



PRESIDENT'S MESSAGE

How are you doing on your goals?

by Julie Voeck
President

Remember that day not too long ago when you were highly motivated with plans and great ideas for your officiating future? Perhaps you hit that “high” after attending a camp or a great clinic. You promised yourself that this would be the year you accomplish “that goal,” and you resolved to make it happen.

Now it's time for a pulse check. How are you doing on “that goal?” Have you accomplished it? Are you at least making progress? Time is moving forward; what is the progress on making your goal?

We set all kinds of goals for ourselves every single day (this morning I set a goal to finish balancing my checkbook). We're setting goals because we want to become better versions of ourselves. We also want to provide great service to the teams we officiate, or perhaps upgrade our officiating experiences. We have personally selected these milestones as a way to make these things happen.

Are you still working on “that goal” you set for this year? Or maybe you've since shifted to a different goal based on situations that have come up this season, and now you're sitting there wasting away doing nothing about them.

There's a reason you want to accomplish these things, so respect that desire and do something about it. You can turn the train around if you commit yourself to doing it. Here are a few suggestions that may help:

Look at it. A goal that you can actually see is massively more powerful than a goal you write down on a checklist. This is a favorite technique of mine, and it works very well if you're a visual learner. Photos and pictures can motivate. Check out the photo montage of officials on the NCAA Central Hub. It has great looking photos of our colleagues at their best. Or take a look at the photos of officials in Referee Magazine; take one of those photos and post it in a visual location at home. You get the idea.

Tell people. In an article last year, I announced my intention to work on certain goals, including getting to the pole for a pursuable ball. By announcing my intention to change my officiating techniques, making

this change has become a reality for me. Be open with your goals and describe what you are aiming to accomplish.

Make yourself accountable. Sharing your goals with officiating colleagues and friends is one of the best ways to reach your goal. Sure, it's uncomfortable to share your setbacks. But when you do, you're going to hear from others who have experienced the same and they'll help you stay on track. When you tell them about the milestones you've reached, you're going to get applause from your supporters.

Break it up. Many people abandon goals because they're just too big. If you've done this to yourself, stop now. Change your game plan or create a plan with steps to reach your goal.

Set a date. One of the best ways to achieve a goal is to put it on your calendar. If you put a stake in the ground and impose a date on yourself, you're much more likely to reach it. Do you want to attend a camp to get ready for the next season? Write it down on your calendar and then register.

Be realistic. I'm sure all of us want to be officiating at the highest levels; anyone ever ask you when you will be officiating at the Olympics? For almost all of us, there are some goals that are just too out of this world (although some of our cadre will get this opportunity). You are more likely to reach goals that are reality-based. Don't set yourself up for failure by letting your dreams get bigger than your abilities. That's not to say don't set challenging goals for yourself, just make sure they're attainable.

Commit to yourself. Last but not least, there's only one person in this goal-setting process that matters - YOU. You're the one who has to put the hours in at the gym. You're the one who needs to read the rule book, watch the *iREF* modules and study the training materials. Commit to yourself and then re-commit yourself each time you fail because that definitely happens along the way.

You're the only one who can improve your skills and reach your goals. It's all on you.



CRS UPDATE: GUIDELINES AND OFFICIALS CONTINUE TO BE TESTED

*by Joan Powell, National Coordinator of Volleyball Officials, and
Anne Pufahl, NCAA Secretary Rules Editor*

All of the Big 12 conference schools and three from the Big Ten have been involved in experimenting with the Challenge Review System (CRS). The rule allows participating schools to experiment during conference play and matches between schools from the two conferences. The first CRS match, Nebraska at Texas, was played in early September. Videos of the challenged plays and the referees' reports were posted on the Central Hub.

The first week of conference play involved six schools participating in the CRS. They averaged two challenges per match with an average time of 1:30. All four types of challenges were tested – in/out, touch, net fault and service fault. Of the 13 challenges, eight decisions were confirmed (one due to technical difficulties and one was inconclusive) and four decisions were reversed.

In week two, there were nine schools that participated in matches using CRS. In those matches, there were 19 challenges (an average of about two per match). Nine of the challenged decisions were confirmed, six were reversed, and in four instances the video was inconclusive. The average time for the challenges was about 2 minutes.

Some interesting scenarios transpired as the CRS continues its quest to be considered as a future NCAA rule. This is uncharted territory for our sport, and as the CRS continues to be used through the season the guidelines and officials will continue to be tested. The data gathered will assist the coaches, administrators and officials to assess the rule on an upcoming survey. In January, that information will allow the rules committee to evaluate the CRS as a potential future

rule. The beauty about this rule is it is a choice that can be implemented by a conference or by schools. Like the libero, using it is an option.

