

# THE OFFICIAL WORD NEWSLETTER



## IT JUST MAKES SENSE...

### Members Should Take Advantage of the NCAA/PAVO Collaboration

by Marcia Alterman  
Executive Director

When the NCAA started requiring registration on its own website for **all** sports a few years ago, those of us in volleyball leadership positions were aware it was happening, and began wondering when and how the new mandate would be applied to women's collegiate volleyball.

After all, most other NCAA sports don't have an organization like PAVO - a membership organization run by membership representatives - developed to deliver universal training materials, establish professional standards and certification programs, and advocate for officials.

It was logical that the NCAA would recognize that many of the programs that it was initiating for other sports via their "Central Hub" web sites were already in place for volleyball - a centralized database for distributing information, online exams, etc. After all, they had been providing grant funding to PAVO for several years to support those programs (and others).

The PAVO leadership started lobbying for a collaboration from the first; we advocated that the best result for a volleyball officiating program would be reached through using the expertise and loyalty that PAVO has gained over the years via the membership-organization model, and combine it with the resources of the NCAA (via their technical vehicle, ArbiterSports). And after much discussion, all parties have agreed that is the best plan.

There is really no question about whether or not an official **needs** to have access to the NCAA Volleyball Central Hub; that goes without saying. Registration on the Central Hub:

- provides training tools for season preparation through messages from the National Coordinator and Rules Interpreter;

- is now the **only** access to the annual PAVO/NCAA referee exam (Form A and Form B);
- will be the access point for in-season Rules Interpretation newsletters;
- will offer frequent quizzes through the season as "refreshers" on techniques and rules, and;
- is required (for referees and line judges) to be considered for NCAA post-season assignment.

The information and training on the Central Hub is simply part of being a professional volleyball official at **any** level in which NCAA Women's rules and techniques are used.

The outcome for you as a member does include increased dues. But perhaps the raise is not as much as you think when you do the math. And it certainly does still make sense to continue your PAVO membership through the transition. Consider the facts below.

**Referees:** For the past several years, the portion of your dues that came to the PAVO Central Office has been \$45. That figure will now increase to \$110. (Your local PAVO board may still charge additional dues for local services and programs.) Out of each \$110 payment, PAVO will retain \$55 for member services (a \$10/member increase, which was planned for 2012 long before the NCAA got involved). The

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*It Just Makes Sense*  
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other \$55 pays for NCAA registration – other sports are paying \$100 each for that registration, but PAVO has managed to negotiate this lower rate for PAVO members.

The NCAA referee registration fee covers the cost of an NCAA Women's Volleyball Rules book (cost to non-registrants is approximately \$15), and the new NCAA/PAVO Techniques Manual (cost to non-registrants is approximately \$12). So, referees no longer have to purchase an NCAA Rules book or PAVO Officials Guidebook – and if your local board has been collecting dues from you in the past to cover the cost of those items, an adjustment might be possible.

**Line Judges/Scorekeepers:** Your PAVO dues will remain at \$20 (local PAVO boards may charge additional dues for local services and programs). The good news is that PAVO has negotiated to allow you access to the NCAA Central Hub – in other words, your \$20 PAVO dues will cover the cost of NCAA registration. However, the publications will not be included.

For all PAVO members, the NCAA/PAVO OTP clinic fee remains at \$25 (local host may add additional fees for local clinic expenses) – non-members who are collegiate referees will still pay \$75. If you ever

choose to attend a PAVO training camp, members get a \$25 to \$50 discount on the camp registration fee, depending on the site and type of camp.

It is foolish to even consider being an official without liability insurance in this litigious age. Your PAVO membership provides that coverage, and applies to virtually **all** events that you officiate – college, high school, men's, women's, recreational, beach, and more. If you were not a PAVO member, you would have to access insurance coverage via an organization like NASO (National Association of Sports Officials - \$103/year) or NFHS Officials Association (cost varies by state, but ranges from about \$35 - \$100).

