

# The Official Word

Good

Evaluation

Techniques



## Learning good evaluation techniques makes one a better official

By Joan Powell, PAVO President

The National Association of Sports Officials Conference was held in Albuquerque this June. "Sports Officiating 2002" was the 20<sup>th</sup> year for NASO, but the first time conducted in cooperation with the National Federation of State High School Associations. The theme of the conference was "Evaluating Officiating Performance." It was truly an exceptional, stimulating and even validating weekend.

Participants registered and were given a two-inch notebook filled with valuable handouts from the conference speakers. Harvey Ratner opened the conference with a presentation on sports vision. He demonstrated activities used by the NFL, NBA, USATA and the FBI in the training of vision. Our very own volleyball referee from Denver, **Chuck Ellis** was picked from a crowd of 200 attendees as a demonstrator. He did us proud!!! Also in attendance were **Manny Joia Jr. (CA)**, **Milo Moyano (MN)** and **Marygay Schoop (OR)**.

The first day was filled with enlightening speakers on evaluative systems and tools, like the technology used by the Major League Umpires in defining the strike zone with six camera angles and charted pitches that the evaluator and umpire can observe following a baseball game. The day was capped off with the Gold Whistle Banquet. Larry Young, a Major League Umpire, was awarded the prestigious award for his contribution to Special Olympics and organizing foundations for charities and scholarships. He is truly a remarkable man. His wife and two teenage daughters

were present. The audience was told that one of Larry's daughters, when asked at an early school age, very proudly answered that her daddy was a professional vampire!

The second day of the conference was filled with more stimulating speakers, panels and demonstrations on how to better the evaluative process. I was fortunate enough to be among an outstanding panel: Bryan Lewis, NHL Director of Officials; Henry Zaborniak, Ohio High School Athletic Association Assistant Commissioner and former high level referee; Jerry Seeman, former NFL Senior Director of Officiating and former official (2 Super Bowls); and Pat Smith, US Soccer Federation National Assessor and Instructor. Our panel was entitled,

"Help Your Evaluators Be More Effective. Although the men's titles and accomplishments certainly overshadowed me, I was able to hold my own because of the information that I was able to share, thanks to the brain trusts in USA Volleyball and PAVO. The materials in the notebook were a compilation of about 25 pages of evaluative tools, from college conference forms to our joint rating sheets.

I chose to verbally share with the audience the USAV Rating Intern Program that I was about to be a part of at the Junior National Championship in Salt Lake City. I was able to give an overview of the following week's endeavor. I warned of the erroneous assumption that because one

*Continued on page 2*

## Quotes from the Interns

"The hands-on experience gained from this program was worth a million. I am looking forward to implementing a rating program in my region." **Marcia Costley**

"I had mixed feelings coming into the rating internship (maybe fear of the unknown) and left without any regrets. I had wonderful 'aha moments – when ideas start to click' in regard to my own officiating and 'people skills' as well as educating/training others." **Sue Fedder**

"The rater internship program proved to be more than just learning how to evaluate and give feedback. My interactions with candidates and other raters provided me with a better understanding of the roles of a rater, which includes being informative, precise and sincere." **Leisa Jordan**

"I have been challenged to learn to speak in a different language. This program has taken me to a new level and I don't plan on going alone!" **Joe Salak Jr.**

"I had expected to learn how to help others improve their refereeing, but ended up doing that and improving my own refereeing." **Isaac Wong**

"I think this has to rank with one of the best trainings I have ever had in volleyball. It not only helped me see what to look for when rating officials, but showed me how to do it positively. I plan to help my region in rating not only my adults officiating juniors, but all adults if possible." **Marilyn Thompson**

*Continued from page 1*

is a good official, that one would then be a good evaluator. A disservice has been placed on those deemed to rate or assess without any formal training. **C.J. McAbee-Reher** decided to do something about that in the sport of volleyball. I was able to share her vision and program. Following our panel discussion, four different officials (non-volleyball) approached me and asked for more information regarding the intern program.

