers, and line judges). The PAVO leadership also interacts and collaborates on a regular basis with the USA Volleyball Officials Commission, NFHS, the Division I Conference Coordinators, and the AVCA.
 10. **PAVO/USAV reciprocal agreements** – PAVO and USAV have negotiated two agreements; one involves a reciprocal arrangement for National referee candidacy and the other provides for reciprocation of certifications. The certification agreement allows a referee who has USAV certification to reciprocate to PAVO certification (and vice versa), replacing all or some of the initial certification requirements. The agreements can be downloaded on the PAVO website.
- Hopefully, some of these details will help you understand the mission, scope, and processes of PAVO. If you have any questions about any of the above topics, please contact your local board chair, or PAVO (pavo@pavo.org).



STRENGTH RATINGS & RE-EVALUATIONS

by Michelle Prater, Director of Indoor Referee Evaluations and Certifications
Michael O'Connor, Assistant Director of Indoor Referee Evaluations and Certifications

Strength Ratings

There are some misconceptions on how a national-level referee's strength rating is adjusted. I'm hoping this article will help clear up any questions you may have. A national-level referee's strength rating is a number that represents the level of play the National Rating Team feels you are capable of working at a national championship. The ratings are used to help assignors at National Level Tournaments assign matches to the cadre of referees at the event. The only way your strength rating can be adjusted is by a formal evaluation at a National Championship – one of the Junior National Championships or the Open Nationals. This includes an evaluation as first and second referee by a member of the National Rating Team. At the same tournament where the formal evaluation occurs, the head referees are given a list of referees that are being evaluated. The head referees are requested to give their suggestions of the level of play each evaluated referee should be officiating at national championships based on their observations of the referee at that event. We take the rater's and the head referee's suggestions and assign a strength rating to each referee who is evaluated.

So the question is, "How do I get my strength rating updated?" Send an email to praterm11@gmail.com and boty007@yahoo.com stating you would like to be evaluated. You will be added to our list. Please remember that first priority will go to referees who have not been evaluated in quite some time, and are in need of an evaluation.

Re-Certification

The National Referee Rating Team and the Indoor Officials' Commission are aware there are numerous referees that have not had an evaluation in several years. The rating team is working very hard to bring all national-level referees up to date. Let's first clarify the process for a re-evaluation. There are no more "drive bys." ALL evaluations are formal ratings in both the first and second referee positions. The evaluator will sit with you after your matches (if time permits) and cover items just as they did when you were a candidate for your current certification level. The rater will let you know if you have been successful or unsuccessful in passing your re-evaluation. Successful means you meet the same requirements as the candidates at your same certification are meeting. Unsuccessful means you do not meet the same requirements the candidates are being graded on. You will be given a score. If you are unsuccessful in your re-evaluation you will be evaluated on another match by a different rater. This could happen at the same event or at the next national-level event you referee (which could be the following year). If unsuccessful in your second evaluation you will lose your certification, or if you have enough years, you have the option to retire your certification. After the tournament a summary report of your evaluation will be sent via email to you, your region Commissioner and Referee Chair. Your Webpoint record will be updated with a note stating the year you were evaluated, your rater and whether or not your strength rating was adjusted.

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MEMBER PROFILE

Ed Thornburgh, an official who won't back down from a challenge

by Don Goodwin & Bill Thornburgh

Ed Thornburgh has been a pillar in the volleyball community for years. No matter the level, he is a recognizable official among administration, coaches, spectators, and players.

Thornburgh, of Indianapolis, has officiated everything from CYO, junior high, high school, NCAA, USAV, and even got a taste of an international tour many years ago. He got his officiating start as a baseball and softball umpire after his time in the U.S. Navy and tours of Vietnam. He later transitioned into basketball and he recounted the story of becoming a licensed basketball official.

"We were watching Mike (his nephew) play a high school game and I was complaining about how bad the officiating was. Janice (his wife) said, 'Do you think you can do better?' I responded, 'Yes.' And then she said, 'Why don't you then?' It was like she was throwing the gauntlet down and I wasn't going to back down from the challenge."

It is true, he never backs down from a challenge and his competitive nature propels him to work hard and do the little things to become better at what he does, in every facet of life.

Thornburgh showed up to officiate a high school basketball game when his former football coach who later became an athletic director told him he ought to give volleyball a try. The game was new as an interscholastic sport in Indiana at the time.

"You need to get involved in volleyball," the athletic director told him "I think you'd be good at it."

Thornburgh accepted the challenge. And although there was not much mentoring or a strong network of officials at the time, he recalls looking up to fellow officials, John Walton, Mick Savage, and Tom Pingel, as officials he wanted to emulate.

From those humble beginnings, Thornburgh has amassed many accomplishments. Over the years he has been on the roster for many Division I conferences, including the Big XII, Big East, SunBelt, and Missouri Valley. He has officiated the Division I tournament four times. At the present, he still actively officiates in seven Division I conferences and can be found on a court almost every weekend.

Thornburgh also is active in the Hoosier Region. During his career, he has been a member of the region's rating team and actively mentors new officials. He is passionate about making officials better, and he is not shy (or quiet) to give constructive criticism when approached, those who know him say.

He is active at the high school level, too. Thornburgh is the volleyball chairperson for the Indiana Officials Association, a state-certified clinician, and more recently he started conducting training camps for officials who want to learn more about the game.

Thornburgh was the first recipient of the PAVO Board Chair of the Year. He also was awarded the USA Volleyball Meritorious Service Award, and he is responsible for establishing the Indiana local board of PAVO.

Thornburgh has been chosen to serve in a variety of roles over the years, from an AAU lead referee to PAVO camp staff. He has been an assignor. He enjoys officiating the 12-year-olds, friend say, but has also done the 18 Open championship matches.

But his biggest asset is that he has always been willing to step up and fill in when a job needed to be done. When asked about any advice he would want to pass on to new officials, he said "Be a sponge, absorb everything (to learn and become better)" and "Do not relax for a single play of a match."

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