Pre-match preparation seems to be a key ingredient for the success of each challenge. It may seem awkward for an officiating crew member to be the one who reviews the officiating team's work and at times, review his or her own work. The pressure of getting it right the first time is one thing. Then to be challenged (sometimes on national television), accepting the challenge and having to review video clips with the stress of the clock ticking, and finally delivering the verdict to our partner and awaiting the response from the coach on the losing end of the challenge to respond to you, adds to the anxiety.

Video review is part of contemporary sports, professional and amateur. The challenge (pardon the term) will be to see if we all can accept the fact that video can enhance our officiating efforts. We must embrace the concept that video sees things that we are not capable of seeing, and can provide evidence of a "reasonable miss" - that will lead us to welcome instant replay. There is a sense of rejuvenation among those officials that are involved in this new adventure.

Recovery is the final stage of this experiment. In the moment, we need to learn to move on no matter the decision and then re-visit the challenge(s) with our officiating crew after the match. A healthy discussion after the match can contribute to a stronger cadre of officials.

Kudos go to all the officials who are serving as the pioneers in this new adventure.



USA Volleyball.

by Dave Spencer
Associate Chair, Nat'l Indoor Referees

IMPORTANT DATES

Instead of an article, here are a few important dates that are important for this season, so be sure to, "Save the Date!"

- ★ **1 Nov 15**
 - Pay National Officials Commission (NOC) dues
 - Referees & Duals - \$60
 - Scorers only - \$40
- ★ **15 Nov 15**
 - \$40 dollar late fee added to all NOC dues
- ★ **31 Dec 15**
 - All regional and USAV member fees due
- ★ **4 Jan 16**
 - National Officials Pre-season materials must be completed
 - Safesport module must be completed
- ★ **1 Mar 16**
 - Complete National-level clinic either online or in person
 - Complete National-level exam

It is also strongly suggested that you complete appropriate Concussion and Mandatory Reporter Training as required by resident state laws.

With a new season comes new rules. Modules covering these changes are available on the USA Volleyball Academy, but pay particular attention to:

- ★ **Player Uniform Changes**
 - Easing of Logo Restrictions
 - New Color Approval
- ★ **Officials' Uniforms**
 - May wear at all USAV events
 - Referees must match on Championship courts
 - Line Judges must match (match referees as well if possible)
 - Scorers match if possible
 - White is the default color
- ★ **Procedural/Game Play Changes**
 - Libero may be captain
 - End Line protocol for all but championship matches
 - Coach signatures no longer required
 - Net rule
 - Scoring
 - New captain tracking
 - T-bar unused points
 - Procedures codified in DCR

2015-2016 USA Volleyball Championship Dates & Locations

- ★ NCVF, 7-9 APR, Louisville, KY
- ★ G 18s JNC, 29 APR – 1 MAY, Milwaukee, WI
- ★ Opens, 27 MAY – 1 JUN, Orlando, FL
- ★ GJNC, 24 JUN - 3 JUL, Indianapolis, IN (Jr Nat'l Referee Rating site)
- ★ BJNC, 29 JUN – 6 JUL, Dallas, TX (National Referee Rating Site)
- ★ HPC TBD JUL Ft Lauderdale, FL



PAVO CONVENTION IN FINAL PLANNING STAGES

Speakers Rasmussen, Dodd will talk about overcoming adversity and enhancing performance

*by Christina Fiebich
Board Delegate*

Brent Rasmussen, former U.S. Men's National Sitting Volleyball Team Captain, will be the keynote speaker at the 2015 PAVO Convention in Omaha this December.

Attorney, speaker, and author Alan Goldberger and PAVO camp director Suzanne Dodd also will lead sessions during the convention to be held in conjunction with the NCAA Division I Women's Volleyball Championships.

Rasmussen had been a star collegiate athlete and was playing in the Kansas City Royals minor league system as a free agent when an accident changed his life forever. Rasmussen's inspirational story will captivate and motivate.

Goldberger returns to the PAVO stage to discuss sports officiating and sports law. He is frequently retained by major insurance companies and claims administrators to defend sports organizations, game officials, coaches and other individuals in sports related claims.

Goldberger serves as counsel to PAVO and many other local, state and national officiating and sports organizations. He conducts seminars and workshops for officials, coaches, athletic administrators and attorneys throughout the country. His pearls of wisdom have the potential to save you from costly litigation.

Dodd is on faculty in the department of Kinesiology at Anderson University in South Carolina. Dodd will combine her background in educational sports psychology with volleyball officiating, while sharing techniques to manage stress in officiating, both on the court and off. Her session will explore the effects of stress on attention and how to maintain and regain focus. Session attendees will have an opportunity to explore personal strengths and weaknesses to identify ways to minimize stress.

