

The Official Word

ANNUAL OFFICIALS' CONVENTION



Convention slate responds to members wishes, industry needs

By Dale Goodwin
PAVO Interim Board Member

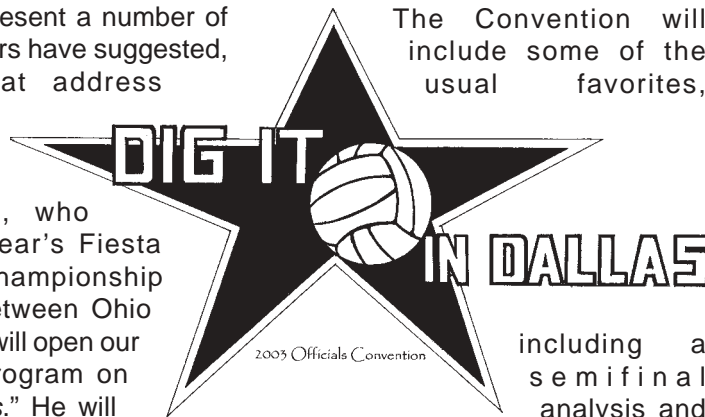
We're going to **"Dig It in Dallas,"** Dec. 18-20, at the Wyndham Anatole for the 8th annual Officials Convention, sponsored by PAVO. We're going to present a number of topics our members have suggested, and a few that address important needs of our business.

Randy Christal, who officiated last year's Fiesta Bowl national championship football game between Ohio State and Miami, will open our confab with a program on *"Officiating Ethics."* He will be followed by Barry Mano, publisher of Referee Magazine and National Association of Sports Officials president, who will speak about *"Leadership in Officiating."* Christal, Mano and National Federation's Cynthia Doyle will be part of a panel discussion on *"Accountability in Officiating."*

Other sessions include presentations by the NCAA Division I volleyball committee on *"How Championship Selection Are Made,"* by attorney Steve Ellinger on *"24/7/365 — Off-Court Behavior Issues,"* and by Marcia Alterman and Jay Sheehan, showing video volleyball

situations and how they might have been handled. The session is cleverly entitled, *"Reel Plays, Real Rulings."* A panel of health and safety experts will address *"Taking Care of Yourself – Health and Safety Issues,"* and PAVO member and financial planner Denise Izatt will present *"Tax Strategies for Independent Contractors."*

The Convention will include some of the usual favorites,



including a semifinal analysis and a panel presentation by a handful of college volleyball assigners.

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 November 15. To make hotel reservations at the Wyndham Anatole in Dallas, call (214) 761-7500 or (800) 996-3426, mention you are with the American Volleyball Coaches Association Convention and PAVO, and you will receive the \$99 rate. If you would

like to make your hotel reservations online go to www.wyndham.com and use the code 1213178TF.

To register for the convention, complete the registration form in this newsletter and mail to PAVO, or register online at www.PAVO.org (go to the "e-store").

The semifinal and final matches of the NCAA Division I women's volleyball tournament will be played December 18 and 20 at Reunion Arena, about 3.5 miles from the hotel. The Wyndham Anatole also is just 3 miles from the West End, with its 80 stores, 40 restaurants and multiple nightspots. •



Member Info Update Sought

The member database is our tool for contacting you – please make sure that your contact information is accurate, including a valid e-mail address.

If you select the e-mail distribution option of the rules interpretation newsletters and the *Official Word*, you get the fastest possible delivery of these important tools. At the same time, you save our organization money that can be used for other important projects.

Thank you.

2003 PAVO Convention Schedule

Day	Date	Time	Session Name	Speakers
Wed	17-Dec	5:00 pm - 8:00 pm	Registration	
Thur	18-Dec	9:00 am - 1:30 pm	Registration	
Thur	18-Dec	9:00 am - 10:00 am	<i>Officiating Ethics</i>	Randy Christal
Thur	18-Dec	10:15 am - 11:30 pm	<i>Leadership in Officiating</i>	Barry Mano
Thur	18-Dec	11:45 pm - 12:30 pm	<i>Accountability in Officiating</i>	Panel
Thur	18-Dec	4:00 pm - 5:00 pm	<i>No-host Social</i>	
Thur	18-Dec	5:00 pm	Buses begin for Semi-final matches	
Thur	18-Dec	6:30 pm	Semi-final match	
Thur	18-Dec	To follow	Semi-final match	
Fri	19-Dec	10:30 am – 11:15 am	<i>NCAA Division I Volleyball Committee - How Championship Selections are Made</i>	Panel
Fri	19-Dec	1:00 pm - 2:00 pm	<i>24/7/365 – Off-court Behavior Issues</i>	Steve Ellinger
Fri	19-Dec	2:15 pm - 3:30 pm	<i>Reel Plays - Real Rulings (A Video Presentation)</i> .	Jay Shaheen & Marcia Alterman
Fri	19-Dec	3:00 pm - 4:15 pm	<i>Conference Coordinators Panel</i>	TBA
Fri	19-Dec	6:00 pm - 9:00 pm	<i>Social & Semi-final analysis</i>	TBA
Sat	20-Dec	8:30 am - 9:00 am	Continental Breakfast	
Sat	20-Dec	9:00 am - 10:00 am	<i>Taking Care of Yourself – Health & Safety Issues</i> ..	Dr. Paul Heikkinen, Jim Olson, Dr. Robert Young
Sat	20-Dec	10:15 am - 11:00 am	<i>Tax Strategies for Independent Contractors</i>	Denise Izatt, CFP
Sat	20-Dec	12:30 pm	Buses begin for Final match	
Sat	20-Dec	2:30 pm	Final Match	
Sat	20-Dec	7:00 pm	PAVO Board of Directors	

President's Message

Hey, be ready out there

By Joan Powell
PAVO President



With the pre-season warm-ups behind us, we begin yet another year of officiating at the collegiate level and, for some, the high school ranks as well. (The great news is next year at this time the entire *world* will be playing "rally.") Hopefully, our pre-season *at least* meant a clinic, a local board meeting, an exam (even on-line!), a scrimmage and possibly an on-court rating or floor test. For those that referee volleyball year round, a small reprieve, another tune up (a concentrated effort to demonstrate the NCAA signals) and you were ready to go!



As mentioned in the OTP clinics, hopefully the gathering, learning and interacting for a four-hour block was the least we could do for the players, the coaches and ourselves, not to mention the game. The coaches in attendance at the clinics were very appreciative of the professionalism, the time, the PowerPoint presentation, the graphics, and the in-depth study of the rules and points of emphasis.

The players and coaches have worked diligently in the off-season; they have spent many hours on the court and in the weight room. Those officials who referee club volleyball know the number of hours the coaches spend at qualifiers and the National Championship trying to better their program through recruiting. The

least we can do as officials is be as prepared as we can to service the needs of the game. The way to do that is not just pick up where we last left off, but rather by making a concerted effort to gather information and learn so that there is noted improvement just like that of the players.