The only access to PAVO certification is through membership – and many assignor/coordinators take certification into consideration when selecting officials for their roster. And many local boards still make actual assignments to the local institutions – and typically only members are assigned.

As a professional official, you are a business owner. All businesses require investment, and PAVO membership is a basic cost of doing business. It's relatively minor – depending on your local board fees, the payback is one or two matches. So it just makes sense, when you consider the costs and options.



## WE "KICKED IT UP" A NOTCH IN SAN ANTONIO!!

The 2011 PAVO Officials Convention may have been the best ever! We had outstanding speakers who presented provocative topics, and a Texas-sized amount of fun.

If you were there, you know what an exceptional event it was! And you can re-live those memories by owning a set of convention DVDs.

If you missed the convention, the DVDs are the next best thing to being there. You can hear the presentations by Verbal Judo expert Roger Miller, watch the videos shown in "Getting It Right" by Marcia Alterman and Anne Pufahl, reflect on the coach-official

relationship as related by the Coach Panel, and enjoy the other presentations as well.

If you've ordered DVDs before and experienced poor sound quality, rest-assured that our current technology has improved this product significantly - you'll be able to truly share this experience.

The set of seven DVDs is only \$40, and is available for immediate shipment - go to the PAVO E-store to place your order (or call Miki at 888/794-2071).

Order today – this convention was **KICKIN'!!**



by Julie Voeck  
President

## PRESIDENT'S MESSAGE

### Set goals for improvement

The time has finally arrived! I am honored to begin my term as PAVO president. This means I now get to share my volleyball thoughts, ideas and experiences with you in each issue of the "Official Word."

I am excited to assume this role at a time of many changes in volleyball. Last year we saw the NCAA bring on a national coordinator, whose role in part is to provide additional training to volleyball officials. We also saw the NCAA adopt the ArbiterSports system to facilitate registration and assign post-season matches at the Division I level.

I am looking forward to being part of PAVO in our continued cooperation and coordination with the national coordinator and Arbiter as we move forward into the new volleyball future – whatever that might be. With the 2011 women's collegiate season completed, this is the time of the year many of us are focusing on USAV officiating. While I am writing this article, most of us are just getting started in the USAV season – perhaps by conducting local training clinics, working a few junior tournaments, or officiating adults at the club or men's collegiate level.

Before each season, I like to focus on a few areas in which I have struggled in the past, or have received input from partners or coordinators as things that I could improve on for the future. Where did I have issues or rough spots in matches? What can I work on in the next season to continue to improve and be better this season and for the PAVO season in the fall? I like to pick at least two or three specific areas to focus on for improvement, and then put a plan in place to accomplish that. The first step is to identify the areas in which I can improve. The next step is to find ways to make improvements. Some things I do to improve are: go back and review the rule or guide book to make sure I understand the rule or technique; seek input from mentors and those whose volleyball knowledge I trust and respect, and then practice what I want to work on.

One of my personal goals for this year is to do a better job remaining still on the stand and not stepping backward to see volleyballs that are close to me when

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## EIGHTH YEAR FOR PAVO BOARD CHAIR ASSEMBLY

by *Crystal Lewis, Past-president and Marcia Alterman, Executive Director*

The PAVO Board Chair Assembly (BCA) continues to grow in attendance and scope, and is proving to be a cannot-miss opportunity for local board leadership to meet and share ideas. Forty-five leaders from local associations were in San Antonio – the most ever!

The 2011 BCA opened with a presentation by Mike Price, president of ESIX insurance. ESIX is the liability insurance broker for PAVO, and Price provided information on “Risks Associated with Running a Non-profit Organization”. Price’s presentation provided insights and information on the coverage provided by PAVO to local boards and members, and other information about how to keep an officials association “between the lines”. It was invaluable information for the Board Chairs to take back to their members.

