

# The Official Word

ACCOUNTABILITY

IN

OFFICIATING



## Increased scrutiny leads to need for tighter accountability



By Joan Powell  
PAVO President

"Accountability in Officiating" was the theme of this summer's 21<sup>st</sup> Annual National Association of Sports Officials Conference in Portland, Ore. Attended by almost 300 sports officials and administrators from across the country, the topic was one which has drawn much attention in recent years, especially with the advent of video taping.

"Officials have never been more highly scrutinized than they are today," said Barry Mano, NASO founder/president and publisher of Referee magazine. From tee ball to the majors, athletic contests are being recorded and all sports officials are under a magnifying glass – "scrutiny" is the word for this new era.

Jerry McGee, president of Wingate University and an ACC football official spoke about the Principles of Accountability and suggested "The Buck Stops Here" during his session. It was impressed upon us that we need to focus on performance improvement, accentuate the positive, use film analysis and introduce incentives. Mary Struckoff from the National Federation and NASO's Officials Development Alliance presented the Code of Conduct, and suggested every one of our organizations should operate under

one. Jeff Stern moderated a panel entitled, "It's a Two-Way Street." Organizations or individuals that assign and evaluate need to commit to specific responsibilities. Panelists from the session delved into "Game Accountability." The professional and college sports are able to control their officials by holding them responsible for their errors and consequently pull games from them. At the high school level, errors in officiating sometimes are tolerated because the numbers of officials and contests to be covered disallow a consequence.



But the media often want to know why an official made the call that he or she whistled, and will often analyze it to death. An energetic panel addressed media issues in officiating, often with great humor. Panelists included Jerry Seeman, NFL officiating director; Dwight Jaynes, Portland Oregonian sports writer and sports talk show host; Henry Zaborniak, Ohio Activities Association and college football/basketball official; Danny Crawford, NBA official; J.A. Adande, sports columnist from the Los Angeles Times; and Mano. The media want the story and want an answer when dealing with a potential error by the

official while the officials are schooled not to engage in conversations with the media. The professional ranks provide a spokesperson after a contest; and sometimes at the college level the conferences provide a statement. Rarely at the high school level are there protections for the referees, so the story is left one-sided.

Two gentlemen from All Sports Officiating presented their performance index, which is a reliable statistical measurement for leagues/conferences in identifying and training officials. The computer-driven program is a defensible way to make assignments and provide feedback. Bob Still, college umpire, high school football referee and the person responsible for NASO's communication, presented numerous programs, publications and beneficial extras that local associations can hone in on to enhance image, recruitment and retention of officials.

PAVO would like to borrow the next title: "24/7/365." Tom Herre, NASO's director of business operations, led a panel discussion on the violation of standards off the field. Many states require background checks; in the NBA this requirement was within their bargaining agreement. The most powerful statement of the session was "Integrity is not part-time." In other words, officials are always on stage, even when we are on personal business. Act accordingly.

"Disciplining Officials" led to some interesting dialogue. It was pointed out

*See President's Message on page 2*

## President's Message from page 1

that there was a difference between a human error and misapplication of the rules, as well as trends in judgment errors. The panel felt that minimally, the official who misapplied a rule should be addressed by the evaluator/assignor. Errors in misapplication of rules should not be tolerated. Marcy Weston, collegiate athletic director and National Coordinator of NCAA women's basketball officiating, said that alcohol on an officials' breath would assure dismissal. Brian Berger, founder of a sports public relations agency, helps individuals and corporations with their PR, media training, image enhancement, community relations and event management. Brian provided concrete ways to ease out of a crisis. He said, "People want to believe the first story they hear." According to Brian, "It is crucial to use common sense and get your arms around the facts, determine your spokesperson, gather those closest around you (damage control), communicate in a controlled environment, be proactive rather than reactive, be honest (come clean) and keep your composure." Some great advice during a dilemma.

One of Referee's editors, Bill Topp, conducted a lively discussion with the audience regarding the rewarding of officials. We as officials were able to interact with Jim Arehart, associate editor of Referee and football official, in "What Officials Want." The sports officials in the audience said they wanted rewards from the state and local associations, schools, assigners, trainers, evaluators, partners and crews. Simple requests like a locker room received chuckles, but was nevertheless important. A plain thank you from all the above-mentioned goes far. The list was numerous, but certainly not off base!

Feeling empowered by listing our wants, Alan Goldberger, sports law attorney and fellow official helped us understand our legal rights and

## Thank You to the Officials



By Kathy Ferraraccio,  
AVP Referee Commission

The National tournaments are over, the players have gone home, and the officials are taking a break to gear up for the next season. It must be August, the time of enjoying our families before once again beginning the jumble of schedule, family, and work.