*After returning from Junior Nationals, I would like to share with the readers that the intern program was even more than I had anticipated. First of all the team of raters, Charles Ezigbo, Mary Faragher, Clark Ratcliffe and I were dedicated to the philosophy and goals of this program. The interns, Isaac Wong, Marilyn Thompson, Joe Salak Jr., Rachelle Rogers, Leisa Jordan, Sue Fedder and Marcia Costley, refereed half days and volunteered as interns the other half. The purpose of this program is to teach people how to evaluate and return to their regions to teach others through evaluation to be better officials. This process will also assist those who wish to advance their own rating.*

*Each intern would shadow a rater, learn the ins and outs of the rating sheet, take notes themselves, observe debriefings and eventually share their observations in the rating process. Once the intern was ready to take the reins, they were given the chance to do so, followed by a debriefing with the rater. The learning process was unending. Each evening the raters and interns met. CJ had provided us with a notebook with scripted lesson plans. The interns learned what to look for, how to share the observations, what to take from four different approaches (with room for their own style), reframe/rephrase comments into the positive, how to recapture a debriefing that has "gone south," and how to deal with difficult or disinterested people. With this overload of information, the interns became more comfortable assessing and sharing and also, found that their officiating improved as well! At the end of the internship, the assessors' evaluations will only prove to help enhance the program for next year. It was an exhausting experience, but so rewarding for all.*

## NCAA Materials Available



### NCAA Rule Books, Guidebook, other training materials available

By Marcia Alterman, NCAA Rules Interpreter

If you have not yet ordered your copy of the *NCAA Women's Volleyball Rules and Interpretations*, call 888/388-9748 (toll free) or go to [www.ncaa.org](http://www.ncaa.org). There also is a link on the PAVO web site.

All officials will also want to have a copy of the *PAVO Volleyball Officials Guidebook*, which is available by calling 800/791-2074, or on the web at [www.pavo.org](http://www.pavo.org). Armed with the information in these two publications, you'll be ready for whatever curves may lie ahead!

All scorekeeping forms are available for download – find the link on the PAVO web page. The documents include the non-deciding game scoresheet, deciding game scoresheet, line-up sheet, and libero tracking sheet.

There are two more invaluable training tools available, targeted at entities that train line judges or scorekeepers. PAVO has developed a new scorekeeper training video, and

updated the line judge training video to include information regarding the pursuit rule. The scorekeeper video thoroughly covers the duties of the assistant scorekeeper regarding tracking the libero, and the new scorekeeping techniques adopted this year. Both videos are available on the PAVO web site, or call the central office at 888/791-2074.

### Corrections to the 2002 NCAA Women's Volleyball Rules and Interpretations:

**Page 24, Rule 5-2-4-e:** "Designated coaches may give instructions to players during the match but may not argue with the referees. Coaches entering the court while the match is in progress (except during timeouts) may be sanctioned for unsporting behavior."

**Page 32, Sanction Scale:** The appropriate **Card(s) Shown** for Rude conduct is a Red card, not a yellow card.

**Page 83, rule 17-5-2-a-4:** The rule reference should read "See Signal 9a, Page 162"

**Page 162, Signal #9a:** Should be titled "Antenna fault" instead of "Ball outside the antenna". •

I was so proud to be able to share this program with a large group of sport officials at the NASO/NF Conference. This program has a great deal of merit and is so needed at the local, regional and national level. Volleyball is light years ahead of some of the other sports when it comes to evaluation. Naturally the professional sports have more financial and technical resources, but our sport is in an advanced stage and ever-improving. The NASO/NF Conference concluded with Barry Mano, NASO Founder and President and Publisher of Referee Magazine and

former official, along with Bernie Saggau, Iowa High School Athletic Association's Executive Director and former official. Each speaker reminded us of the impact we have on the game. Both left the audience with a feeling of satisfaction, validation and an eagerness to continue what we do – even better. •

## Nominations Sought



### Last Call: Looking for Nominees for Board Chair of the Year

Last month in *The Official Word* we told you about the new "Board Chair of the Year" award that the PAVO Board of Directors has established. Nominations will be accepted through **Aug. 31, 2002**.