In addition to the speakers, convention staples, including "Watch & Learn" video interpretations and situations, the ever-popular semi-final analysis, "From My Point of View" coaches panel and "Finding the Common Goal" coordinator and referee panel are on the schedule.

With all that, plus the volleyball action, Omaha will turn out to be a convention site you won't want to miss.

Details for hotel arrangements, match tickets, and the convention schedule are on the PAVO website convention page. Ready to register? Go directly to the PAVO E-store. If you have more questions, contact the PAVO Central Office – pavo@pavo.org. Tickets for the NCAA Championship matches are going fast, but PAVO has a (limited) block for convention registrants – register and order now!



2015 PAVO Officials' Convention – December 16 - 19 REGISTRATION-OMAHA

Your Name _____

PAVO Board Name _____

Your Address _____

City _____ St _____ Zip _____

Cell Phone _____

E-Mail Address _____

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

	PAVO Members Before 11/15/15	PAVO Members After 11/15/15	Non-PAVO Members Before 11/15/15	Non-PAVO Members After 11/15/15	Amount You Are Paying
Convention Registration *	\$175	\$225	\$200	\$225	
Includes all PAVO sessions and AVCA Marketplace admittance (dates & times TBD)					
"Mini" Convention Registration *	\$100	\$125	\$100	\$125	
Includes PAVO Social & Semi-final Analysis on Friday evening, and all Saturday sessions					
Extras and Options:					
NCAA Championship Match Tickets **	Tickets are not included with convention registration. Matches are on Thursday, Dec. 17 and Saturday, Dec. 19. All tickets sold in sets for both days, and are all in the lower bowl of the Centurylink Arena. Limited quantity available – maximum 2 per registrant . Non-registrants may not place ticket orders. \$92 x _____ (No. of tickets)				
AVCA/Jostens Coaches Honors Luncheon	Thursday, Dec 17-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 18-10:45am-12:45pm. <i>May overlap some PAVO Convention sessions.</i> \$ 45 x _____ (No. of tickets)				
Guest attendance	Friday 12/18. 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)				
TOTAL DUE					
Make checks payable to PAVO; submit to P.O. Box 780, Oxford, KS 67119, or complete credit card information below and mail or fax to 620/455-3800					
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



BE IN THE MIDDLE OF THE ACTION...

... of NCAA Division I championship matches as part of the floor crew

by Marcia Alterman
Executive Director

For the past several years, PAVO has partnered with the NCAA to provide the floor crew for the Division I Women's Volleyball Championship matches. The partnership provides several of our PAVO members an opportunity to be immersed in the action featuring the best collegiate volleyball in the land. In addition, providing efficient, professional ball crew, floor moppers, and speed wipers is a valuable service to the assigned referees and the entire volleyball community.

PAVO is now ready to select and train the floor crew for the 2015 NCAA Division I Championship matches

in Omaha. **Crew selection is made exclusively from the PAVO Convention registrants.**

To indicate your interest and enthusiasm in being a part of the excitement at floor level, email Marcia Alterman at executive.director@pavo.org by Nov. 15. You must be registered for the 2015 PAVO Officials Convention, and be able to attend a training session on Wednesday, Dec. 16, the day before competition. The training will be held in the late afternoon. Those selected must be available for both the Thursday evening semifinal matches and the Saturday evening final match. **APPLY NOW!**