With the end of the tournaments, I again would like to say thank you. Each referee who attended one or more of the National Junior Tournaments worked hard, and deserves the rest that will come for the remainder of the summer. Match count was very good at each of the tournaments, and the referees worked tirelessly to make sure that each tournament came to a successful conclusion.

The referees are the backbone of the tournaments, and without each of you, the tournaments could not have gone so smoothly. I wish that I could individually thank each of you, as I know the time and effort spent was tremendous. Please know that I appreciate all that you do, and will continue to work for each of you in my position as AVP of the National Referee Commission.

responsibilities. The water is still muddy regarding the difference between employee and independent contractor. Assignors and leagues/conferences need to check their state laws for protection.

Our final speaker was Ed Rush, NBA's director of officiating. His session was titled, "In Full View." Following a historical perspective, Ed suggested that "It was difficult enough for players to adjust to their opponents and compete accordingly; they should not have to adjust to the officials, too." He added, "The greater the standardization, the greater chance for player success."

A special note of thanks also goes out to those who attended the Girls Junior Invitational Tournament. All Junior National and National Referees who worked with the Regional referees and gave them support and guidance are to be commended. I have received numerous letters from the Regional referees who worked the tournament and feel that they are better referees due to the advice and support that was shown by the cadre of National officials.

Also, I know that each referee who attended the USA Junior Olympic Girls Volleyball Championships had a full slate of matches during the second session. I hope that each of you has returned home and put your feet up, and been waited on hand and foot. The work that you did the second session was thankless, but not one complaint did I hear. I know that on the last day, many of you worked numerous matches in a row, and still had smiles on your faces. My gratitude knows no bounds for all of you.

So, again, thanks to each of you. Have a great couple of months off, and I hope to see all of you during the fall season. •

He is not in favor of robotizing officials, but he indicated that standardization in mechanics and techniques is of utmost importance. He also mentioned the magnitude of managing our emotions. Ed Rush is a firm believer in "Court Presence." Under that category he cited: professionalism, (have an athletic look), credibility, game awareness and control, communication (effective non-verbal communication), and team officiating. Ed Rush summed up the weekend and the conference with his final remark: "The most effective level of accountability comes from within the individual official." •

## PAVO Official Training Program



### 2003 Clinic Schedule

Below are the remaining PAVO OTP clinic sites. Please contact the host of the clinic you wish to attend directly for details on the time and site.

<u>Date</u>	<u>Location</u>	<u>Host</u>	<u>Host Email</u>	<u>Host Phone</u>
16-Aug	Scottsdale, AZ	Peter Meyer	ktnpt@cablone.net	(928) 380-1491
16-Aug	Baltimore, MD	Brenda Gelston	whistlepass@aol.com	(410) 771-4860
17-Aug	E. Lansing, MI	Fusako Hines	refme@icqmail.com	(586) 296-3311
17-Aug	Harrisburg, PA	Trevor Zahniser	trevorz@paonline.com	(717) 238-5000
17-Aug	Spokane, WA	Dale Goodwin	Goodwin@gu.gonzaga.edu	(509) 323-6133
23-Aug	Cleveland, OH	Diane Plas	jplas@prodigy.net	(216) 533-7521
24-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com	(518) 439-8682
24-Aug	Tacoma, WA	Marc Blau	blaumarc@qwest.net	(253) 848-1360
24-Aug	Honolulu, HI	Dan Hironaka	dhi@lava.net	(808) 941-1355



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## Special Olympic World Games



Another Special Olympic World Summer Games (SOWSG) has come to a close, and it was a heart-moving experience for all those involved from the Opening Ceremonies through the final whistle. 28 teams from 24 countries played in the three-division tournament, featuring 3 major competitions in Men's, Women's and Unified play. **Joe Sharpless**, a retired USA National Official and Technical Delegate for Volleyball, reports that several United States officials made the long trek to Dublin, Ireland and were honored with various assignments in Championship bracket play. CONGRATULATIONS are in order for the following distinguished USA referees:

- **Joe Campbell**, R2 for both the Unified Tier I and II Gold Medal Matches.
- **Linda Hamernick**, R1 for the Women's Tier I Ribbon Match and LJ for the Men's Tier I Gold Medal Match.
- **Fusako Hines**, R1 for the Women's Tier II Bronze Medal Match, R3 for the Women's Tier I Bronze Medal Match and LJ for the Unified Tier I Gold Medal Match.
- **Paul Hughes**, R2 for the Men's Tier I Gold Medal Match
- **Rick Laskey**, R3 for Men's Tier III Ribbon Match and R2 for the Men's Tier II Ribbon Match. He also served as a LJ for the Men's Tier I Gold Medal Match.
- **Terry Lawton**, R1 for the Women's Tier II Gold Medal Match and LJ for the Women's Tier I Gold Medal Match
- **Neill Luebke**, R2 for the Unified Tier I Bronze Medal Match and R3 for the Unified Tier II Gold Medal Match
- **Virgie Mallett**, R1 for Men's Tier III Ribbon Match