If you asked a player what they hoped to accomplish in this new season, they would expound upon individual and team goals. We too must focus on goals – write them down and check their progress periodically. From time to time we hear colleagues say that they are "burned out." I heard someone say, "How can you be burned out, when you have never been on fire!" No coach or player goes into a new season hoping to be *mediocre*.

Check Corny Galdones' article on the differences between good and great and strive to be better than last year.

As the guy said in Hill Street Blues, "And hey, be careful out there!" •

PAVO Insurance Coverage – A Vital Member Benefit!



BY Marcia Alterman, PAVO Executive Director

In this day and age, a referee without liability insurance coverage is truly living dangerously. Although there have not been many claims in our sport, officials in other sports have had need for this type of coverage, and in today's litigious society, only a foolhardy referee works without insurance.

All PAVO members in good standing have liability insurance coverage as a member benefit. The General Liability portion of this policy will respond to suits alleging property damage, bodily injury or personal injury caused by an insured member. New this year - there is now coverage in the policy for sexual abuse and molestation issues as well.

There is also medical coverage for the member/referee, which is secondary to any medical coverage they already have. The coverage is for medical conditions that arise from incidents on the job as an official, or during travel to/from an assignment. The deductible for this medical coverage is \$250 (if the member has other medical insurance as the primary coverage), or \$1000 (if no other collectible insurance is available).

Another important portion of the policy is the Hired and Non-owned Auto coverage. This part of the policy includes:

- Coverage for liability (property damage or bodily injury to a third party) arising out of the use of automobiles that are leased, rented or borrowed (i.e., "hired") by PAVO members for business purposes. Business purposes include travel to or from any covered event (see list below).

Summer Changes in Classification & Ratings



By Wally Hendricks, Vice President for the Officials Division USA Volleyball

At around the same time of the Open last May, we converted over from our previous system (both hardware and software) for handling data for all USAV and PAVO officials. Many of you have used the on-line system to keep your information up to date.

Unfortunately, we had not built the interface to allow the updating of data from the summer tournaments to the new data system. Some of you might have noticed this since changes in your information from these tournaments might not have shown up on-line. For example, if you received your National Scorekeeping rating in Minneapolis, it might not have shown up. Lists of officials at the USA Volleyball site were not updated for this reason.

By the time that you receive this, I am hopeful that all the data have been merged into the on-line database. You should now be able to go on-line and check to see any changes (for example, changes in a referee rating number).

- Non-owned Liability coverage protects PAVO as an employer when members use their own vehicles on behalf of the employer.

PAVO's insurance coverage has a broad scope. The coverage includes all of the following environments, for events that take place in the United States, US possessions, or Canada:

- Any level of interscholastic or intercollegiate competition
- Any level of intramural play (scholastic or collegiate)
- Any level of sanctioned USA Volleyball competition (both indoor and outdoor/beach/grass)

It is very important that everyone check to be sure that his or her data is accurate. Here's a checklist for you so that you can be sure that your data are accurate:

- Have you moved or changed your phone number?
- Is the email address that we have for your preferred email correct?
- Do we have your birth date? (Needed for reports to the FIVB)
- Is the year that you received your current certification correct?
- Did you attend a qualifier or Starlings this year and not report it to Corny (only necessary if you did not attend one of the USAVB championships this summer)?
- Have you specified an information release category (necessary for lists on the web)?
- Have you requested that the Official Word be sent by email? (arrives earlier at no cost to PAVO or USAV)?

As long as these data are correct, your listing as an official on the USA Volleyball site should also be correct. •

- YMCA leagues or events
- Leagues or events administrated by a recognized Park Board, city recreational department, State Games, etc.
- Leagues or events administrated by the AAU
- Other outdoor/beach events administrated by organizations like the AVP, CVBA, or BVA

The protection offered by the PAVO insurance is one of the most important and visible member benefits included in your dues. Hopefully, you'll never have need of this coverage, but it is comforting to know that it is there if the occasion arises. •

PAVO OTP Camps Build Confidence, Skills



By Erik Fisaga
PAVO State/USAV Jr. National Referee
Great Plains Region

For the past two years I have attended a PAVO Officials Training Program training spring camp. Personally, I believe that the OTP camps are a wonderful experience for all levels of officials. If you are just starting officiating, or an experienced official trying for the “next level,” there is something at camp for everyone to take home. Also, with camp being held in the spring, it provides an opportunity for off-season training. With a mix of technology, and vast amounts of volleyball officiating knowledge, OTP camps provide a great training tool!

In today’s volleyball world, a great deal of officials’ training occurs during the USAV season. Many officials choose not to or may not have the opportunity to put in the time during the spring and summer. Now, PAVO offers a chance for all officials to hone their skills by attending and officiating a collegiate spring tournament. It is not an intense rating session, but a more laid-back way of getting on-court experience with great feedback. PAVO OTP camps also help prepare officials for the collegiate season. In the classroom session you learn the new rule changes and experimental rules being used in the spring. This allows you a head start to prepare yourself for what you will see in the fall. Training and staying updated on new rules and officiating techniques are vital if you want to be a successful official, and PAVO offers both in a relaxed experience.

On the court, we all do things that we may think are correct, but that is not always the case. Have you ever said to yourself, “I wonder what I look like when I do that?” Well, now you can see for yourself. Every match you officiate at camp is video taped for you to take home. Evaluators wear microphones so you can review the tips that they give you later by watching and listening to your video. You can actually see what you are doing wrong, and hear a way to correct it. At the OTP camps, you get to be evaluated by PAVO National referees with experience at the highest levels. These officials have long and distinguished resumes including many with Final Four tournament appearances. Each one is a mentor. The debriefing sessions are meant to help you, not belittle the official. What a tool to take home; a chance to watch yourself and benefit from some of the best advice in officiating.



Many officials are looking to advance. Officials often dream about doing the “big match.” Now to actually advance to the “next level,” officials need to catch the eye of an assignor. With conferences spanning all over the United States, it is hard for assignors to see all the potential officials in their area. With the OTP camps, each official decides which conferences will receive their evaluations from that weekend. In my personal experience, those assignors had contacted me before I even applied to the conference. This is an especially great tool if officials are trying to move into the Division I level. Not only do some conference assignors attend the PAVO camps, they also listen to these highly respected raters. I urge you, if you are looking solely for advancement; PAVO OTP Camps are one great way to get the proper training to move up. •

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Cast Ballots in PAVO Election for Two New Directors



By Dale Goodwin
PAVO Interim Board Member

The PAVO election for two new positions on the Board of Directors is underway. Voting will be completed Nov. 15, and the results announced at the Convention Dec. 19.

1. All members who have an E-mail address on record with PAVO should have received an E-mail message including a link to a ballot site. That message should have included a unique "voter access code" that each member must enter to log into the ballot. Any E-mail that is returned will fall into the "non-email category." (see #3 below).

2. "Candidate Biographies" (below) are also available for review at the voting site.

3. Members who do not have an E-mail address in the system should have received a postcard instead, listing a toll-free number to call for voting information.

4. Votes online or on paper ballots must be received by Nov. 15.

Here are the candidates who have been nominated for the two openings:

CANDIDATES FOR BOARD DELEGATE

(Local board liaisons, communications, member services and other activities as assigned)

Pam Brake, Indianapolis, Ind.