The new award will be awarded annually and will be presented at the PAVO convention. PAVO will also provide financial assistance to aid the winner in traveling to the convention to receive the award.

Does your board chair go above and beyond the call? Does he or she offer extra time to individual members or provide countless hours of mentoring for new officials, always with a smile or positive attitude? If so, these are the type of individuals that should be nominated for this award!

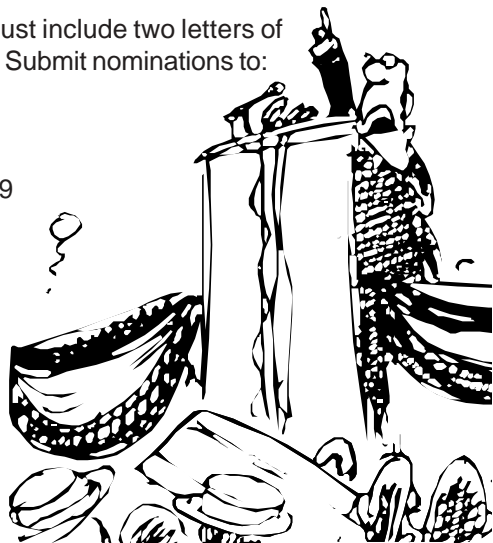
The award criteria includes:

1. Has served as the PAVO Board Chair in the past twelve months.
2. Has fulfilled all board chair duties as outlined in the PAVO Board Handbook in a timely manner.
3. Demonstrates active support of PAVO missions and objectives.
4. Actively pursues additional training opportunities for members of the local board.
5. Utilizes all available resources to provide a mentoring program for new officials.
6. Actively seeks new members to join PAVO through local boards.

All nominations must include two letters of recommendation. Submit nominations to:

PAVO  
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Questions?  
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Director: (316)  
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## PAVO Seeking Input on Board Restructuring Plan



By PAVO Board of Directors

The PAVO Board of Directors has created a working model for restructuring the Board to allow for a greater percentage of the Board to be elected by the membership. As mentioned in the July issue of *The Official Word*, the new format would allow for election of a president, a treasurer, and five other representatives. We are asking for membership input as to how those five other representatives should be elected (please refer to the previous issue for details).

If you have not done so already, please express your opinion on the PAVO Web site at [www.pavo.org](http://www.pavo.org) as soon as possible. The deadline for membership response is Sept. 1, so your rapid response will be appreciated. Results will be published in a future issue of *The Official Word*. •

## Member Profile: Betty Was Wily as a Fox



By Dale Goodwin, PAVO Interim Board Member

Volleyball has a way of bringing people together. It bridges international gaps between players from all reaches of the globe; from all nationalities and ethnicities and cultures. It brings together young kids on school playgrounds and in gyms all across the country. In the case of Betty and Sandy Fox, it brought them to the altar.

Betty was a junior national referee candidate at the 1990 Junior Olympics in Tampa. Sandy had an eye for her, but thought she had a boyfriend. Betty apparently had an eye for him, as well, and asked him if she could go out with "the group" after the tournament ended.

They didn't communicate for six to eight months after that. But they got together again at the U.S. Open the next spring, and they have been together ever since. Now they enjoy working the officials desk in the workroom at junior national and national

tournaments. "We like to help things run efficiently," Sandy said. "I like getting to know everyone by name," Betty offered.

Ultimately, both enjoy the volleyball family reunion that happens every year at the

junior and U.S. Open tournaments. And the two of them are like family patriarchs, helping to ensure every official has a positive tournament experience.

Family has always played a big part in their lives. Sandy has two children. So when Betty and Sandy heard news in May that they were going to be grandparents soon – for the first time – they decided to leave good teaching jobs in Missouri and move to North Carolina to be near their expanding family. "We sold



Betty Fox



our house in Missouri, then got jobs in North Carolina, all in the same week," Betty said. "That's when we figured it was meant to be."

So in midsummer they packed up their Missouri house, jumped on their motorcycles and rode to Tobacco Road, ready to begin a new life. Both will teach at A.L. Brown High School in Pinehurst, where Sandy will serve as the girls varsity head volleyball coach. Betty had been a middle school girls basketball and track coach in Missouri. Both will continue their officiating careers on the East Coast.