- **Gordon Morrison**, R1 for the Men's Tier III Gold Medal Match and R3 for the Men's Tier II Gold Medal Match.
- **Owen Nakamura**, LJ for the Unified Tier I Gold Medal Match
- **Daniel "Rich" Richardson**, R1 for the Men's Tier I Bronze Medal Match and R3 for the Unified Tier II Bronze Medal Match
- **Dick Smith**, R2 for the Women's Tier I Bronze Medal Match and R3 for the Women's Tier II Bronze Medal Match.
- **Ron Stahl**, R1 for the Men's Tier II Gold Medal Match
- **Bob Stanek**, R1 for the Women's Tier I Gold Medal Match and LJ for the Unified Tier I and II Bronze Medal Matches
- **Mario Treibitch**, R3 for the Unified Tier I Gold Medal Match

Although several of our officials served as raters, the primary raters in the Championship brackets were **Sue Lemaire** and **Paul Hughes**. Ratings completed in the final round of competition, paired with earlier

ratings in the Seeding and Divisioning Rounds determine recommendations for invitation to the 2007 SOWSG scheduled for Shanghai, China.

As a point of information, Special Olympics, in the World Games volleyball competition, deploy a 3rd referee (R3). Principally, this is the back-up referee in emergency, but this official also has important administrative duties at the scorekeeper's table related to SOWSG/VB match requirements.

Several International referees from other countries withdrew from the games for various reasons. The Volleyball Association of Ireland (VAI) assigned a cadre of approximately 24 referees to augment the United States contingency and they did an excellent job.

Additionally, all of the scorekeepers and line judges were assigned by the VAI. **Gordon Morrison** assisted with the Scorekeeper's clinic prior to the competition. The scoresheet used was an adaptation of the one used for USA Volleyball events. Thanks to **Sue Mailhot** and her Commission leadership for assisting with this effort.

Many new friendships were made, the camaraderie was wonderful and good times, as well as an experience never to be forgotten, were part of the 10-day stay in Dublin. Several officials were joined by their spouses, who served as volunteers at the Games, notably **Betty Norman** (wife of Owen Nakamura), a USA National Scorekeeper and **Connie Laskey** (Rick), a long time volunteer with local Chapter Special Olympics in the United States.

A special thanks to **Nancy Sommer**, retired USA National Official and FIVB Arbitre, who served as Head Official, her 3rd such assignment at these Games. She first served in 1995 in New Haven, CT, and again in Chapel Hill, NC in 1999. •



## Thanks to the Staff!



By Kathy Ferraraccio, AVP - Referee Commission

I would like to thank those who took time off from their summer activities to work so hard at being head referees or assignors for the National Events this summer.

USA Open Volleyball Championships  
Head referees:

-- Steve Robb & Kathy Ferraraccio

Assignors:

- Corny Galdones
- Tim Harlow
- Scott Atkinson
- Ron Buchanan

Girls Junior Invitational Tournament  
Head Referees:

-- Mary Blalock & Scott Atkinson

Assignors:

- Roger Ozima
- Margie Ray
- Greg Leung
- Brian Hemelgarn

USA Junior Olympic Boys Volleyball  
Championships

Head Referees:

-- Steve Owen & Scott Atkinson

Assignors:

- Roger Ozima
- Margie Ray
- Dale Goodwin
- Greg Leung

USA Junior Olympic Girls Volleyball  
Championships

Head Referees:

-- Dave Carson & Kathy Ferraraccio

Assignors:

- Al Herbert
- Randy Cummings
- Corny Galdones
- Tim Harlow

A special note of thanks goes to Al Herbert who quietly offers assistance and numbers throughout the year. His help is invaluable to me for planning number of officials and working with the grid.

Again, thanks to all of you for a job well done at all hours of the day and night. Enjoy the rest of your summer. •

## PAVO Develops New Technology



By Marcia Alterman, PAVO Executive Director

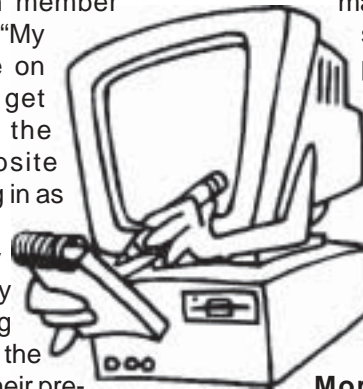
PAVO continues to work for improved communications and timely dispersal of information to members. In that effort, several new policies were put into place for the upcoming season. Check out these new developments:

- Online examinations – Starting with the 2003 season, PAVO members can opt for online testing. That option is one of the choices that each member completes on their “My Preferences” page on the website. To get there, just go to the PAVO website ([www.pavo.org](http://www.pavo.org)), log in as a PAVO member, and click on “My Preferences”. Many boards are having their members take the test online prior to their pre-season meeting, and then print out the email they receive that delineates the missed questions for discussion at the meeting. It’s a great study tool! If you want to take the **2004** test online, you can change your preference now.
- Board Chairs and the PAVO website – Board chairs are to be congratulated for being innovative and forward thinking! Nearly all of the PAVO local board chairs used the PAVO website to download the many pre-season documents that used to be mailed from the central office. This method of distribution is fiscally responsible and timesaving. Also, each board chair can now update certification levels for their members online (except Nationals), so those records can always be current. Board Chairs

can also access their board rosters via the web, so they no longer have to keep a separate database of their membership.

- PAVO E-store – On the PAVO website, you’ll see a new link to the PAVO E-Store. This site offers improved access to online event registration (including the PAVO convention) and shopping for PAVO merchandise. It’s user-friendly – check it out soon!

- Clinic Host Documents – The 2003 OTP clinic hosts were all asked to download the clinic materials from a special site on the PAVO web page, and prepare the handouts from those downloads. They all did it with aplomb! This, too, saves money and time in the PAVO central office.



### More Great Stuff Coming Soon –

- The PAVO main website is being totally redesigned to improve usability and navigation. You’ll like the new look, and will find it easier to get to the information you really need.
- When you’re logged in on the PAVO website as a PAVO member, if you click on “My Information”, you’ll see a spot for a picture. As a new feature, you’ll soon be able to provide your own picture to fill that spot. You will, as always, control who has access to that picture in your “preferences”. More details soon!

**Remember**, keep your personal contact information current, and review your preferences often. Accurate information allows us to stay in touch! •

## New Junior National Referees!



By C.J. McAbee-Reher,  
Former National Commissioner for Junior National Cert and Evaluation

Congratulations!! Next time you see these folks, shake their hand and welcome them into the ranks of Junior National Referees. These referees were rated at Qualifiers and most recently completed their certification at the USA Junior Olympic Girls Volleyball Championships in Atlanta. Congratulations to all of you!!

Gregory Barber  
Daniel Bartlett  
Justin Basovsky  
Steve Boucher  
Connie Brennan  
Mary Bruenderman  
Carla Bunner  
John Calhoun  
Scott Catchpool  
Dickson Chun  
Tom Cote'  
Monica Deckers  
Ross Erickson  
Douglas Fagan  
James Fales  
James Feickert  
George Fetz  
Erik Fisaga  
Richard Hambrock  
Dennis Heltemes  
Danny Humbers  
Mike Immel  
Margo Juergens  
Ray Laguana  
Bryan Larson  
Nathan Mahaven  
Jerry Moews  
Kristine Mullen  
Julie Nuttall  
Kenneth Palmer  
Jackie Parker  
Sharon Pierce  
Rich Pillar  
Robert Regetta  
Wanda (Roberts) Stahl  
Dave Roever  
Jim Sagenich  
Regina Sanders  
Steve Saviano  
William Thornburgh  
Ryan Tighe  
Daniel Wagner  
Jacquelyn Werner  
David Wester & William Wolf •

## A Big Thank You and Farewell!!



By C.J. McAbee-Reher,  
Former National Commissioner for Junior National Certification and Evaluation

I want to say Thank You to the Raters who worked Qualifiers and the Advanced Training Intern Program at Girls JOs this year. We added training sessions to several of the Qualifiers this year and I also want to acknowledge those trainers. (\* Denotes head raters, + denotes head trainers)

- Marcia Alterman\*
- Scott Atkinson
- Michael Blalock
- Tom Blue
- Dave Carson
- Gloria Cox
- Larry Dolvig+
- Charles Ezigbo
- Kathy Ferraraccio\*
- Corny Galdones
- Donnie Goodwin+
- Tim Harlow
- Brian Hemelgarn+
- C.J. McAbee-Reher\*
- Joan Powell\*
- Clark Radcliff\*
- Dave Spencer\*
- Isaac Wong

Recognition also goes to Gloria Cox for all her hours of work on the training sessions. Thanks to Pat Martin, Michael Blalock, Kathy Ferraraccio, Dave Carson and Mary Blalock for their hard work with the trainings. Thank you all for your work this year.

As everyone knows, I've resigned my position to spend more time with my family. It was a difficult decision but this is what is needed for me now. This job has meant a great deal to me and has been the best job I've ever had! But I don't want you to think that I've been doing this job on my own....

Great thanks go to Wally Hendricks for allowing me the chance to do this job and to make it my own. Also thanks, Wally for all the great work you've done to better the Official's Division. We don't say that to you often enough.