The board chairs were asked for input into the planning process for the 2012 Officials Convention, and (as always) came up with some stellar feedback and ideas. Those included:

- Prepare a special packet for first-year attendees so they will know what to expect
- Allow more time for the rules video session
- Repeat the Verbal Judo session, or something similar
- Have a session geared specifically to line judges
- Have the BCA concurrent with some general sessions, to provide more free time in the schedule to enjoy the host city
- Schedule a round table session for new board chairs
- Provide a summary handout for each general session
- Provide a “roommate matchup” for board chairs who plan to attend
- Include a video of the post-match debriefing as part of the semi-final analysis

The rest of the Board Chair Assembly was spent in a valuable exchange of ideas between the chairs and the PAVO leadership, both staff and directors.

PAVO leadership provided updates on web development, particular the advent of local board websites that are provided by PAVO. These websites will have content that is maintained by each local board and will provide a way to have announcements, calendars, and local board governance documents online.

A discussion of the new dues registration structure helped the board chairs in attendance understand the combined PAVO dues/NCAA registration plans. Local boards will no longer need to collect funds for and provide NCAA Rules books, as it will be part of the NCAA registration package. The amount of dues submitted for each member will increase from \$45 to \$110 in 2012, with \$55 of that amount forwarded to ArbiterSports for the NCAA registration.

The plan to further enhance online education on the PAVO website was announced as well. This project will tie online training to **all** PAVO certification levels, in order to improve the consistency of the didactic portion of officials’ education.

The board chairs were how the PAVO Central Office and Board of Directors could help them do their jobs better. They mentioned providing line judge training materials (including the exam) at an earlier date, and helping boards encourage scorekeeper certification by advocating that value to the hiring entities. The new E-score product was discussed, with an idea that the training tool presentation be made available online.

The Board Chair Assembly has been an integral part of the PAVO Officials Convention for seven years, and more boards were represented this year than ever. Many boards provide funding for their board chairs to attend this important meeting, which provides the most effective opportunity for local boards to provide input to the PAVO leadership on their needs and concerns. If your board doesn’t have a representative attend on a regular basis, consider adding that topic to the agenda of your next business meeting. It is well worth the investment!



## WALLY HENDRICKS RECEIVES THE 2011 PAVO HONOR AWARD

by Crystal Lewis  
Past-president



Wally Hendricks was surprised when his name was announced to be the recipient of the 2011 PAVO Honor Award at this year's PAVO Convention social in San Antonio. Attendees gave him a standing ovation as he approached the podium to receive PAVO's highest and most prestigious

award.

Hendricks is a well-known figure in the volleyball community. If you have been a part of the volleyball world for either USAV and PAVO in the past three decades, you probably know his name. He not only has been a leader to many of us, but he has been an active participant in the development and training of officials all over the country. He is always eager to help develop, train and observe officials when he can.

Hendricks worked as a professor at the University of Illinois and has held many positions in volleyball world. Here are some of his accomplishments and positions held over the years:

- Officiated for 33 years
- 1996 Event Manager with the Olympic Games committee in Atlanta
- 1990-2008 Missouri Valley Conference Coordinator
- PAVO Training Team
- USAV National Training and Rating Team
- Head Rater Florida Region
- Trained and Evaluated over 400 national officials

- USA Volleyball Vice President 1996 – 2000
- 1985-1987 NCAA Division I
- 1985 Div III Final Four
- 2008 Retired from Officiating

Hendricks has always shown outstanding performance throughout his career on both the local and national levels. PAVO appreciates his support at the Officials Conventions; he has been a speaker and helped with video production, and now is the 2011 Honor Award recipient.

His service to volleyball and working with officials has far exceeded expectations. Although he has retired from officiating, Hendricks has been dedicated to the sport as he continues to stay connected with PAVO. It is an understatement to say he loves this sport! Not many people are as dedicated as he has been with helping train and develop officials to be their best.

Unknown to most officials today, Hendricks is the reason that PAVO has a training camp program. He had the vision, courage and work ethic to develop the camp model and offer the first video feedback in a camp environment. His recent contributions to PAVO's efforts to develop a video library of educational clips have been amazing. He has worked through the technical challenges, and has been a valuable resource for the video clips that everyone benefits from. His work is selfless and without reward – and much appreciated!