In the meantime, volleyball, which brought them together, will undoubtedly play a part in keeping them together. They have missed just one Open and

one junior national tournament since they met, and grand parenthood shouldn't interfere with future tournament assignments, they said.

For volleyball is truly another 'family' experience for the Foxes. •



Sandy Fox

## Letters to the Editor

Another noise-reduction alternative

I read the "Can Whistle Noise Cause Hearing Damage" article with great interest. I am not surprised by the finding given my own experience of mild tinnitus (ear ringing) after officiating in certain gyms. Many thanks to Jim Olson for his efforts in bringing this issue to light.

For those officials who are concerned with the appearance of yellow foam ear plugs, there is an option that is quite a bit more discreet yet affords up to 25dB of sound reduction. The attenuators are easily interchangeable and available in 9dB and 15dB as well.

As a musician, I've recently acquired "musicians earplugs" that reduce noise evenly across the audio spectrum. More importantly to officials, they are custom molded by an audiologist such that they are nearly invisible in the ear canal. Cost is modest when you consider what they protect—\$160. They provide the fit, look, and speech intelligibility that non-custom plugs simply cannot provide.

Based on the findings listed in the article, I will begin using my musicians plugs next season for officiating.

I will be putting links to Etymotic Research and Westone labs at <http://vbref.org/ear/> as well as photos of the plugs in ear.

Best Regards,  
Todd Haverkos - USA Volleyball National Official  
<http://www.vbref.org/>



## USA Volleyball Referee Commission



By Kathy Ferraraccio, USA Volleyball AVP - Referee Commission

It has been a quick two months since I was begging for referees to work the various tournaments over the summer. And now those tournaments have come to a very successful end with the help of quite a few people.

I would like to thank each of the referees who worked the Open, Co-Ed and Volleyball Championships that were held in Dallas in May and June. I would also like to thank the referees who worked the Boys Junior Olympic Volleyball Championships in Louisville, the Girls Invitational in Louisville, and the Girls Junior Olympic Volleyball Championships in Salt Lake City. Each of you worked hard to make each tournament a success for all the players

who competed there. I know that it is difficult taking time out of your lives to spend money to work so hard. Your dedication is to be commended.

We had a number of Regional Referees who also had the chance to work at the Junior tournaments, and they did a tremendous job of keeping the tournament running. We could not have done it without any of them. Each National and Junior National Referee who worked with the up and coming Regional Referees should be commended for helping them to become a better referee, and to hopefully join the ranks of National Referees some day.

I wish that I could put in here all the names of those who worked at the tournaments, but I will use the excuse that there just isn't enough room. Actually, I would forget someone, and

that just wouldn't be nice. So to all of you, thanks for keeping the tournaments on track.

A special thanks goes out to those who served as Head Referees at each of the tournaments. They did a tremendous job at a job that is thankless. Many new ideas came out of the tournaments, and I hope to institute some in the coming years. If you didn't thank these people at the tournament, you can do so next time you see them. They are Steve Thorpe, Kathy Ferraraccio, Brian Hemelgarn, Mike Carter, Steve Owen, Dan DiPirro and Donnie Goodwin.

A big thanks should also go to the assigning staff at each of the tournaments. Without them, the tournament would be impossible. Each of them spends countless hours in a windowless room, making sure that each referee gets a fair match count, while ensuring the referee gets the times off that are requested. My personal thanks go to Al Herbert who heads up

*Continued on page 6*



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## Warm Climate Welcome Prospect for 2002 December Convention

By Dale Goodwin  
PAVO Interim Board Member

We're staying in the warmer southern belt of the United States this winter, staging the annual Officials Convention "2002 Bourbon Tweet" in frolicking New Orleans, Dec. 19-21. The host New Orleans Marriott is just a short walk from the French Quarter, and offers tremendous amenities for just \$98 per night for convention guests.

The Convention offers three days of professional development seminars, access to tickets for



**2002  
BOURBON  
Tweet**

**Officials Convention  
Dec. 19-21  
New Orleans, LA**

the NCAA Division I semifinal and final matches, and a chance to network with P A V O leadership and other officials from all corners of the country.