Kathy, you've been more than a boss to me, you've been a great friend as well. I really have appreciated your voice of calm in the midst of our discussions and tribulations. Your guidance and wisdom has been very valuable to me. Mostly I appreciate the chance to work with you as my friend. Thank you.

To all the raters, thanks for such a great ride!! I have learned so much from you guys! Starting from "way" back as I was coming through and then as I got to work with you and lead you, you never stopped teaching me!! I'm so pleased to have been able to work with such wonderful and enjoyable people. You guys have made this job really great. The hardest part of not having this job, is not talking with you guys so much!! What a great group of people.

I don't want to forget Mike Carter, who gave me tons of guidance and perspective my first year in this position. And to the folks in my region, who have supported me so well. Thanks for being so understanding and great!

And "My Candidates", I know that some of you haven't ever met me, and yet I feel very connected with all of you. I'm glad that I've been able to work with you and help you achieve something that I consider very special. I hope that you will continue to grow and look forward to some of you being in leadership positions in your region and your Official's Division in the future. Good luck!

I've been very blessed. Thank you. •



## 2003 PAVO Officials' Convention December 18 – 20



### REGISTRATION

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

PAVO Board Name \_\_\_\_\_

Your Address \_\_\_\_\_

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E-Mail Address \_\_\_\_\_

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

	PAVO Members Before 11/15/03	PAVO Members After 11/15/03	Non-PAVO Members Before 11/15/03	Non-PAVO Members After 11/15/03	Amount You Are Paying
<b>Convention Registration *</b>	\$100	\$150	\$125	\$150	
Includes all PAVO sessions & AVCA exhibit show (date & times TBA)					
<b>Extras and Options:</b>					--
<b>NCAA Match Tickets *</b>	Tickets are not included with convention registration. Matches are on Thursday, Dec. 18 and Saturday, Dec. 20. All tickets sold in sets for both days. Limited quantity available - maximum 4 per registrant. Non-registrants may not place ticket orders. <b>\$37 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., 12/18/03, 10:00 - 12 pm (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., 12/19/03, 11 am - 1 pm (tentative). <i>Will probably overlap some PAVO convention sessions.</i> <b>\$35 x _____ (No. of tickets)</b>				
<b>Guest attendance</b>	Fri., 12/19/03 PAVO Evening Social and Semi-Final Analysis <b># of guests _____ x \$20 each</b>				
<b>TOTAL DUE</b>					
<b>Make checks payable to PAVO; submit to P.O. Box 780, Oxford, KS 67119, or complete credit card information below and mail or fax to 620/455-3800</b>					
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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:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

## NCAA Women's Volleyball Rule Changes - 2003

By Marcia Alterman, NCAA Rules Interpreter

The following rule and technique changes and points of emphasis will be implemented for the 2003 season. Be sure to attend an OTP Clinic in your area for a full discussion of these rules and the associated interpretations. Additional details will also be available on the PAVO web site ([www.pavo.org](http://www.pavo.org)).

### NCAA WOMEN'S VOLLEYBALL SUMMARY OF RULE CHANGES – 2003

**Rule 4-2-4** The first referee has been added to the list of potential causes of "non-player interference".

**Rule 5-2-2** Stationary equipment (for example, exercise bicycles) will be prohibited in the warm-up area.

**Rule 6-2-5** A disqualification sanction will now result in the individual being disqualified for the remainder of the current match and the next match as well.

**Rule 7-1-3** Conferences and institutions have the designated responsibility to enforce the NCAA logo rules. Officials will (a) request compliance when a problem is detected, and (b) report deviations from the rule to the appropriate authority.

**Rule 14-1-1-a** A player will not be allowed to pursue a ball in the opponent's free zone by crossing under the net, net cables, or referee stand.

**Rule 14-2-3-b** Any body part will be allowed to cross the centerline as long as the encroachment does not present a safety hazard, there is no interference with opponents, and some part of the

encroaching player is in contact with or over the centerline. As a point of emphasis, an opponent jumping or moving laterally in the area of the encroachment constitutes a safety hazard.

**Rule 16-2-1-b** No timeout will be charged if a protest lodged by a coach is not upheld.

**Rule 17-2-4** More detailed criteria will be added as descriptors of expected crowd behavior (fans must refrain from vulgarities, racial or gender-related statements, and physical intimidation). It will be clarified and emphasized that the referee can penalize or default the match if the event administration does not act to correct the problem after being requested.

**Rule 17-3-7** The second referee's responsibilities will be expanded to include assisting with antenna faults on both sides of the court.



**Officiating Techniques:** To signal a non-charged timeout (media, injury, etc.), the referees will show the timeout signal and then touch both shoulders with the fingers of the respective hand.