We all congratulate Hendricks and are pleased to have him added to the distinguished list of PAVO Honor Award recipients.

*President's Message*  
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I am the R1. It was brought to my attention that I am "retreating" when that happens. Consequently I am not keeping my eyes still and might be distorting what I see. It is also not good presentation to take the step back.

This year, at my first junior tournament, I worked on keeping still during all play and not taking the step back. Yes, I got a lot of practice as an R1 at the multi-day junior tournament. I learned that taking the step back didn't really improve my view, and by remaining still I was still able to see the play more clearly and I

looked better while I was doing it!

Even though I got in a lot of practice that weekend, I still have work to do in this area. I hope to have perfected this by later this year. I hope all of you have or will select a few areas you can work on this season, and continue to grow and develop as an official.

As you are thinking about your goals for future improvement, I leave you with this thought:  
***Whatever you do today, do it better tomorrow.***



## CHAMPIONSHIP ASSIGNMENTS 2011

by Marcia Alterman  
Executive Director

Congratulations to all officials who were selected to work 2011 post-season events! It is indeed an honor and privilege to be involved in any conference tournament or any stage of the championship tournaments – NCAA, NAIA, and Junior/Community College.

The following officials were selected for participation at the events noted:

### NCAA DIVISION I Championship Referees

*All of the individuals listed below were referees at a first/second round site. Those with one asterisk were selected to referee at a regional site as well; those with two asterisks were also selected to referee the Division I Championship semifinals and final in San Antonio.*

Brad Aaberg	Tim Harlow	Robert Okamura
Paul Albright*	Brian Hemelgarn**	Jim Olson*
Eric Asami	Dan Hironaka	Jung Park
Brig Beatie	Ernest Ho	Denise Penzkofer
Mary Blalock*	Dean Hoskin	Tom Pingel*
Michael Blalock	Gary Houghton	Michelle Prater
Wade Brence*	Dan Houser	Marty Prochko**
Brian Brink	Maile Jewkes	Margie Ray
Carla Bunner	Tom Joseph	Glenn Reid
Donna Carter*	John Kinyon*	Steve Robb*
Tony Chan	Kent Kitade	Rod Rodriguez
Sid Church	Verna Klubnikin	Eric Sanders
Darin Clark	Amy Knowles	Ron Stahl*
Kevin Cull**	Jim Kuziela*	Bill Stanley
Ross Erickson	Crystal Lewis	Barb Strome
Mary Faragher	Patsy Malta*	Julie Voeck**
Bill Forrester	Paula Martin*	Mara Wager
Tom Given	Tana Martin	Kevin Wendelboe
Lydia Godshall	Jesse Martinez	Jim Werner
Don Goodwin	CJ McAbee-Reher	Kim Wishum
Mike Hamilton	Thang Nguyen	
Denice Hanson	Michael O'Connor	

*All of the individuals listed below were line judges at a regional site; those with an asterisk were also selected as line judges for the Division I Championship semifinals and final in San Antonio.*

Mike Behrens	Nadia Privara
Thomas Berg	Charles Riddell
Ruchelle Dunwoody*	Brian Smith
Charity Kay*	Ryan Tighe
Luis Martinez*	Tyrone Toloy
Ted Moser	Tom Ulibarri*
Chad Oberholtzer	Ruth Verbel
Robert Owen	Suzanne Weissenburger

### NCAA DIVISION II Championship Referees

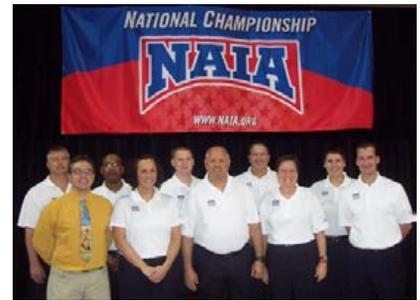
Steve Grabowski  
Daryl Korinek  
Tom Saunders  
Bill Thornburg