An investment in the Convention is an investment in your future as a volleyball official. A registration form is included in this newsletter. Convention cost is \$100 for PAVO members, \$125 for non-PAVO members before Nov. 15. To make hotel reservations at the New Orleans Marriott call 1-888-654-1200, and tell them you're with the ACVA/PAVO Convention to receive the reduced rate of \$98. As more Convention details become available you can find them on our Web site at [www.pavo.org](http://www.pavo.org). Expect a tentative Convention outline up soon. •

### Continued from page 5

this crew of people. He put forth many hours of work before the tournaments even began to make sure that all was on track. Thanks, Al.

The rating team also did a tremendous job of looking at referees who have not been rated in some time. They gave up many hours of sleep to ensure that all referees are on the same page with techniques, signals, and bench control issues. We continue to strive to improve our skills, and with the help of the rating team, this is becoming easier. I would

## PAVO Windshirts For Sale



Be among the first to have the stylish PAVO windshirt! This high quality navy shirt is banded at the neck, cuffs, and bottom. The PAVO logo appears in white on the left side of the chest. Cost is \$45 + \$5 shipping. Call the Central Office at (888) 791-2074 to place your order, or mail the completed form to: PAVO, PO Box 780, Oxford, KS 67119, or fax to 316/265-6887.

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like to thank CJ McAbee-Reher and Mary Blalock who head up this crew of people, making sure that they give the same information at all tournaments.

Lastly, I would like to thank anyone that I have forgotten above. The one thing I don't like about writing a note of thanks is that I will leave someone out. So if I have left you out, I apologize, and this paragraph is for you. Thank you for all you do.

Have a great month of August, and I hope to see a lot of you in the fall. Happy officiating. •



Officials Convention  
Dec. 19-21  
New Orleans, LA

## 2002 PAVO Officials' Convention December 19 – 21



# REGISTRATION

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

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

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<b>Convention Registration *</b>	\$100	\$150	\$125	\$150	
Includes all PAVO sessions & AVCA exhibit show on 12/19, noon - 6 PM					
<b>Extras and Options:</b>					--
<b>NCAA Match Tickets *</b>	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. Limited quantity available. Ticket orders may not be placed by non-registrants. <b>\$32 x _____ (No. of tickets)</b>				
<b>Bus Pass</b>	For transportation to and from NCAA Championship matches (both days). <b>\$25 x _____ (No. of passes)</b>				
<b>AVCA Coach of the Year Brunch/Marriott</b>	Thurs., 12/19/02, 10:00 - 12 p.m. (tentative) <i>Will probably overlap some PAVO convention sessions.</i> <b>\$35 x _____ (No. of tickets)</b>				
<b>AVCA All-America Player Brunch/Marriott</b>	Fri., 12/20/02, 11 a.m. - 1 p.m. <i>Will probably overlap some PAVO convention sessions.</i> <b>\$35 x _____ (No. of tickets)</b>				
<b>Guest attendance</b>	Fri., 12/20/02 PAVO Evening Social and Semi-Final Analysis <b># of guests _____ x \$20 each</b>				
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\* NOTE: NCAA match tickets are **not** refundable under any circumstances.

\*\* 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.

**From:** \_\_\_\_\_  
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\_\_\_\_\_

**TO: PAVO  
PO Box 780  
Oxford, KS 67119**

## PAVO Board Profile - Oregon Board

### Oregon Board Continues Mission of Education and Service

By Heather Hannam

The Oregon Collegiate Volleyball Officials Association, echoing many like-minded boards of its time, originated as the Northern Oregon Board of Officials, with a strong academic bent and a mission fueled by that of the Division of Girls & Women in Sport: education and service to women's athletic programs. Founded in the early 1970's by prominent Portland area women of academia with strong alliances to collegiate and high school athletics, the Northern Oregon Board offered a sound educational design including training clinics and mentoring programs. A shared philosophy within its membership insisted that strengthening the individual was just as important as strengthening the association itself.