Brake has been a PAVO member since 1999. She holds a USAV junior national rating. She has served as a CYO volleyball coach and official since 1985, and has conducted an annual rules clinic for CYO officials and coaches

since 1990. She is an assigner for the Indianapolis boys' high school league. She has been an active member of a local high school officials association since 1986 and assists with designing and conducting certification clinics. She served as secretary/treasurer of the Indiana PAVO Board in 1999-2000 and as Board chairperson in 2000-2002. She officiates NCAA Division II and III as well as high school matches. "A lot of great work is done by PAVO and I have been lucky to benefit from it," Brake said. "I'd like the opportunity to be of service and give something back."

Marcia Costley, Springfield, Ore.

Costley is a PAVO and USAV National referee. She is referee chair of the Columbia Empire Volleyball Association, and served in numerous leadership positions (board member, secretary, chair-elect and chair) for the Oregon Collegiate Volleyball Officials Association 1997-2002. "She has a diverse background in business, is proficient in customer relations in a customer service-oriented business, and is regarded as an efficient, thorough, reliable and team-conscious professional who manages and prioritizes multiple tasks effectively, follows through on all project elements to completion, and balances consideration for others with the need to meet deadlines and goals," said OCVOA Board secretary/nominator Susan Dubickas. "Marcia's drive to give back to the sport of volleyball is never-ending. On a personal side, she is very approachable and down-to-earth."

David Greenlee, Jupiter, Fla.

Greenlee is a PAVO and USAV National referee. He has officiated a number of NCAA and NAIA conference

championships, as well as USAV national competitions. He has been an officer of the South Florida Board of Directors for "at least" six years and currently serves as vice president. Although Board management "tends to be informal," Greenlee says he drafted the board's constitution, board contracts and assignment matrices for several tournaments. He is the primary trainer for the South Florida Board. "I've also been a high school ref for almost 10 years and served as president for our area high school board for three terms. I currently serve as past-president and treasurer," he said. "I hold a bachelor's degree from the University of Southern California and an MBA from Florida Atlanta University. I served several years as a Navy officer and I have owned a consulting business for the past 15 years."

Crystal Lewis, Lynn Haven, Fla.

Lewis is a PAVO and USAV National referee. She has served as the Emerald Coast Board chair since 1996, and served as the USAV Gulf Coast Region officials' chair 1995-2001. She was recently selected as associate vice president for administration of the Officials Division of USA Volleyball. She assigns officials for seven colleges. "While this position is a newly developed one and I don't know exactly what it will entail, I do know myself," Lewis said. "I know that I will put 150 percent of myself into whatever I do and I am very much a 'people person'. I listen well to those who have suggestions or problems, and think of myself as a good representative. Hopefully I can pass along some of the experiences and expertise I've learned throughout my volleyball career."

Joe Salak, Jr., Akron, Ohio

Salak is a PAVO and USAV National referee, a USAV National Beach referee,



See Elections on page 6

Elections from page 5

and an AVP Pro Beach referee. He is board chair of the Metro Pittsburgh Board. He has officiated in a number of national championship tournaments in USAV, NIRSA and NCAA Division II competition. He has worked a number of conference championship tournaments as well as the 2001 World Games for Police and Fire. He officiated the 1996 Paralympic Games in Atlanta, and was part of the NRT Intern Rating Program in Salt Lake in 2002. "My interaction with officials as well as coaches is giving me a balanced perspective on what the opinions of both groups are to continue to advance our profession," Salak said. "I believe that the PAVO training methods are of the highest quality and provide ALL officials with the opportunity to take their individual game to the next level."

Mara Wager, Delmar, N.Y.

Wager is a PAVO and USAV National official and chair of the Capital District Board of Volleyball Officials. She has overseen development and presentation of rules clinics for coaches, training and rating for high school and college officials and restructuring of her board's constitution. She also is a national official in other sports, and would like to bring those experiences as a resource to college volleyball officiating. "I think that the experience I have gained through my local leadership positions would prove to be beneficial as a liaison between local boards and PAVO national. The guidance that PAVO can give to local boards is imperative to the ongoing process of setting the standard for women's volleyball officiating throughout the country." She also is a member of the USAV Rating Team.

CANDIDATES FOR DIRECTOR-AT-LARGE
(Convention planning and logistics, member services, other task as assigned)

Dare To Be Great

By Corny Galdones, Chesapeake Region Volleyball Association (www.vball-life.org/officials/referees.htm)

To an average fan there is not much distinction between a good referee and a great referee. But there are many intangibles that separate the two.

GOOD GREAT

Praised.	Respected.
Administrates.	Facilitates.
Knows and applies the rules.	Understands the spirit of the rules.
Knows what to call.	Knows what NOT to call.
Knows the game.	Knows how the game is played.
Honest, ethical, reliable, industrius.	Beyond reproach in character.
Avoids impropriety.	Keeps in mind perception is reality.
Communication skills.	People skills.
Gives best effort.	Knows the match is huge to someone.
Enjoys officiating.	Makes the competition enjoyable.
Properly dressed and groomed.	Spic-and-span.
Takes care of business.	Pays attention to business at hand.
Proper mechanics.	Polished mechanics.
Interacts with work crew.	Works as a team, not as a one-man band.
Hustles.	Hustles without looking rushed.
Competitors do not violate the rules.	Neither team gains an unfair advantage.
Correct and impartial judgment.	Unquestioned integrity.
Consistent in calling.	Not afraid to make the tough call.
Confident in decisions.	Looks and acts confident (but not cocky).
Composed.	Has calming effect on everyone.
Controls misconduct.	Prevents misconduct.
Minimizes mistakes.	Does not make the same mistakes.
Remembered for performance of match.	Not remembered at all.
Accepts corrective criticism.	Objectively evaluates weaknesses.
Works to improve self.	Helps fellow officials improve.

There is a fine line between a good referee and a great referee. Understanding and overcoming the subtle differences between the two will help a good referee become a great referee. •

Malaefono (Fono) Fisaga, Omaha, Neb.

Fisaga is a PAVO and USAV National referee. He served in the U.S. Air Force for 23 years before retiring. He serves as youth sports director at Offutt Air Force Base, Neb. He is chapter director and clinician for the National Alliance of Youth Sports and conducts clinics to certify coaches for youth sports in the Omaha area. He conducts clinics to certify sports officials at Offutt. He is chapter director for Parents Alliance of Youth Sports. He recruits volleyball

officials for the Nebraska School Activities Association. He is serving his second term as at-large member of the Great Plains Board. "I have traveled extensively throughout the country to officiate volleyball at all levels. I have assisted with planning and conducting volleyball clinics in Nebraska," Fisaga said. "Through my experience working with youth sports and parents, I am a good problem solver, having much experience resolving conflicts. I have good people skills."



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Mary Jacobson, Albany, Ore.