**Officiating Techniques:** The referees will arrive at the facility at least 60 minutes prior to the scheduled match time, and will be courtside 45 minutes prior to the match.

**Event Management:** The host management will ensure that the protocols described in Rules 9-1-1, 9-1-2, and 9-2-1 are adhered to.

#### NAIA Modifications:

- Unlimited substitutions

- No logo language
- NO requirement for 2 meters of service area past the end line - tape on the court will be used if necessary to allow 2 meters

#### NJCAA Modifications:

- Will still allow matches that are the best 2 out of 3 games - 3rd game is 15 points
- No logo language

#### NCAA Points of Emphasis:

The NCAA Points of Emphasis are rules topics that are in the front of the rulebook - they are items that the NCAA Women's Volleyball Rules Committee feels should be given special attention. In the book, these Points of Emphasis as defined by the rules committee include many of the new rules listed above, but also include other important topics as well. When a topic that is not new is included in this section, it is because evidence during the previous year(s) shows an inconsistency in administering the area.

**Delay** - A team delay is any action by a team member that delays resumption of the game, and will be sanctioned. Behaviors such as frequent inquiries by coaches regarding remaining timeouts or substitutions, unnecessary shoe tying or floor wiping by players, or other actions that affect the resumption of play may be deemed to be team delays. (See Rule 6-3)

**Logo Use** - The rule involving logo use (Rule 7-1-3) is to be enforced at the conference/institution level. If match officials observe uniforms that do not conform to these regulations, the team will be notified and asked to comply if possible; the match will take place regardless. The conference

*See Rule Changes on page 10*

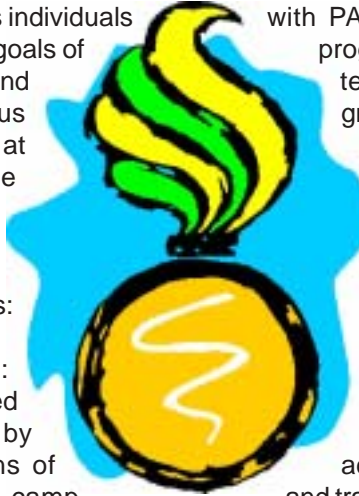
## PAVO Announces Meritorious Service Award Winners



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 Meritorious Service Awards nominations are approved at the USAV Annual Meetings in May for the previous year.

PAVO named the following individuals to receive the 2002 Meritorious Service Awards:

- **Deitre Collins**, UNLV Volleyball Coach: For several years, Deitre has supported the PAVO Officials' Training Camps by hosting a spring event where dozens of referees have received a first-class camp experience.
- **Barry Mano**, NASO President: Founder and President of Referee Magazine and NASO, primarily responsible for "reaching out" to volleyball by involving PAVO leadership in NASO and the Officiating Development Alliance, and offering his excellent presentation skills as a presenter at the PAVO Officials' Convention 2002.



- **Sheryl Solberg**, NFHS: As Chair of the National Federation Volleyball Rules Committee, Sheryl has continued cooperative efforts and good communication with PAVO. She also was instrumental in a pilot program of referee training at a Division I player/team camp in July, 2002, which emphasized grassroots training for both high school and college referees.

- **Kelly Stosik**, AVCA: Kelly has been the primary AVCA staff person to offer planning and support services to PAVO in regards to the PAVO Officials' Convention. Without that support, the PAVO convention would not be a successful event.
- **Jack Wilcox**, Spokane, WA: Jack is very active at the local level in mentoring, recruiting, and training officials, and has served as a local leader of the Spokane Area Board for years.

Congratulations to all for a job well done! •

### Rule Changes from page 9

administration should be notified after the match.

**Substitution Procedure** - Substitutes may not enter the court without authorization from the second referee. The "authorization to enter" signal (Signal #29) will be used to indicate that the entry is authorized, and must be seen by the players involved in the substitution before they enter. Entering the court without authorization may result in denial of the substitution and a team delay. (See Rule 11-2-1)

**Libero Uniform** - The libero must wear a uniform jersey that is in clear contrast to and distinct from the other members of the team. If the team jersey and the libero's jersey both consist of multiple color blocks that differ only in their location, the distinction between the uniforms may not be sufficient. If the libero's uniform is not in clear contrast to and distinct from the other members of the team, the officials will not allow the libero to play in that jersey. (See Rule 11-2-5-c) •

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## PAVO Member Profile: Officiating Brings Couple Together



She was new to the national volleyball scene, coming to New Orleans over Easter 2001 upon the promise of good club volleyball and a fun nightlife. He was a veteran official. He had officiated the Cajunland Tournament most Easter weekends since 1994.

His first impression of her was inspiring. Catching the general drift of his Canjunland escapades, her formulated opinion was to steer clear of him.