OFFICIALS SOCIAL

*by Nebraska Board of Volleyball Officials and
Great Plains Region*

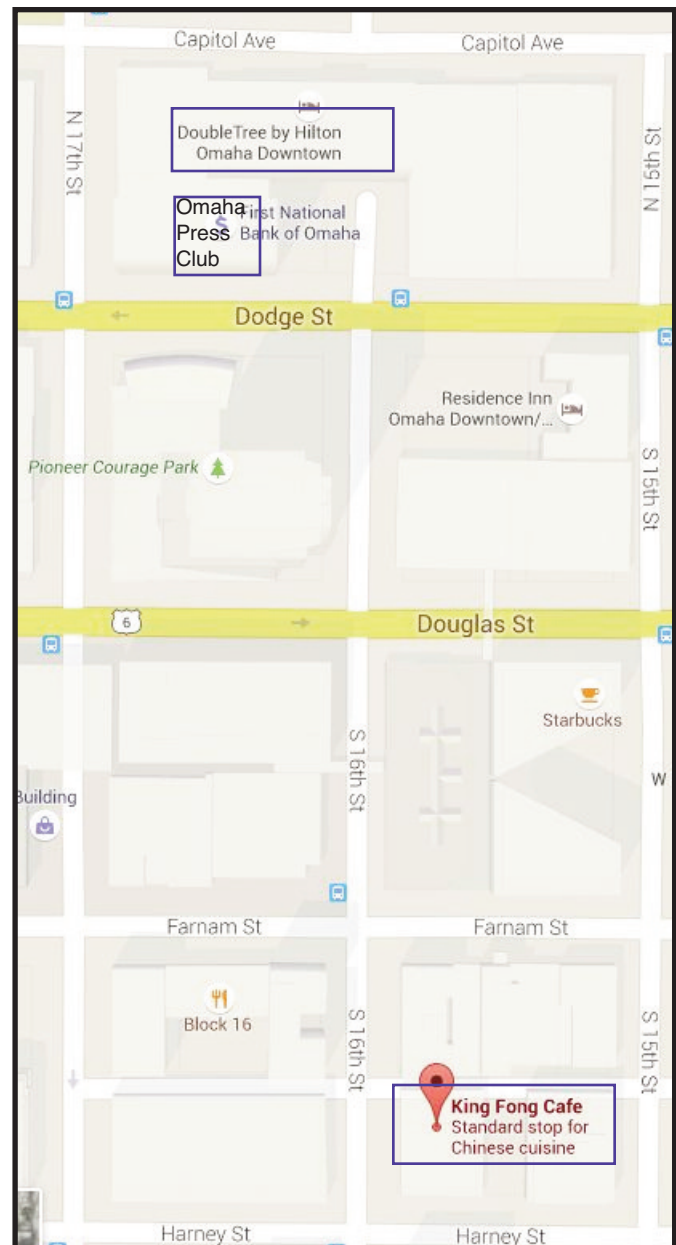
Social

The Nebraska Board of Volleyball officials and the Great Plains Region would like to invite all PAVO Convention registrants to an officials' social, held in conjunction with the convention and NCAA National Championships. This event will be on Wednesday, December 16 from 7:00-9:00pm. It will be held at the Omaha Press Club, just a short ½ block from the host Double Tree hotel. The address is First National, 1620 Dodge St #2200, Omaha, NE 68102 – the same location where the 2006 and 2008 socials were held. Come out and enjoy an evening with other officials and a great view of downtown Omaha.

There will be some light hors d'oeuvres served and a cash bar available for the evening. We request that you do not use the hors d'oeuvres as your dinner so everyone has an opportunity to partake.

Dinner Option

If you're looking for a unique place to eat before the reception, we would like to suggest a local eatery that's 2.5 blocks from the hotel. King Fong Cafe is located at 315 1/2 South 16th St (1/2 block past Panda House). Some of the local officials will be there from 5 pm - 7 pm if you'd like to join us. The egg foo yung is excellent, and prices are very reasonable. Make sure you bring cash as they do not take checks or credit cards. The restaurant is open until 8 pm.





USA Volleyball.

ATTENTION NATIONAL AND JUNIOR NATIONAL REFEREE CANDIDATES

*by Michelle Prater, Director, Referee Evaluation & Certification &
Michael O'Connor, Assistant Director, Referee Evaluation & Certification*

It is again that time of year when you start wondering if you have what it takes to become a USA Volleyball Junior National or National referee.

For National referee candidates, the rating session will take place during the BJNC at the Kay Bailey Hutchison Convention Center in Dallas, TX. All

National referee candidates will need to be in attendance at the tournament from June 29 – July 2.

For Junior National referee candidates, the rating session will take place during the GJNC to be held at the Indiana Convention Center in Indianapolis, IN. All Junior National referee candidates will need to be in attendance at the tournament from June 29 – July 2.



TIPS TO RAISE YOUR 2016 PAVO EXAM SCORE

by Brian Hemelgarn
Director of Examinations

Now that you can cross the NCAA/PAVO exams off of your “To Do” list, were you happy with your score? Did you perform as well on the exam as you expected? If you didn’t, what’s your plan to improve your score in the future? If you don’t have a plan, here are a few tips to help:

Before taking the exam:

Rulebook. It goes without saying that a thorough review of the rulebook can surely help, not only with your exam score, but also with your preparation for the season. It’s not enough to simply skim over the rules changes in the front of the book. Grab a glass of lemonade, sit down in a quiet area, and dig into the book with a little more intensity than you have in the past. You’ll be surprised at the little tidbits you’ll pick up that you hadn’t noticed before.

RefSchool. The popularity of RefSchool has grown by leaps and bounds during the past few years, especially since we started including the current year’s exam questions in the question bank. It’s the best thing since sliced bread, and it’s the best \$10 investment you can make in your officiating career. Take a few of the practice exams and then get a “test buddy” to go over the questions with you. Discussing the exam questions and rules with a fellow official is a great way to get the wheels.