Jacobson is a PAVO State-rated official with a broad background in the sport. She played at University of Iowa (1970-71) and University of Kansas (1971-73), she coached high school volleyball (1974-75), and served as commissioner of both the Whitman County (Wash.) Board of Officials and the Mid-Valley (Ore.) Volleyball Association. She also served in various board capacities for the Oregon College Volleyball Officials Association. She officiates various levels, from Division I in the Pac-10 to local high school matches. She has business acumen as she co-owns and operates Jake's Athletic Schopp. "Jake has the advantage of being able to pull in experience from other sports, as a track athlete and official, as a softball umpire and a basketball referee," said Susan Dubickas, OCVOA Board secretary/nominator. "Jake's many contacts in different venues provide her with a healthy variety of perspectives and ideas that make her recommendations well thought out and incredibly valuable."

Larry Schwartz, Riverside, Calif.

Schwartz is a PAVO National referee and has been a member of the Southern California Volleyball Officials Association for 32 years. He has been a player, coach and official. For the past 22 years he has served as president and instructor of

his local high school officiating organization. For the past three years he has served as collegiate instructor and rules interpreter for SCVOA. Schwartz officiates at many levels of women's volleyball, from NCAA Division I volleyball to high school varsity and junior varsity, "because the young puppies deserve competent officiating as much as the collegiate big dogs," Schwartz said. Having just retired from 33 years of teaching, Schwartz said he has the time, interest and energy to contribute to PAVO. He'd like to assist with the OTP clinics as a way of helping officials become better, and with exams. "After serving as teacher for so many years, organizing things is second nature," he said. •



2003 Officials Convention
December 18th - 20th

New PAVO Late Fee Policy will Affect Procrastinators



By Marcia Alterman, PAVO Executive Director

Some folks just can't seem to meet deadlines. Starting in the 2004 season, renewing PAVO members who don't pay their dues on time will pay for that procrastination.

Each PAVO member pays \$45 in dues to the PAVO central office. Any payments made to your local board in excess of that amount are retained at the local level. In the past, as long as a board chair submitted SOME of the renewing members dues payments by the due date (June 1), the board was considered "renewed" in a timely fashion, and further payments could be made as the procrastinators (late-paying renewing members) got around to writing their check. Only if the board chair failed to submit ANY dues by the due date was a late fee charged, and then it was charged to the board in general.

The PAVO Board of Directors has changed that policy. In 2004, each member's \$45 dues are still due in the PAVO central office on June 1. However, any RENEWING member whose dues are not received by PAVO before July 1 (note the 30-day grace period) will not be considered a paid member in good standing unless a \$5 late fee is also included.

Obviously, it will be incumbent on all board chairs to begin dues collection well before the June 1 due date, and it will be important to all renewing members to respond to those payment requests in a



timely fashion. As a renewing member, you must not only pay your dues to your board chair on time, but you must ensure that your board chair submits those dues before the late fee takes affect.

Of course, first-year members may join at any time without having a late fee imposed. Board

chairs should simply submit the new members' registration form and dues to the PAVO central office when they are received.

Plan ahead! Don't be a late-payer next year, or it will hit you right in the wallet!

Dues Notification



By Wally Hendricks, Vice President Officials Division USA Volleyball

Due procedures for 2003-2004 have not changed from last year.

Here are the details:

- Junior National Scorekeepers do not pay dues for that rating.
- Your number of ratings is based on those that you hold in August of the previous year. Therefore, junior national referees and national scorekeepers who are candidates in a year do not pay dues for that year for those ratings.
- If you hold only one rating (Indoor National or Junior National Referee, Indoor National Scorekeeper, Outdoor Certified Referee or Outdoor National Referee) you pay \$40
- To be considered an International official, you must be a National official, so all Internationals pay as well
- If you hold two or more ratings from the list above, you pay \$60
- Retired officials do not pay dues for the rating that they have retired from.

- Payments are made by check to U.S.A. Volleyball and are sent to AVP for Finance, 4118 Calle Unidos, Las Cruces, NM 88005-1540.
- Your canceled check will serve as your receipt.
- Payments are due on December 1, 2003. There is a 50% late fee for dues that are not **received** by January 5, 2004. There are no exceptions due to mail delivery.
- Officials are not in good standing without full payment of fees.
- These dues are completely separate from any payments to regions or to PAVO.

Examples: Jill is a Junior National Scorekeeper and a Junior National Referee. Jill pays \$40 since Junior National Scorekeepers do not pay dues, but she does have to pay to maintain her Junior National Referee rating. Tom is a National Indoor Referee and a National Outdoor Referee and a National Scorekeeper. Tom pays \$60 since he has more than one (actually 3) rating that must pay yearly dues.



PLEASE PAY YOUR DUES PROMPTLY •



2003 PAVO Officials' Convention December 18 – 20



REGISTRATION

Your Name _____

PAVO Board Name _____

Your Address _____

City _____ St _____ Zip _____

Home Phone _____ Work Phone _____

E-Mail Address _____

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

	PAVO Members Before 11/15/03	PAVO Members After 11/15/03	Non-PAVO Members Before 11/15/03	Non-PAVO Members After 11/15/03	Amount You Are Paying
Convention Registration *	\$100	\$150	\$125	\$150	
<i>Includes all PAVO sessions & AVCA exhibit show (date & times TBA)</i>					
Extras and Options:					--
NCAA Match Tickets *	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. \$37 x _____ (No. of tickets)				
Bus Pass	For transportation to and from NCAA Championship matches (both days). \$25 x _____ (No. of passes)				
AVCA Coach of the Year Brunch/Marriott	Thurs., 12/18/03, 9:30 - 11:15 am. <i>Will probably overlap some PAVO convention sessions.</i> \$35 x _____ (No. of tickets)				
AVCA All-America Player Brunch/Marriott	Fri., 12/19/03, 11 am - 1 pm. <i>Will probably overlap some PAVO convention sessions.</i> \$35 x _____ (No. of tickets)				
Guest attendance	Fri., 12/19/03 PAVO Evening Social and Semi-Final Analysis # of guests _____ x \$20 each				
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					
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Signature _____					

* 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**

PAVO Member Profile - Jung Park

Training, Encouragement Part of Park's Recipe for Success



By Julie Voeck
PAVO Member-at-Large

Jung Park is proud of his success in developing college students as referees. As assistant director of recreational sports at the University of Connecticut (UConn), Jung is responsible for recruiting and training officials for the intramural sports program, but his work does not end there.

Jung encourages his officials to take their officiating to higher levels. He holds camps and clinics for officials, which enable them to then move into USAV and PAVO officiating. Over the past five years since he began the program, Jung has had about 20 officials go from officiating intramural volleyball to higher levels. Many of them are currently working as high school and collegiate officials in Connecticut and moving up in the New England Region of USAV. His ultimate goal is to see some of his officials certified as National referees.

What are the keys to his success? Jung has a lot of contact initially with his new recruits. He trains and encourages them to experience more challenging officiating venues. After they leave college, he tries to maintain a relationship with the officials he has trained, but admits that this is sometimes difficult as officials move on to other areas.