A sincere, strong professional female leadership added the components of nurturing, sense of community, and compassion. We were called to give back that which had been given to us.

The Northern Oregon Board initially provided both volleyball and basketball officials to the institutions of Western Oregon. Cathy Davis was our first commissioner, and doing the lion's share of the work, ran the board for more than 35 years, including overseeing the 1978

merger with the Willamette Valley Board. Equity and fairness ruled, and there was little sense of competition between officials. Large local tournaments fostered solid opportunities for midseason exchange of ideas, as well as how to handle difficult game situations, coaching challenges, and rule interpretations. One such tournament, now in its 28<sup>th</sup> year, also maintains the fun and camaraderie of our association as both officials and teams try to out-costume each other every Halloween.

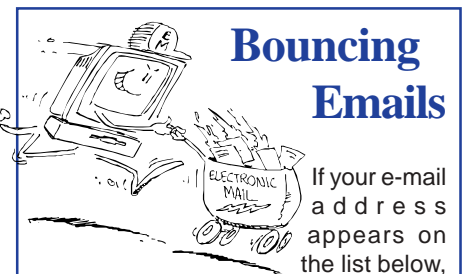
From our ranks have come two women long active at the national leadership level, one or both serving in various capacities as NAGWS Executive Board member, Affiliated Board of Officials Chair, Rules Interpreter, NRT and/or NTT (now OTP) Clinician, Exam Chair. Both are recipients of PAVO's prestigious Honor Award. Drawing from their wide reaching contact with other boards during their national travel, Ann Casey (now retired) and Ann Fruechte (current OCVOA commissioner and PAVO OTP member) shared their wisdom and kept our association members at the forefront of the latest officiating techniques, rule interpretations and training programs. (And we think on par with the best associations anywhere!)

OCVOA serves 21 universities, small colleges and community college programs, and is now led by a five-member executive committee. Sponsoring a preseason meeting, we always get an OTP presenter (Fruechte), but occasionally host an official OTP Site. A midseason meeting complements association goals of officially evaluating every member on a regular basis, promoting learning and camaraderie through peer observations, and training our probationary officials. Mentoring programs are ongoing. In addition, we are working to organize a preseason training tournament, as well as to establish a scholarship fund to assist officials attending the PAVO National Convention, PAVO Spring Camps, USA Rating Sessions, and other professional growth opportunities.

Our 31 members are located geographically from Vancouver, Wash., to

Portland, to Klamath Falls. Four officials have earned their National PAVO rating, with three having officiated national collegiate championship tournaments. Eight members officiate Division I in five different conferences. Four members have earned a National USA rating, two the Junior National rating, and one a National Scorekeeping Certification.

Much has changed over the 40-plus years of developing collegiate volleyball officiating in Oregon, yet the original mission of education and service to women's athletics, as well as promoting the professional growth of all our members, remains the focus and commitment of the Oregon Collegiate Volleyball Officials Association. •



If your e-mail address appears on the list below, the last several messages that were sent to you bounced back as being undeliverable. Please go the PAVO or USA site and use the database link to update your preferred e-mail address. Some very important information will be sent this fall and you do not want to miss it!

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### New Officials' Chair Gulf Coast Region



USAV Gulf Coast Region now has a new official's chair Rob Brecheisen. After 5 years of helping to start this region and working as Official's Chair Crystal Lewis has resigned from the position. Any questions or emails concerning the USAV Gulf Coast Region official's chair position, please send them to Rob at [FeBRKR@Digiscape.com](mailto:FeBRKR@Digiscape.com).

Thanks and keep up the good work.