Rules discussion group. Speaking of having a “test buddy,” consider organizing a study group with officials in your area. Host a pizza party or BBQ, invite your volleyball friends, and focus your discussions on rules topics and interpretations. Be sure to include a veteran official or two so that you have some experienced perspectives in the mix.

While taking the exam:

Read thoroughly. If you’re one of the many who has missed a question and then gone back to re-read it and discovered, “hey, I knew the answer to that one,” then you’re probably someone who needs a reminder to read each question completely. Some test-takers stop reading after they think they know the answer, only to realize when they get their results that the question wasn’t asking what they thought. This is a common reason people miss a question. Eliminate these correctable errors by reading each question thoroughly.

Don’t read into the question. We’re all guilty of it, but I can assure you that the exam committee strives to make each question “self-contained” so that you don’t have to read between the lines. Don’t make any assumptions about the conditions described in the question. We try to put everything you need right in front of you. No tricks or twisted wording!

Take your time. If you’re a National referee or aspire to post-season opportunities, you have 90 minutes to take the exam. That’s a long time! Slow down, read carefully, and review your answers before you submit them. There’s no race to have the fastest time for completing your exam. Use the time that’s allotted and be comfortable with your answers before you click the submit button.

The exam committee hopes you found the 2015 exams helpful. The committee continues to work hard to increase the quality of the exams, and I can’t thank the exam committee enough for their diligence in preparing an excellent product. It’s hard to believe we’ll be starting the exam process for the 2016 season in just three short months!

As you finish the season, here is to having lots of success and good luck with post-season opportunities.



NCAA/PAVO CLINICS A HUGE SUCCESS!

*by Anne Pufahl
Clinic Co-director*

Video clips proved to be the most popular attraction at this year's 30 PAVO/OTP clinics, but all the other modules also got high marks from the more than 2,000 officials who attended 30 clinics offered in 23 states.

The clips provided myriad opportunities to learn and hear from officials who were featured and for a robust discussion of NCAA rules and techniques.

"I want to offer my sincere respect for all the officials who were shown on video clips," said Ann Pufahl, NCAA Secretary Rules Editor and clinic co-director. "It takes a true team player to allow 2000 plus of your fellow officials to see you at your best (or worse as the case may be). If you get a chance please thank our video stars!"

The clips would not be possible without the tireless efforts of Marcia Alterman, Wally Hendricks, and the

rest of the video committee (Don Pemberton, Mike Behrens, Felix Madera, Lloyd Stevens, Tyrone Toloy and Ed Vesely), for watching endless hours of volleyball to select the clips shown in the clinics.

This year's clinicians were: Marcia Alterman, Mary Blalock, Brian Hemelgarn, Joan Powell, Anne Pufahl and Julie Voeck.

"A big thanks goes out to all the clinicians for their hard work and tenacity in planning and conducting the clinics," Pufahl said. "They really stepped up and worked extra weekends since we were down one clinician this year."

Of course, no clinic would be possible without the work of hosts and their respective boards. They contribute a great deal of time and energy to help this program be as successful as it is.



USA Volleyball

by Donna Wigton
Director, International Indoor Scorers

INTERNATIONAL INDOOR SCORERS NEWS

The 2015 International season wrapped up with a scorer certification clinic at the NORCECA Pan American Cup in Reno, NV, and the USA Men's Volleyball Cup with Brazil at four venues in Southern California.

The International Rating and Training Commission (IRTC) received the approval to certify four new scorers in Reno, as we needed more certified scorers highly competent on the e-score program and ready to learn the new challenge system with tablets and head sets. We invited all the qualified scorers who self-identified as a 4 on that program to apply and a panel selected from all the scorers who were available at that time. I'm happy to report that our newest internationally certified scorers are: Maureen Barbosa (SC), Kent Haggard (RM), Margie Mara (RM), and Rachael Stringer (FL). Congratulations to these professionals, and many thanks to my fellow raters Becky Brockney (RM) and Travis Karlin (NO) for all their hard work, thoughtful critiques, and insightful advice.

I owe a debt of gratitude to Terry Lawton and her fine group of hard working and excellent SC region scorers who worked the four USA/Brazil matches in August. She assigned and worked along with certified scorers

Jane Dong and Maureen Barbosa, and qualified scorers Rosie Sintop and Dianna Johnson at LBSU, U of San Diego, USC, and UCI. They all do more and more of the set-up and trouble shooting, and most even practice on multiple occasions in the stands on their own computers. I want to echo Terry's praises with a shout out to Melissa Weymouth and all the fine folks who help her run these International events – they also help us scorers with the e-score technology and tablet systems as well as all the little things that make working for USA volleyball such a pleasure. THANKS!