Jung also is quick to add that the success he has had with the development and continued advancement of new officials would not have been possible without the tremendous region-wide support he has received. He says he has received significant support from officials with national experience in his region including Dave Carson, Kathy Ferraraccio, Michael O'Connor, Rick Rowey, Ditmars Veinbachs and Steve Webster.

Jung grew up in Korea, and moved to the United States (Connecticut) with his family in 1985. He stayed in the area, attending UConn and playing on the men's club volleyball team for a couple of years as a setter. After graduation in 1993,

he remained at UConn as part of the intramural sports program and later became the coach of the men's club team.

When Jung began working in the intramural sports program at UConn, he became certified to officiate in several sports, including volleyball and basketball. "I wanted the experience of trying them all plus I felt I should at least know the basics if I'm going to teach others," Jung recalls.

Jung also has had a successful officiating career of his own. Jung received his first USAV certification as a Provisional referee in 1997. He has advanced quickly since that time. He is a USAV Junior National referee, and attended the Boys' Junior National Tournament last summer. He hopes to receive his National USAV referee certification in spring 2004 by completing the rating process at the USAV Open Championships. In addition to his USAV certification, Jung holds a PAVO State rating and is considering applying for PAVO National certification next fall. Jung also has aspirations of becoming an international referee.

In addition to officiating, Jung remains involved in volleyball as coach of the men's club team at UConn. Over the years, his teams have achieved success at the Division II level of the NIRSA Championships, including an appearance in the "elite eight". His program is one of the strongest in the northeast, typically rated in the top four in the region, which brings his team a top 25 ranking for club teams in his division nationally.

In his spare time, Jung organized Northeast Women's Volleyball Club League (NWVCL) in 2000. The league now serves over 20 women's collegiate club teams from Maine to Penn State. He also was responsible for getting a women's club team organized at UConn in 1996.

Jung has been a very positive influence on the volleyball community in the northeast. His efforts in training, recruiting and encouraging volleyball officials to continue is a model we can all look up to. •

Special Olympics reminds us why we do what we do

By Sue Lemaire

I am not ready to let go of this summer. It was a summer that officials (and teachers) dream about: selection to a major international competition and the opportunity to take the "Grand European Tour."

Sometime last spring, I promised Joan Powell that I would write an account of the 2003 Special Olympic World Summer Games held in Dublin, Ireland. For all those interested in the "Grand Tour", simply click on the attached files with your Official Word to see over 1,000 pictures of Europe's finest castles, churches, museums and other tourist attractions (just kidding).

The selection of officials for the 2003 Special Olympic volleyball competition began last spring when technical director Joe Sharpless sought applications. Referees were selected from the ranks of FIVB certified officials, USA Volleyball National referees and Irish Volleyball Association referees. Officials would be selected as fully funded (transportation, housing and per diem) or self funded volunteers (totally at their own expense). All were to receive officiating shirts, fanny pack and a rain jacket. As a self-funded official, I knew the expense would be significant but it was a once-in-a-lifetime event. It was a chance to give back to volleyball by officiating for athletes who, while disabled, worked and trained very hard to earn a chance to compete on the world stage. The 2003 Games featured over 7,000 athletes and was the largest competition staged this year (bigger than the Pan American Games). The Irish government, corporations, and people in cities and villages across the nation took the games and the participants into their hearts and homes. Each country's delegation arrived several days early to practice and rest, and was hosted by the cities and villages throughout the entire country. Over 30,000 volunteers helped stage the event - a tremendous undertaking for a small nation. The World Summer Games had never been held

See Special Olympics on page 12



OTP Clinics Draw Almost 1,600 People to 28 Sites

By Anne Pufahl, Clinics Director, PAVO Officials Training Program

As many of you were dusting off your travel bags to start the season, the seven Officials Training Program clinicians were taking a well-deserved rest from a highly successful OTP clinic season. A huge thanks to Joan Powell, Marcia Alterman, Mary Blalock, Kevin Cull, Mike Carter, Steve Thorpe and Anne Pufahl for travel coast to coast (Hawaii to New York) to present 28 clinics to over 1,570 volleyball officials.

Once again a huge thanks go out to Mary Faragher for putting together the incredible PowerPoint presentation. I also want to thank Paul Albright for stepping in and presenting the clinic material to the Atlanta clinic due to some flight problems for one of the clinicians.

I want to encourage all boards to consider hosting an OTP clinic in 2004. PAVO is trying to reach all geographic areas, including those that we haven't visited recently. Please consider applying to host a clinic or combining resources with a neighboring board and co-hosting a clinic.

Finally, I want to thank the 2003 clinic hosts and their respective boards. They contribute a great deal of time and energy to help this program stay successful. •

Special Olympics from page 11

outside of the United States, and the entire Irish nation rose to the occasion. The 2007 Summer Games will be in China.

Housing arrangements reflected the difference between fully funded and self-funded officials. Fully funded officials stayed in downtown Dublin across from Christ Church with officials from other sports. They were close to the city activity but had to drive almost an hour each way to the sites. Self-funded officials had to find their own housing in Dublin and it was a potential problem for all of us. Fortunately, my soon-to-be roommate, Linda Hamernik, handled all details in coordination with Denise Talon from the Ireland Volleyball Association. Linda made arrangements with two bed and breakfast homes for the officials and families that made the trip. Those of us who stayed at the Airport Inn really enjoyed our stay with Paddy and Eithna who took us into their home as friends. They went out of their way to show us Irish hospitality from a special Irish stew dinner (Irish because it was made by an Irish woman) to a BBQ steak dinner for the entire USA contingent. Our time there was one of the highlights of our time in Ireland. On the one day without competition, the USA and Irish officials had a challenge volleyball match. Our USA team took on an Irish team with twice as many substitutes. While the USA won set one we succumbed to fresh and younger players in sets two, three, and four. Later that evening, we joined together for a dinner/party with tournament staff. The fully funded officials went beyond the call of duty and paid for the dinners of the self-funded officials from their per diem.

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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The event began with opening ceremonies attended by over 70,000 spectators. The President of Ireland attended, and the Kennedy family and other celebrities from the USA and Europe marched in with the athletes. Another highlight of the trip was the short speech from Nelson Mandella. I also loved the segment when the Riverdance group formed a chorus line of Irish dancers and filled the stadium with the tapping of their feet. Competition began the next morning with round-robin play as officials and staff evaluated and placed teams in equal divisions of competition. In each division, teams compete against teams with the same level of disability and playing ability. Many teams in the lower divisions won the hearts of the spectators, who cheered each play and player regardless of team or country. The competition included Women, Men and

See Special Olympics on page 17

2003 Rules Interpretation Newsletter #1

September 2, 2003

NOTE: Use the following code to analyze these situations:

R = RECEIVING TEAM

- R1 = RIGHT BACK
- R2 = RIGHT FRONT
- R3 = CENTER FRONT
- R4 = LEFT FRONT
- R5 = LEFT BACK
- R6 = CENTER BACK

S = SERVING TEAM

- S1 = RIGHT BACK
- S2 = RIGHT FRONT
- S3 = CENTER FRONT
- S4 = LEFT FRONT
- S5 = LEFT BACK
- S6 = CENTER BACK

- 1. Player S4 attacks the ball, loses her balance, and crosses the centerline extended outside the sideline. She travels under the net cable, regains her balance, and returns to her court under the net cable (outside the sideline). Has S4 committed a fault?