Although they traveled in the same social circle on Bourbon Street, talking some, she remained distant. She wasn't looking for a relationship. But on one particular night, her attention was diverted from the group to a Bourbon Street bar where striking male performers were dancing on the bar. She was momentarily entranced, but soon realized that her "group" had not followed her inside. On second notice, she realized she was the only



Wanda and Ron Stahl

female in a group of unfamiliar men. As it dawned on her why her male friends had not tagged along, she felt someone grab her hand. A familiar face helped her find her way to the door.

As they continued through the crowded streets, he didn't let go of her hand. He let her know that he didn't intend to either. As the evening progressed, the feeling became mutual. A bit tired from

her Bourbon Street adventures, she performed her officiating duties to the best of her ability for her 8 and 9 a.m. matches. She covered a 10 a.m. match for an official who did not show, and an 11 a.m. match on a court that was running behind, thanks to her handholding beau. Such a price to pay for new love.

The stories detailing his confident arrogance melted as his romantic side emerged. He called her several times a day, sent e-mails and cards on a regular basis, and declared his feelings for her. He flew her from Texas to visit him in California, worrying that the pneumonia he had recently developed would put a damper on

their visit. But even illness wasn't going to come between them. They worked the Davis Tournament together and visited at her home in Texas. Each meeting brought gifts and flowers to welcome their reunion. Christmas brought the promise

of their future together, symbolized by the diamond bracelet you see around her wrist.



Last month, on July 18, Wanda Roberts and Ron Stahl were married. Volleyball brought the new Junior National beauty and the recently crowned International official together. "He wasn't going to go to New Orleans, then he found a flight," said Wanda. "It was our destiny."

The honeymoon will be delayed as Ron took off to officiate in Korea for the World University Games. Someone else may have been offended, but not Wanda, Ron said. "People don't understand what you do unless they do it." She does understand and appreciates Ron's dedication and passion. He works hard for what he wants, whether for his volleyball career or his woman.

Ron and Wanda recently bought a new brick house in White Oak, Texas where one would likely find them basking in the sun around their pool with their two 7-year-old sons and an 11-year-old daughter. He has given up his home and career in California to start his new life in Texas. Now it's official for these two officials. Congratulations Wanda and Ron. •



## PAVO Nominations Sought

Nominations sought for two PAVO Board positions



By Dale Goodwin  
PAVO Interim Board Member

PAVO is seeking nominations for two new positions on its Board of Directors — a new board delegate, and one director-at-large, both to serve a three-year term. Terms will begin Jan. 1, 2004. The PAVO nominating committee must receive nomination suggestions by Sept. 1. A nomination suggestion should include the name, address, email address, phone number, volleyball resume, and a cover letter outlining why you think you would be a positive addition to the Board. The nominating committee will review the nominees and select candidates whose names will appear on the ballot. Please send all nomination suggestions to: PAVO, 3806 S. Morrill St., Spokane, WA 99223; or by email to [goodwin@gu.gonzaga.edu](mailto:goodwin@gu.gonzaga.edu).

The director-at-large must be a PAVO member in good standing. The board delegate must be a PAVO member in good standing and have held a local board office within the past two years.

Earlier this year the PAVO Board of Directors approved a Board restructuring plan and the election of two new positions.

Beginning in 2004, the Board will consist of six elected positions: president, past president/president elect, two board delegates and two directors-at-large. The Board will also include six positions appointed by the president: Officials Training Program-camps director, OTP-clinics director, National Rating Team director, exams director, rules interpreter and finance director.

Please direct questions regarding nominations and elections to Dale Goodwin, chair of the nominating committee, at email address [goodwin@gu.gonzaga.edu](mailto:goodwin@gu.gonzaga.edu), or by daytime phone at 509-323-6133. •

## PAVO Windshirts & Polo Shirts For Sale



Look like a pro - on & off the court! PAVO is offering apparel for wear when you're not on the court:

1. A very classy navy blue windshirt with banded V-neck collar, and waist; the PAVO logo is stitched in white on the left side of the chest. Cost is \$50 (includes shipping & handling).

2. A great-looking 100% cotton jacquard (textured knit) navy blue polo shirt with cream-colored trim; the PAVO logo is stitched in matching thread on the left side of the chest. Cost is \$42 (includes shipping & handling).

Call the PAVO 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 620/455-3800.

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# 2003 Officials

# Convention

## December 18th - 20th



## USA-International Scorekeeping Commission



By Janet Blue, AVP  
USA-International  
Scorekeeper Commission

### Retirement Retraction

After some encouragement, **Brenda McIntosh** (Southern Region) has agreed not to retire as a National or Certified USA-International Scorekeeper. I am pleased to welcome her back and will look forward to having her on-board for next year's Open in Atlanta.