-- Crystal Lewis

# Second Annual Rater Intern Program a Success!!



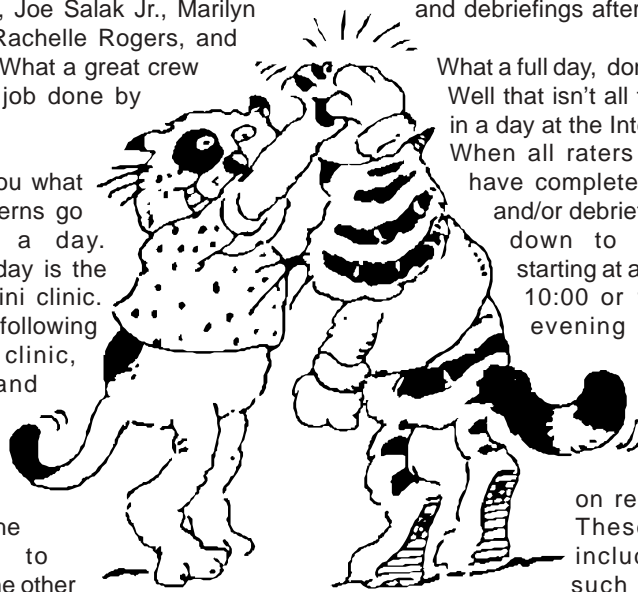
By CJ McAbee-Reher,  
National Commissioner Jr  
Referee Cert & Eval

The second Rater Intern Program, this one focusing on improving raters who work in their regions, was a great success! I want to thank the raters: Mary Faragher, Charles Ezigbo, Clark Radcliffe, and Joan Powell. And I also want to thank the interns: Marcia Costley, Sue Feder, Leisa Jordan, Joe Salak Jr., Marilyn Thompson, Rachelle Rogers, and Isaac Wong. What a great crew and a great job done by all!!

Let me tell you what the raters/interns go through in a day. Starting the day is the 7:00 a.m. mini clinic. Immediately following the mini clinic, raters and interns alike get ready for the first match of the day. Half of the interns go to referee and the other half prepare to learn the process of rating. One rater and intern go to the demo match to talk through issues that arise or just answer questions from attendees. The first ratings also begin at 8:00 and 9:00 a.m. The debriefing with ratees followed as soon as those matches were over, usually around 10:00. Then the rater and the intern debriefed the debriefing, discussing the well delivered points and exploring other options for those items that could have been delivered better. Prioritizing feedback, reading how the debriefing is going, use of the rating sheets, and what and when to look for what issues during the match are also discussed on a on-going basis. Then, (there is no break) the next rating starts at 11:00 and 12:00. The debriefings begin as close to 1:00 as possible.

At the 2:00 break on the courts the raters and interns were at it again with the second (repeated) mini clinic. This was

attended very well this year and will be continued next year. The interns who had refereed the morning wave now prepared to rate and the intern raters of the morning were now part of the referee crew. While one rater and intern return for the demo match, ratings began again at 3:00 and 4:00 p.m. Debriefings at 5:00(ish), still with a debriefing with interns immediately following. Just enough time left to do another rating at 6:00 and 7:00 p.m. and debriefings after that.



What a full day, don't you think? Well that isn't all that happens in a day at the Intern Program. When all raters and interns have completed refereeing and/or debriefings, they sit down to a meeting, starting at approximately 10:00 or 10:30. Each evening has a complete curriculum full of additional information on related topics. These topics include things such as

confidentiality, professionalism, presenting information in a positive manner, re-framing, dealing with resistance in a rating session, using the rating sheets, how to and what to look for on the court, working with other raters, and how this information translates into regional issues. These meetings last for usually about 2 hours. The interns are released for the "evening" at around midnight and the raters have another brief meeting. The raters discuss the progress of the day of each intern and develop one or several things for the interns to work on the next day. This year raters were able to squeeze in about 5 hours of sleep per night! Then up bright and early to begin the next day.

As you can see, each rater and intern that committed to this program worked very hard each day and also into the night! I'm glad that the efforts paid off! (You can read

what the interns thought of the process in another article in this newsletter.)

In this tremendous effort, over 97 ratings were completed in two sessions, this included everyone at the tournament and some lucky people twice!! Even the head referees were subjected to ratings! I do want to mention that most referees responded appropriately and acknowledged that this is good training and incorporated the feedback into their officiating. Thanks to all the referees who were willing to listen and improve their officiating skills.