Answer: No. It has never been a fault to cross the center line outside the sideline, unless there is interference. (Rule 14-2-4-d). If a player takes a path under the net, net cable, or referee stand and then contacts the ball in the opponent's free zone, it is a fault (Rule 14-1-1-a).

- 2. Player R5 passes a ball served by S1. The ball travels outside the antenna to Team S's free zone. R2 runs outside (behind) the first referee's stand and contacts the ball in Team S's free zone, legally returning it to the Team R playing area. R2 then runs under the net cable to return to her court. Has a fault been committed?

Answer: Yes. A player may not make contact with a ball in the opponent's free zone if she travels a path under the net, net cable, or referee stand before or after contacting the ball (Rule 14-1-1-a). The fault may be called by either referee, and is whistled when the ball is contacted if the player travels under the net/net cable to get to the ball. If the player travels under the net/net cable to return to her court after contacting the ball, the fault is whistled when (a) one foot completely crosses the center line and contacts the player's own playing area, or (b) the player's head completely crosses the plane of the net to their team's side. In either case, the referees should signal "out".

- 3. Player R1 passes a ball served by S1. The ball travels outside the antenna to Team S's free zone. R3 goes under the net cable and completely crosses the center line extended outside the sideline to try and retrieve the ball. Her teammate, R2, runs outside (behind) the first referee's stand to also pursue the ball. R2 is the only player to contact the ball in Team S's free zone. Has a fault been committed? Can R3 return to her court underneath the net cable? Can R2 return to her court underneath the net cable?

Answer: No fault has been committed, since the player who used the path under the net cable did not contact the ball. R3 can return to her court underneath the net cable, since she did not contact the ball; R2 cannot return underneath the net cable, or the ball will be "out".

- 4. Player R3 passes a ball served by S1. The ball travels outside the antenna, barely clears the net, and is dropping very near the net in Team S's free zone. R4 reaches under the net cable with her arm, contacts the ball with her fist as it drops, and legally returns the ball to the Team R playing area. R4's feet are on the center line extended (partially encroaching into the Team S playing area) at the time of contact. Has a fault been committed?

Answer: No. A player is considered to have "crossed under the net, net cable, or referee stand" (Rule 14-1-1-a) when (a) one foot completely crosses the center line and contacts the opponent's playing area, or (b) the player's head completely crosses the plane of the net to the opponent's side.

- 5. The Team R libero is contacting the floor with one foot on either side of the attack line (one foot in the front zone, and one foot in the back zone) as she sets the ball with an overhand finger pass. Player R3 then attacks the ball while it is completely above the height of the net. Is this an illegal attack?

Answer: Yes, once the attack is completed (completely crosses the net or is legally touched by an opponent). If the libero is in contact with the floor in the front zone, she is considered to be in the front zone. If the libero is jumping (not in contact with the playing surface) at the time she contacts the ball, her position is determined by the last point of contact; if she jumped with one foot in the front zone, she is considered to be in the front zone.

- 6. The Team S libero sets the ball with an overhand finger pass while in the front zone. Player S3 then attacks the ball while it is completely above the height of the net, and the ball completely crosses the net to Team R's playing area. The first referee does not whistle a fault. Can the second referee whistle and signal this illegal attack?

Answer: Yes. As with illegal back row attackers, if the second referee is sure that the libero set from within the attack zone, and that the attacked ball was completely above the height of the net when contacted, s/he should hesitate for a moment to allow the first referee to call the fault, and then make the call if the first referee does not. NOTE: The referees should include this topic in their pre-match discussion.

- 7. The Team S libero sets the ball with an overhand finger pass while in the front zone. Player S6 then jumps from behind the attack line, and contacts the ball while it is completely above the height of the net. What is the correct action, if any, by the referee(s)?

Answer: Once the attack is completed, the referee(s) should whistle and signal an illegal attack on Team S, and then indicate the libero with an extended arm and open hand. If the libero sets a ball with finger action while in the attack zone, no teammate can complete an attack on that ball while it is completely above the height of the net, regardless

See Rules #1 on page 14

Rules #1 from page 13

of the attackers position or location on the court (Rule 11-2-5-a-3).

8. The Team R libero sets the ball with an overhand finger pass while in the attack zone. The Team R (back row) setter jumps and contacts the ball while it is completely above the height of the net, setting the ball in the direction of a teammate. The ball enters the plane of the net, and is legally blocked by Team S. Has a fault occurred?

Answer: Yes. The referees should whistle and signal an illegal attack on Team R, and indicate the libero. The exception described in Rule 13-5-4-a protects a back row setter in this situation from not being called for a **back row** player fault. It does not protect her from committing an illegal attack from a libero set.

9. Player #3 for Team S rotates to right back in preparation to serve. The Team S coach requests a substitution, #6 for #3. The first time that #6 serves, the serve goes out of bounds, and Team S loses the rally. The Team S libero then replaces #6, and plays the back row positions. When the Team S libero rotates to the front row, player #3 replaces the libero. Just before the first referee beckons for service, the assistant scorekeeper informs the second referee of the replacement error. The referees correct the error, putting #6 on the court in left front, and charge Team S with a team delay. Can the Team S coach/captain now request a substitution on the same dead ball, #3 for #6?

Answer: Yes. The team delay sanction was not given for a substitution issue, since a libero replacement is **not** a substitution. If a team delay is given for a substitution problem (delay in completing a substitution, or an attempt to enter an illegal player), then no substitution request can be made until the next dead ball. However, that is not the case here, and the substitution request should be allowed.

10. The Team R libero is on the bench. Player R6 (#6) is expelled from the

game. Can the libero immediately replace #6?

RULING: No. The first action that must take place is a legal substitution must enter the game for #6, or the team is declared incomplete and the game defaulted. If a legal substitution occurs for the expelled player, then the libero can certainly enter the game for any back row player (including the substitution that just entered), as always.

11. The receiving team libero has replaced player #5 in center back. Player #5 is expelled while on the bench. What is the next allowable action regarding the expelled player?

RULING: The libero can remain in the game until her position rotates to the front row. When that occurs (or any time before then), any legal substitute may be substituted for "phantom" #5. If no legal substitute is available at the time a libero replacement is required, the team is declared incomplete and the game is defaulted.

12. Player #12 from the visiting team serves for a point. The coach for the home team makes two substitutions, #3 for #4 and #9 for #2. After Visitor #12 serves for another point, Home coach makes one substitution, #4 for #9. Visitor #12 then serves the ball into the net and the rally is awarded to Home. After Home player #6 has served twice and scored two points, the scorekeeper realizes that the last substitution for Home (#4 for #9) should not have been allowed. What is the correct procedure?