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, 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 IS LOOKING FOR 'A FEW GOOD MEMBERS' THROUGH SKILLS SURVEY COMING SOON

*by Katy Meyer
Deputy Executive Director*

One of the many invaluable strengths of PAVO membership has always been the willingness to “give back” to the organization. Members have helped with various special projects as authors, editors, technical consultants, data reviewers and other roles. An upcoming survey will gather information about the many skills of our members. We’re calling it a “skills inventory” (preview the PAVO SKILLS INVENTORY CATEGORIES).

As PAVO continues to expand and enhance its structure and serve its members, the organization is reaching out to our valued membership to tap many of its skills and gifts.

Please take a few minutes to respond to the survey and let PAVO know about the professional skills that you possess and are willing to share for the good of the organization and cadre of officials.

The list of skills included in the survey is comprehensive; PAVO staff will record the results and contact you if a project could benefit from a skill that you’ve identified. Using members’ skills on a voluntary basis or at a reduced rate helps control expenses, which relates directly to member dues.

Watch for the survey; it will be distributed as an email with a link. Please respond positively if possible. You may be the next member to help reach a program goal that benefits all PAVO members.



PAVO Skills Inventory Sheet

Category	Category Description
IT	POWER POINT CREATION, DEVELOPMENT, ANIMATIONS, VOICE OVER
IT	PROGRAMMING – CODE DEVELOPMENT
Photography/Videography	VIDEO CAPTURE AND EDITING, ORGANIZING
Photography/Videography	PHOTOGRAPHY – PHOTOGRAPHING OFFICIALS, STORING, CATEGORIZING, ORGANIZING PHOTO LIBRARY, VOLLEYBALL ACTION PHOTOGRAPHY
Speaking/Presenting	DYNAMIC SPEAKING SKILLS
Speaking/Presenting	NATIONAL REPUTATION
Speaking/Presenting	MOTIVATION
Speaking/Presenting	COUNSELING
Education	CIRRICULUM DEVELOPMENT
Publications	GRAPHIC DESIGN, COMPUTER GRAPHICS
Publications	PUBLISHING/PRINTING
Publication Development	PROFESSIONAL WRITING AND EDITING SKILLS (AUTHORING)
Computer Software	WEBSITE DEVELOPMENT, ORGANIZATION (PROFESSIONAL)
Computer Software	PROFESSIONAL FORM CREATION
Education	CURRICULUM DEVELOPMENT
Education	TEACHING EXPERIENCE – LEVELS
Education Support	EXAM DEVELOPMENT
Performance Evaluation	REFEREE RATING/EVALUATION
Performance Evaluation	LJ OR SCORER RATING/EVALUATION
Computer Software Database Management	ORGANIZATION/MAINTENANCE OF LARGE PHOTO LIBRARIES?
Professional	LEGAL, ACCOUNTING, MENTORING
	DATABASE MANAGEMENT (SERVER/CLOUD) – VIDEOS/PICTURES
Marketing	SOCIAL MEDIA – FACEBOOK, BLOGGING, INSTAGRAM, TWITTER
Marketing	PRINT AD DEVELOPMENT, MEDIA AD DEVELOPMENT, CORPORATE BRANDING
Publication Development	TECHNICAL WRITING AND EDITING (MANUALS, TRAINING MATERIAL)
	OTHER SKILLS TO NOTE:



USA Volleyball.

by Bill Thornburgh

Director of Indoor Referee Camps & Training

2016 USAV REFEREE TRAINING CAMPS

Do you want to start your USAV career on the right foot? Are you interested in fine-tuning your skills? Are you going to be a National or Junior National candidate in the upcoming year? If you answered 'yes' to any of these questions, then be sure to sign up for a USAV referee training camp in 2016.

The National Training Team is tentatively planning to host two Premier camps and an all new, Back to Basics camp. This newest addition is designed for referees in the early stages of their careers and for referees that have future plans to upgrade their certification.

The Back to Basics camp will take place in January in Louisville, Kentucky so be sure to visit the VRT website at <https://VolleyballRefTraining.com>, click on the 'events' tab, and then 'training camps' for more information.

As dates and schedules are finalized, the website will be updated and registration will begin. If you have questions about any of the camps feel free to email Bill Thornburgh at natvbref@gmail.com.



PAVO HONORS FIVE MEMBERS WITH MERITORIOUS SERVICE AWARD

*by Bill Thornburgh
Board Delegate*

PAVO members who have helped develop training materials, provided technical support, served as clinicians and directed the officials' camp program have been honored with the Meritorious Service Award.