### Newly Qualified USA-International Scorekeeper

Fifty-three individuals attended this year's IRTC Clinic in Minneapolis. Six of those in attendance were candidates to become qualified as a USA-International Scorekeeper. **Thomas Hobbs** (Southern Region) completed the requirements to become qualified, and I am pleased to welcome him to our ranks. According to my records, the other five individuals did not complete their requirements. I will contact them via e-mail with regard to their status and what requirements remain for qualification.

With regard to the IRTC Clinic, I want to thank **Becky Brockney** (Rocky Mountain Region) and **Joyce Sanderson** (Gateway Region) for helping me with the administration of this clinic each year.

### USA Men/ Korea Tour

A recent tour took the Men's National Team to Colorado and Nebraska. I would like to thank **George Egan** (Rocky

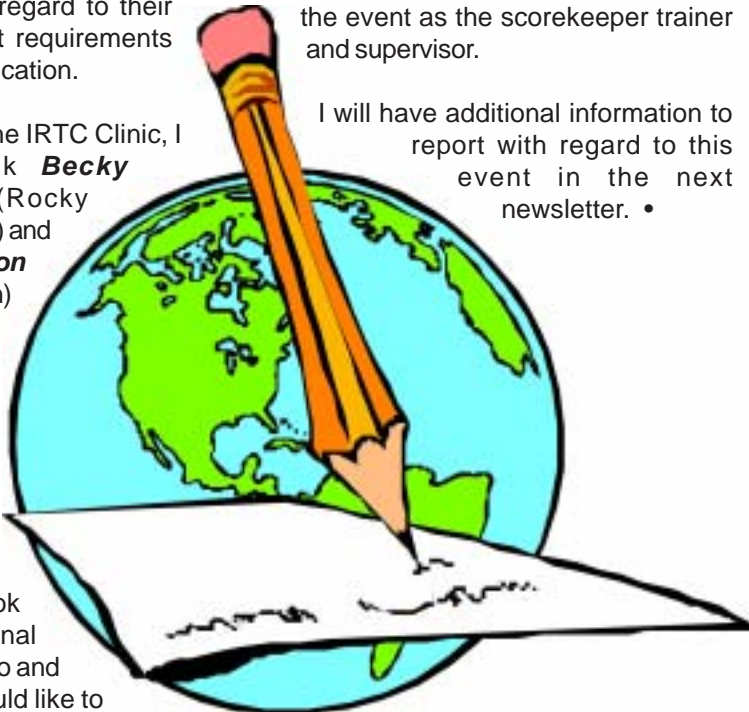
Mountain Region) for acting as primary scorekeeper for three matches and **DeAnn Korinek** (Great Plains Region) for acting as primary scorekeeper for the remaining two matches.

### High Performance Event

This year's High Performance Event is being held in St. George, Nevada, from July 22 through 27. For the third year, the USA-International Scorekeeper Commission and the International Referee Commission will use the event as training for those who have shown exceptional expertise at the national level and may be considered in the future for advancement to an international certification.

USA-Internationally Qualified Scorekeepers attending the 2003 event are **Becky Brockney** (Rocky Mountain Region), **Nancy Funk** (Pioneer Region) and **Roger Ozima** (Great Lakes Region). **Cathy Hoy** (Lone Star Region), National Commissioner for Scorekeeper Certification and Evaluation, will attend the event as the scorekeeper trainer and supervisor.

I will have additional information to report with regard to this event in the next newsletter. •



## Officials Development Program



By Joan Powell

The officials development program was a dream of CJ McAbee-Reher and three years ago it took flight. Once again, the USA Junior Olympic Girls Volleyball Championships was the site for this educational program. This program allows referees to "shadow" raters at the Girls Championships. During the intern process these individuals learn the ins and outs of rating – from the meaning of professionalism to confidentiality, to what to look for, how to identify key concepts, how to be accurate and concise, how to use a rating sheet, how to calculate scores, how to debrief, how to reframe comments, how to deal with difficult people and of course how to cope with late night meetings! All of these concepts were learned through observation, role-playing and actual rating. With this information, these folks will be able to go back to their regions and assist other officials through the rating process.

Kudos to the interns who also found time to referee; some even helped in the workroom or assisted as scorekeeping monitors: **Pam Brake, Steve Franco, Milo Moyano, Kathy Rogers, Barb Strome and Barb VanPelt.**

And meritorious applause to the raters (**Marcia Alterman, Michael Blalock, Charles Ezigbo, Joan Powell and Clarke Radcliffe**) who were responsible for conducting actual ratings, and at the same time teaching the interns, debriefing the "ratees," debriefing the interns, and engaging in nightly meetings (with a prescribed lesson plan) after the last match. And then meeting as a rating staff to discuss not only the ratings of the day, but also the progress of the interns. It made for late nights and early mornings and some refereeing on the side.

Thanks again to those involved. •

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