Answer: A position fault has occurred (Signal #22). The referees should return Home #9 to the game for Home #4, and cancel the recorded substitution. Cancel the two points scored by Home when Home player #6 served, as well as the point recorded for Home when they won the last rally that Visitor #12 served ("X" the point in Home #6's scoring section, and in the running score, and "X" the circled "R" in Visitor #12's scoring section). The rally after

the illegal substitution is where the fault occurred, so a squared point should be recorded in Visitor #12's scoring section and the Visitor continues serving. Whenever they win a rally, the next server for Home will be #6 (Rule 10-3-2-c). NOTE: Please also refer to other position fault situations in the casebook section of the 2003 PAVO Officials' Guidebook.

13. Team R has several players with an Adidas logo on their shorts, and several more with a Nike logo on their shorts. Are these legal uniforms?

Answer: No. Team uniforms must be identical, except for shoes, socks, kneepads, and the libero's jersey (Rule 7-1-1-a & 11-2-5-c), and differing logos is not identical. When the referees notice the problem, they should first see if the problem can be fixed, either by changing shorts, or by covering all logos. If those options are not available, the referees should follow the procedure outlined in Rule 7-3, which is:

- (a) Notify the coach/captain of the problem and ask the team if the uniforms can be legalized.
- (b) If not, meet with the opposing captain/coach to determine whether a protest will be filed.
- (c) If no protest is filed at that time, a subsequent protest on this issue will not be accepted.
- (d) If the protest is filed, follow the protest procedure and play the match.

14. Just as a match is completed, a player from the visiting team punches an opponent as the teams are moving toward their benches. Can the referees impose a disqualification sanction that would apply then to the next match?

Answer: No. The first referee's scope of authority is from his/her arrival on the court until the end of the match (Rule 17-2-2). The match ends when the final point is scored. After that point, authority rests with event management. It would be appropriate for the referee's to notify their assignor/coordinator regarding this event.

15. Player S4 is near the net trying to save an errant pass from a teammate.



PAVO Fundamentals Camp Offers Opportunity for Newbies



By Julie Voeck, Member-At-Large

PAVO held its second Fundamentals Training Camp this summer. This camp took place at the University of Wisconsin-Whitewater (UWW) in conjunction with a summer team camp for high school girls volleyball players. The Fundamentals Training Camp is geared toward training officials that have one-to-three years of volleyball officiating experience and are looking to advance to higher levels of play. The camp was held over two days and included both on-court and classroom training periods.

Camp participants included:

- Cindi Baumeister WI
- Lori Dziedzic WI
- Ann Hedrington WI
- Jay Johnson WI
- Shelly Johnson WI
- Dennis Justus WI
- Mike Lagrassa WI
- Mike Marquardt ND
- Scott Oesterle MN
- Tim Schleider WI
- Al Tarara MN
- John Truesdale WI
- Chad Uebele WI
- Ernie Venta WI
- John Wasserstrass WI
- Bob Wisinski WI



A fundamentals camp, sponsored by PAVO's Officials Training Program, was held July 18-19 at the University of Wisconsin-Whitewater. Attending were, left to right; Ann Hedrington, Al Tarara, Jim Hochevar (instructor), Chad Uebele, Cindi Baumeister, Scott Oesterle, Mike Marquardt and Bob Wisinski.

Camp staff were: Jim Hochevar, Nancy Nester, Ed Thornburgh, and Julie Voeck.

A special thank you to UWW for hosting the camp and working with camp staff and the camp participants to make the event successful.

Given the success of the Fundamental Training Camps over the last two years, PAVO plans to offer similar camps in the future. If you have a suggestion for a future camp, please contact Mary Faragher, OTP Camp Director, at (316) 684-0799 or otp.camps@pavo.org. •

She contacts the ball, sending it deep in the Team S court. After contacting the ball, S4 slides toward the center line and her kneepad momentarily encroaches into the opponents court a small distance. There is an opponent nearby, who is moving backwards in anticipation of a "free ball" coming from Team S. Should a center line fault be called on S4?

Answer: Probably not. It is a fault to cross the center line completely with the foot, feet or hands, or to cross with any other body part, if that encroachment creates a safety hazard (Rule 14-2-4-b). The proximity of the opponent is not the only criteria. In the case described, the encroachment is minor and quick, and the opponent who is nearby is moving in the opposite direction. It is reasonable that the referees might determine that no safety hazard was created, and not whistle a center line fault.

16. R5 attacks the ball to Team S's side. The only thing the ball touches before going out of bounds is S6's ponytail. Should the officials decide that there was a touch on Team S?

Answer: Not if they are sure that the hair was the **only** thing the ball touched. Hair is not considered a body part in terms of contact with the ball or net.

17. Player S2 legally pursues a ball in Team R's free zone. After successfully returning the ball to her teammates, S2 runs into R4. Has any interference occurred, and if so, on which player?

Answer: First, please note that just the fact that there is contact does not necessarily mean that interference has occurred. Interference is defined as contact or an apprehension of potential contact that hinders an opponent's play on the ball (Rule 14-2-3). In this situation, both players are in areas where they are permitted to be, so that interference could be on either team. If the contact with R4 prevents S2 from legitimately making a play on the ball, the interference is on R4; if the contact prevents R4 from making a play, the interference is on S2. If neither player could have made a play on the ball, no interference has occurred. •

2003 Rules Interpretation Newsletter #2

October 1, 2003

NOTE: Use the following code to analyze these situations:

R = RECEIVING TEAM

- R1 = RIGHT BACK
- R2 = RIGHT FRONT
- R3 = CENTER FRONT
- R4 = LEFT FRONT
- R5 = LEFT BACK
- R6 = CENTER BACK

S = SERVING TEAM

- S1 = RIGHT BACK
- S2 = RIGHT FRONT
- S3 = CENTER FRONT
- S4 = LEFT FRONT
- S5 = LEFT BACK
- S6 = CENTER BACK

1. The Team R libero is wearing a light gray uniform jersey, and the rest of the Team R players are in white jerseys. The referees determine that there is not enough contrast to easily identify the libero. What action should the referees take?

Answer: The libero will not be allowed to play unless she changes to an appropriate jersey. Rule 7-3-1, which requires the referees to check with the opposing coach regarding uniforms that do not comply with the rules, does not apply to the libero uniform issues. It is entirely the referee's discretion as to whether or not the libero's uniform meets the requirements of Rule 11-2-5-c. If it does not, the libero may not enter the game until the uniform problem is resolved.

2. The coach for Team S hands his Game 2 line-up directly to the scorekeeper with 30 seconds left in the interval between games. When the second referee checks the line-up with the players on the court, it is discovered that the coach listed #3 as both a starting player (center back), and as the libero. Player #3 is in a libero jersey, waiting to enter the court, and player #7 is on the court in center back. What action should be taken?

Answer: Player #3 is the libero, and obviously cannot be a starting player. Team S should be required to use a substitution to enter #7 into the game in position 6 (center back), and #3 continues as the libero.

3. Player #6 on Team S is injured on a play, and a substitute enters for her. The trainer determines that player #6 needs to go to the locker room for treatment. Is this allowed?

Answer: Yes. Rule 5-2-2 states that substitutes must be "located on the team bench or in the warm-up area". However, if a substitute needs to leave these areas due to a medical necessity, it should be allowed.