Named for Robert L. Lindsay, the eighth president of USA Volleyball and a former regional commissioner who was instrumental in the success of the national team in-residence program in the 1980s, the award is bestowed on individuals who have made a significant contribution to volleyball at the local, regional, national or international level through USA volleyball or one of its affiliate organizations.

This year's winners are:

CJ McAbee-Reher – She has been deeply involved and committed to developing the new online training modules for PAVO.

Tim Stevens - He has provided significant contributions to PAVO's technology and web-based member services.

Denis Bergstedt – He was quick to step up and become involved in the recent development of line judge training materials for PAVO members.

Mary Blalock – She has continued to provide her services as a PAVO/NCAA clinician and has represented PAVO in a most positive light.

Doug Darling – He was recognized for his recent service as the PAVO Camp Director.

The winners have met all or most of the criteria for the award, which include being an active participant and showing leadership during the current playing season as a coach, official and/or administrator; promotion of volleyball and/or the corporation with the nominating member organization, contributing to volleyball publications, presenting speeches or scholarly presentations to promote volleyball, or conducting research that enhances the coaching, teaching, or analysis of volleyball play.

Congratulations to the following 2015 Meritorious Service Award recipients. PAVO thanks each of the recipients for their hard work, dedication of time, and quest to educate and train to make the officiating cadre better.



Scoring Can Make Or Break You

by Corny Galdones

During my prime that was nothing to brag about back in the day, I attended the Colorado Crossroads Junior National Qualifier as a whistleblower. Since I didn't tattle on anyone, let me tattle on myself.

It was the third and final day of the tournament. As is often the case, a losing playoff team came up with a lame excuse of not being able to work the next match because of an impending flight to catch. Glenn Sapp, the head referee, walked into our huge officials' workroom and yelled, "Is anyone free to help out on a match?" I jumped right up and volunteered to be the scorer. I was good back then. I was so good the entire rating team showed up at my court once when I was being re-evaluated as a national scorer. They ran out of paper taking copious notes on what not to do.

Just my luck, the match went to a deciding set. After conducting the coin toss, the second referee informed me Team X was receiving on my right. I was on it in no time. When the set began, something seemed off. Then it hit me. Team X was placed in the scoresheet on the right — the far right. OMG! I spotted Thang Nguyen, a scorekeeping whiz, strolling by. I frantically waved him over as the teams played on. He burst out laughing in disbelief after seeing my faux pas. I was so relieved when he sat down to save me. I survived in one piece to battle more scoresheets another day.

Learn from the failure of my success. Taking scoring for granted can come back to bite you. Know the scoresheet backwards and forward so you can isolate and resolve any scoring issue in a jiffy. Keep your skills current. How do you record an individual or team sanction? What's the procedure for an illegal player in the game? Wrong server? Mind change? What's annotated in the Comments section? There's more, much more. If you haven't kept score for a match in a while, it's time you did.

If you're a second referee, go out of your way to create a cooperative relationship with the scorer. Never forget this adult or teen is your equal, as human as you

are. Verbally and bodily, extend this person every respect and courtesy. Ascertain their scorekeeping capability. If necessary, give a simple but thorough tutorial on the scoring basics. Your fate depends on it. Do the same with the assistant scorer and scoreboard operator. Work with them and they'll work for you.

Identify beforehand the specific communication and actions you want from them and vice versa for match interruptions, e.g., substitutions, time outs, etc. Before each set, examine each team's submitted starting lineup to see if all player numbers are different and a libero, captain and coach's signature are present. Verify the scorer transcribes these lineups in precise order onto the scoresheet. When checking the lineups versus the players on the court to start a set, be thorough. A cursory check could put a curse on you of not detecting a wrong starter. Even though each team is held accountable for who's on the court, we have enough to look after as a second referee without causing problems of our own.

Monitor the scorer. On the very first substitution request of the match, watch how well the uniform numbers of incoming and outgoing players, the scores, and the number of team substitutions taken are recorded. You'll then have a good idea on whether or not to babysit the scorer during the match. Nonetheless, leaving alone those who are inexperienced is risky. Guard against anything unconventional or amiss in their handiwork. If there is, good luck in rectifying it. You'll need it. Keep an eye also on the scoreboard at the end of each and every play. Prevent scoring fires. Otherwise, you'll get burned. No second referee is immune from trouble, not even our best.