### NCAA DIVISION III Championship Referees

Paul DeCurtis  
Lydia Godshall  
Jose Jones  
Julie Voeck

### NAIA Championship Referees

Todd Karolczak\*\*  
Debbie Anika  
Wayne Clark  
David Dufrene  
Jeff Kushaney  
Nathan Mahaven  
Devonie McLarty  
Jerry Moews  
James Phillips  
Barb Silvey



2011 NAIA National Volleyball Championships Officials. Front row left to right: Todd Karolczak, head official, Devonie McLarty, James Phillips, Debbie Anika and David Dufrene. Back row left to right: Jerry Moews, Wayne Clark, Nathan Mahaven, Jeff Kushaney and Barbara Silvey.

\*\*Head Referee

### NJCAA Championship Referees

#### DIVISION I

Gary Kufahl\*  
Erika Derra  
Mike Gibbs  
Dave Juergens  
Steve Thomas  
Ric Washburn

#### DIVISION II

Terry Bush  
Sharon Harris-Higgins  
Al Herbert  
Jim Kuziela  
Terry Miller  
Rod Rodriguez  
Mike Rolfes  
Tony Slone  
Lori Stahara  
Dave VanderMeer

#### DIVISION III

Julie Voeck\*  
Jerry Moews\*  
Robyn Courchane  
Christina Fiebich  
Mike Immel  
Jim Momsen  
Ruth Pettaway

\* Coordinator/Head Official



NJCAA Division I National Championships Officials  
From left to right: Gary Kufahl, Head Referee; Mike Gibbs, Ric Washburn, Dave Juergens, Erika Derra, Brian Heaton, Steve Thomas.



## APPLE KRIDAKORN EARNS EXCELLENCE IN SERVICE AWARD

by Crystal Lewis  
Past-president



Apple Kridakorn of the Alabama Board of Officials was honored with the PAVO Excellence in Service Award (EIS), which is given annually to a current PAVO member who has served as a PAVO board chair or in another leadership role in the past 12 months. Kridakorn was given the award at the PAVO Officials' Convention in San Antonio, Texas.

To be considered for the EIS award, the recipient must demonstrate active support of PAVO missions and objectives, actively pursue additional training opportunities for members of the local board, utilize all available resources to provide a mentoring program for new officials, and actively seek new members to join PAVO through local boards.

Kridakorn certainly met those criteria, and more.

In her home state of Alabama, Kridakorn started the first volleyball team at Carver High School in Montgomery. She has officiated volleyball for 42 years in Alabama, and has served as rules interpreter for the Alabama High School Federation for more than 15 years. She also was instrumental in developing the first Officials' Volleyball Camp in the state.

Kridakorn was awarded the Distinguished Regional Officials Award in 2009 from the National Federation High School Association. In her role as the assignor, her leadership was responsible for a significant membership increase over the years. She has excelled in pushing forward programs for training and rating referees, line judges, and scorekeepers at all levels.

As a mentor, Kridakorn has supported all Alabama officials, and she has reached out to officials in other states. She has offered the Alabama Board Chairs' support and guidance in many ways over the years.

Along with being an outstanding collegiate official, Kridakorn radiates professionalism with whatever she does and always has a smile on her face!

Some of her other notable accomplishments over the years are:

- USAV National Referee
- PAVO National Referee
- 40-plus years as a high school official.
- 30 years as a collegiate official
- 17 years as a USAV official
- Alabama State High School tournament - head referee 15 years
- SRVA Board member - 6 years and current
- Alabama Board of Officials - since 1993
  - o Secretary/Treasurer - 10 years
- CAVOA - Treasurer/ assigner 15 years
- Alabama State camp instructor 7 years
- Alabama State High School Clinician 15 years
- Alabama State Rule Interpreter 15 years.
- Recipient of the National Federation Regional Active Referee Award
- 18 Open Gold Final @ AAU 2010
- 16 Open Gold Final @ AAU 2005

Join us in offering congratulations to Apple as our 2012 recipient of the Excellence in Service Award as her achievements, loyalty to the sport of volleyball, and high professional standards make her an excellent choice for this honor.