I want to personally thank each of the raters. This program would not work without the extreme commitment of the raters. Each of these raters brought a unique perspective and outlook to the team. Each of them brought myriad strengths and great enthusiasm to a grueling and difficult schedule. I appreciate the willingness to commit and help improve the rating process in various regions. You guys made it work and you are the greatest!! Thank you Mary, Charles, Clark and Joan!! •

Special Thanks  
goes out to **Nancy Smith and her family** who provided transportation to the airport at the conclusion of the USA Junior Olympic Girls' Volleyball Championships in Salt Lake City. Support like this makes one forget the long hours and nights without dinner!

## PAVO announces Meritorious Service Award Winners



As a member organization of USA Volleyball, PAVO is able to identify up to five individuals each year to receive the USAV Meritorious Service Award. The PAVO Board of Directors recognizes individuals who have contributed to the programs and goals of the organization both locally and nationally and to the sport of volleyball.

The 2002 Meritorious Service Awards will be presented to:

- **Charles Ezigbo** – for his extensive efforts in development of the PAVO website – way above & beyond the call of duty.
- **Dennis Lafata** – for his work on the joint PAVO/USAV newsletter (Official Word), often going to great lengths to meet deadlines.
- **Pat Martin** – for her dedication to improving officiating in her home area through recruiting and local training.
- **Margie Mara** - for her dedication to training and recruiting officials and her commitment to officiating excellence.
- **Rusty Wellman** – for his background support of PAVO camp efforts over and above the normal job description of camp staff and his exemplary work with the Spokane Board.

Congratulations to all for a job well done! •

## PAVO Officials Training Program (OTP)

### 2002 Clinic Schedule - FINAL

DATE	SITE	HOST	PHONE #	Email
July 27	Chicago, IL	Mary Jo O'Donohue	(847) 696-1010	MOdonohue@bigten.org
July 27	Springfield, MA	Pat Demers	(413) 786-7676	-
July 27	Chico, CA	Merrilee Johnson	(530) 345-1770	mjohnson@glenn-co.k12.ca.us
August 3	Salt Lake City, UT	Norma Carr	(801) 484-0936	carnno@slcc.edu
August 4	New York, NY	Richard Lubin	(718) 723-6625	NYCboardchair@aol.com
August 4	Chapel Hill, NC	Dan Pickett	(919) 419-2038	depickett@juno.com
August 4	Murfreesboro, TN	Elaine Mitchell	(615) 355-1786	-
August 10	Spokane, WA	Dale Goodwin	(509) 448-7319	goodwin@gu.gonzaga.edu
August 10	Austin, TX	Michele Furlong	(817) 589-0687	pisces@flash.net
August 10	St. Louis, MO	Dennis Lafata	(314) 849-1221	lafata@gatewayvb.org
August 11	Portland, OR	Marcia Costley	(541) 746-0795	mcostley-vb-h20@attbi.com
August 11	Denver, CO	Alan Suzuki	(303) 741-3565	asuzuki@wac.org
August 17	Bowling Green, OH	Diane Plas	(440) 647-5866	jplas@prodigy.net
August 17	Lakeland, FL	Eric Vlahov	(813) 908-7218	evlahov@ut.edu
August 17	Birmingham, AL	Pat Martin/ Melinda Voorhies	(225) 926-7765	riveroaks@msn.com
August 17	Phoenix, AZ	Peter Meyer	(928) 380-1491	ktnpt@msn.com
August 17	Baltimore, MD	Amy Unger	(410) 654-4424	unger.ae@pg.com
August 18	East Lansing, MI	Fusako Hines	(586) 778-0490	refme@icqmail.com
August 18	Omaha, NE	Sue Mailhot	(402) 291-0171	sjmbv@glx.net
August 18	Billings, MT	Wai-man Woo	(406) 248-9137	waimanwoo@hotmail.com
August 18	Boston, MA	Steve Webster	(617) 489-6678	swebster@brodeur.com
August 24	St. Paul, MN	Bob Stanek	(651) 780-0111	rlstanek@mmm.com
August 24	Indianapolis, IN	Pam Brake	(317) 356-1463	pam.brake@covance.com
August 25	Wichita, KS	Linda Frazier	(316) 686-3013	linfraz@swbell.net
August 25	Albany, NY	Sheila Coyle	(518) 765-9321	-

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