4. When player #2 for Team R rotates to position 4 (left front), Team R regularly substitutes player #5 for player #2. As those two players exchange positions in the substitution zone, they do not hesitate or make eye contact with the second referee, but just exchange "on the run". What action(s) can the second referee take?

Answer: Rule 11-2-1 states "The player leaving the court and the incoming substitute must wait near the sideline in the substitution zone until authorized to exchange by the second referee", and "If a substitute enters the court before

the authorization signal, the substitution is denied and the team is sanctioned with a team delay." The second referee MUST insist on eye contact and require the player(s) to see the "authorization to enter" signal. To prevent players exchanging without seeing the authorization, the referee(s) should:

- Remind both team captains of this requirement in the pre-match meeting.
- The first time that players do not make eye contact during a substitution, remind the coach of this requirement, and inform the coach that a team delay may result from having to re-authorize a substitution.
- The next time that players from that same team do not make eye contact during substitution, bring the players back to the sideline and insist on them complying with this requirement.
- If the same team's players fail to comply again, issue a team delay and deny the substitution.

NOTE: To answer the following three questions, assume these service orders were shown on the submitted line-up sheets:

Team Green: 2, 4, 6, 8, 10, 12 (Team Green has first serve in this game).

Team Red: 1, 3, 5, 7, 9, 11

5. With the score Green 18, Red 12, Green wins a rally that Red served. Green player #10 is next to serve, and serves for two points before Red wins a rally. Now, Red player #11 serves out of order. What is the correct action by the referees?

Answer: Red player #9 should have served. As soon as Red player #11 contacts the service, the scorekeeper should indicate the incorrect server, and Red is charged with a rotation error. A boxed "R" is placed on the Red player #9's line on the scoresheet. Green is awarded a point for that loss of rally (point 22). Correct Red's service order (player #11 should be in right front). Green #12 serves next, with the score Green 22, Red 13.

6. With the score Green 18, Red 12, Green wins a rally that Red served. Green player #10 is next to serve, and serves for two points before Red wins a rally. Now, Red player #11 serves out of order, but that goes undetected by anyone until Red has won two rallies (the score is now Green 21, Red 15). As Red player #11 prepares to serve for the third time, the scorekeeper realizes that Red #9 should be serving? What is the correct action by the referees?

Answer: The scorekeeper should immediately notify the second referee. Since Red #9 should have been serving, the rally point (point 13), and two circled points (points 14 and 15) are probably written on Red player #9's line on the scoresheet. Points 14 and 15 are removed, since the team at fault is still serving (no fault had been committed when point 13 was recorded, so it is retained). A boxed "R" is entered on Red player #9's line, and Green is awarded a point for that loss of rally (point 22). Correct Red's service

order (player #11 should be in right front). Green player #12 serves next, with the score Green 22, Red 13.

7. On the first service of the game, Green player #4 serves, but this incorrect server goes undetected. Green wins the first rally. Green loses the next rally (the score is now Green 1, Red 1). Red player #1 serves twice and wins those two rallies, and then serves again and Green wins the rally (the score is now Green 2, Red 3). Green player #6 serves, and the scorekeeper immediately notifies the second referee that Green player #4 should be serving now. What is the correct action by the referees?

Answer: The fact that Green had a wrong server on the first serve of the game is not a factor, since there was a serve contacted by the opponents after that fact. The same applies to the fact that Green was out of position while Red player #1 was serving. The only fault that can be ruled on at this time is the one that just occurred – a wrong server by Green, #6 for #4. A boxed “R” is placed on Green player #4’s line on the scoresheet. Red is awarded a point for that loss of rally (point 4). Correct Green’s service order (player #6 should be in right front). Red player #3 serves next, with the score Green 2, Red 4. •

Special Olympics from page 12

Unified Divisions, which includes three athletes and three non-disabled partners of equal ability. Most officials worked a single shift each day and had one day off, which we used to sight see or play golf. While the level of play varied throughout the tournament, the desire and competitive fire of the athletes remained exciting and intense. The best part of the Dublin experience was getting to know the Irish cadre of officials and staff. Each one made a special effort to help us Americans. They were tour guides, taxi drivers and even opened up their homes to us. As volleyball officials, we know that what often keeps us coming back is the friends that we meet along the way.

The 2003 Special Olympics was about the athletes and the friends that we made. The motto of the games was “Share the Feeling,” and that spirit of sharing made our experience in Ireland something very special. It will be a time for all of us to remember... Now for the slide show of Europe...go to.... •

PAVO Adds 13 New National Officials to Ranks



By Mike Carter, PAVO National Rating Team Director

Barbara Farnsworth, Washington
Wade Brence, North Carolina

PAVO is proud to announce the certification of 13 officials new National referees in floor trials conducted at four sites around the country.

New PAVO National referees for 2003: U of Maine Rating Site:

Michelle Prater, Georgia
Mike Gale, Florida
Paul Vink-Lainas, New York

Arkansas State Site:

Bill Thornburg, Indiana
Apple Kridakorn, Alabama
Fono Fisaga, Nebraska
Del Hughes, Georgia

U of Portland

Denis Bergstedt, Illinois
Roger Jamison, Washington

U of North Texas:

Steve Burinsky, Maryland
Kim Wishum, Florida

We would also like to thank the members of our rating teams for their outstanding work. The candidates’ evaluations were very positive regarding the consistency of feedback and the level of professionalism of our raters. The raters were: Maine — Kathy Ferraraccio, head rater, Paul Albright and Mary Faragher. Arkansas State — Peggy Schaefer, head rater, Steve Kenyon and Fish Gupton. Portland — Karen Gee, head rater, Linda Fletcher, Tom Blue and Tracie Brinkley. North Texas – Mike Carter, head rater, Margie Ray and Michael Hertz.

Thanks to all for a job well done, including our host schools who went above and beyond to assist our program. •

Officials’ Camp Scholarships Available for Spring 2004



By Mary E. Faragher, Camp Director, Officials Training Program

For several years, PAVO’s Officials Training Camps have helped develop the quantity and quality of the cadre of officials. There are at least two scholarships available to help deserving officials with their camp expenses for next spring. The PAVO Board of Directors and NAGWS have each allocated \$200 for this purpose, and some of the Division I conferences have also provided scholarships in the past. Applications for these scholarships need to be processed well ahead of the camps. Any PAVO member in good standing may apply for the PAVO or NAGWS scholarships.

Camp Scholarship application process:

- Submit a letter of interest, with name, address, home/work phone(s), E-mail

address, and the name of the PAVO board of which you are a member

- Write a short personal essay explaining your officiating achievements, officiating goals, your personal motivation for officiating, and why you feel you would be a good scholarship recipient
- Include one letter of recommendation from your Board Chair, a PAVO National official or a conference supervisor
- Visit us at www.pavo.org for updates on the scholarships and camps!
- Submit the above information by **Feb. 15, 2004**, to be considered for a scholarship
- Submit to:

Joan Powell, PAVO President
14075 Gleneagle Drive
Colorado Springs, CO 80921 •

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