During a serve, the scorer might say, "Wrong server!" Blow your whistle to stop play. However, if there's any doubt about the server in question being out of order, wait till the play is over. Match the starting lineup submitted by the cited team against what's on the scoresheet. For more info, compare the relative

service orders between the two teams. Pinpoint who last served for the receiving team. That's key. If the NCAA scoresheet is being used, each server of the team serving first in the set must precede the corresponding server of the other team. On the USAV scoresheet, each checked off box for a server on the team serving first must follow the corresponding service box of the other team. When all else fails, consult the official statistician if one is present. If it's definitely a wrong server, be sure to put the team at fault in proper order and fix the scoresheet and scoreboard before resuming play.

Although only the first referee signs off on the completed scoresheet of a USAV match, you're not exempt as the second referee. Both officials are responsible for the accuracy of which team won and the scores for each set. I found this out the hard way. Someday, I'll tattle this tale. In the meantime, work on scoring. It's not as easy as you may think.



A Q AND A WITH PAVO EXECUTIVE DIRECTOR MARCIA ALTERMAN

*by Dale Goodwin
Board Delegate*

Q: What spurred you to get involved in VB officiating?

A: I found that I enjoyed officiating back in high school. I would officiate at our intramural basketball and softball games (there was no volleyball then). I just liked the idea of keeping things “fair”.

Q: How did PAVO develop into a viable association for volleyball officials?

A: I was recruited to be the president of ABO (The Affiliated Boards of Officials, PAVO’s predecessor), when it was still a sub-group of NAGWS. The organization was losing ground quickly as the NCAA began writing rules for women’s basketball, softball, and other sports. But they had not yet imposed themselves on volleyball for some reason, so I perceived that there was still a need for an organization that trained and certified volleyball referees. So, some true pioneers – Anne Fruechte, Terry Lawton, Sue Lemaire, Joan Powell among others - and I somehow managed to continue to influence the volleyball community to believe in that need and therefore support the concept of a professional organization for officials.

Q: Describe your impetus in creating what we know today as PAVO?

A: In my interactions with NAGWS leadership, I had seen what happened when the NCAA started writing rules and making postseason assignments in sports like basketball. Suddenly, the need for a universal message provided by a single organization was replaced by the conference-driven model. I heard the concerns about how that could splinter the process, and I didn’t want that to happen to volleyball.

Q: What’s been the best part of your job?

A: Without a doubt, getting to know the people I’ve been blessed to interact with. After 20-plus years, I’m still amazed by the passion and willingness that volleyball officials have to give back.

Q: What has been the least favorite?

A: Bureaucracy and dealing with the potential for legal liability – both for officials individually, and our organization. Both of those issues are deterrents to the process of recruiting and retaining good officials.

Q: What do you think have been the three rule changes during your involvement in the sport that have had the most positive impact on the game?

A: Rally scoring, introduction of the libero player, and the advent of delay sanctions.

Q: What has been your single biggest thrill as a volleyball official and/or administrator?

A: Historically – being selected to officiate the Olympic Festival in 1991 (I thought it was my entry into the “big time”!). More contemporary, it’s a tie between being named to the AVCA Hall of Fame and the recent NASO Gold Whistle Award. One is recognition by coaches, which is amazingly satisfying; the other is recognition by peers, and you can’t beat that!!

Q: What do you see as your biggest accomplishment as executive director of PAVO?

A: Maintaining a financially viable, member-driven professional association when the entire climate was turning the other way. That has taken every skill I had as a lobbyist, negotiator, and administrator.

Q: What three people have you looked up to the most during your involvement in the sport, and why?

A: Sue Lemaire for being a pioneer for female officials; the Big Ten Conference leadership for being willing to take a chance on a relatively unknown Midwest-based official to lead their volleyball program; Joan Powell for constantly displaying courage and charisma as we worked to “deliver the gospel”.

Q: How do you view the health of volleyball officiating in this country?

A: The status of volleyball officiating in this country is, overall, strong and healthy. There is a MUCH greater consistency and a higher expectation of professional behavior, correct techniques, and rules knowledge than there was when PAVO was first on the scene.

Q: What could be improved?

A: We need to continue to recruit, especially in underserved geographic areas and at the entry level for high schools and juniors. I would never want a lack of good officials to stifle the growth of our sport.

Q: What will your legacy in the sport be?

A: I hope that we've proven that the concept of a member-driven professional association is a viable model. We CAN establish and hold our own standards, in cooperation with the governing bodies and coaching groups, and a system of peer evaluation, review, and education regarding those standards really does work.

Q: You will soon step down from the position of PAVO Executive Director. What will you do with all your free time?

A: I hope to golf and travel (for pleasure that is) a LOT more.

Q: What part of your golf game will likely improve the most now that you have more time to devote to refining your skills?

A: I sincerely hope it's my putting. Putting requires total concentration and focus, and too many times I'm thinking about the three phone calls I have to return as soon as the round is over!

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