## 2012 PAVO Officials Convention

Louisville KY  
December 13-15  
Plan now to join us!!



## PAVO NATIONAL REFEREES: HAVE YOU COMPLETED YOUR PAVO ANNUAL SURVEY YET?

Use the online point renewal system to renew your PAVO national referee rating by March 23

*by Mara Wager  
NRT Director*

Are you a PAVO National Referee? If so, you likely attended an OTP clinic (July/August 2011), scored a 90 percent or above on the 2011-2012 NCAA exam prior to September 15, and you survived the hazards of juggling your day job, family obligations and refereeing dozens of women's collegiate matches during season. Perhaps you were even fortunate enough to be selected to work a conference championship or the NCAA tournament to cap off your season.

Well, it's that time of year again. It is time to review and reflect on your journey through the 2011-2012 women's collegiate season and submit an "Annual Survey" to the NRT Director, otherwise known as the submitting points via the Point Renewal System on the PAVO website. Just log onto the website and you'll see a menu item for the point entry process on your "Welcome" page. The deadline for point submission is March 23.

Take the time to read through each of the category descriptions below prior to entering your points online. The information provided for each category defines what is acceptable for each event listed. If you have questions regarding the status of a particular event or are a first year PAVO National official, please e-mail the PAVO NRT Director for guidance in completing the survey.

The Point Renewal System awards credit to National referees who demonstrate a level of skill that earns them officiating and leadership opportunities. One point is awarded for the each item in the following three categories:

### **Category I - Women's Intercollegiate Volleyball**

- SEMI-FINALS or FINALS of a WOMEN'S NCAA conference championship, any division **ONE POINT MAXIMUM FOR EACH EVENT**
- WOMEN'S NCAA Tournament play-in match
- WOMEN'S NCAA First/Second Round or Regionals
- WOMEN'S NAIA or NJCAA Regionals
- WOMEN'S national championships (final round)

in any division of NCAA, NAIA, or NJCAA

- Referee at least four (4) women's collegiate conference matches in one NCAA Division I conference. Only one Category I point can be earned per season using this criterion, and a maximum of three (3) points can be earned per renewal period. **(LIST ONE OF THE FOUR DATES AND SUBMIT. DO NOT LIST ALL FOUR CONFERENCE MATCHES YOU WORKED)**

### **Category II - Training, Rating, Educating: Points granted for participation in PAVO events only. USA events do not apply.**

- Conduct a clinic for the PAVO Officials Training Program (one point per year maximum)
- Actively rate for the PAVO National Rating Team
- Serve on the staff at a PAVO Officials Training Program camp
- Present a session at the PAVO Convention
- Conduct a formal clinic or rating session at the local level, based on NCAA rules. **MUST BE VERIFIED BY PAVO BOARD CHAIR**

### **Category III - Other Volleyball Competition**

- Semifinals or finals of a WOMEN'S NAIA or NJCAA conference championship, any division (1 pt maximum per season)
- WOMEN'S state junior college championship tournaments in states that are not affiliated with NJCAA
- Finals of the Gold division of the following categories at the USAV Volleyball Adult Open Championships (Opens, AA, A, BB, B, 45 and younger Men, 35 and younger Women)
- Finals of the Gold division of the following categories at the USAV Girls or Boys Junior National Volleyball Championships: 16-yr, 17-yr, or 18yr
- Finals of the Gold division of the following categories at the AAU Girls National

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**USA Volleyball**

by Donna Wigton  
Director, International Indoor Scorers

## INTERNATIONAL INDOOR SCORERS

We are in the process now of finalizing plans for the summer tournaments. While this is happening, scorers wishing to receive assignments should be planning their preparation and practicing to be ready for those tournaments. With a few modifications, you can practice the international sheet at any tournament – at least re-familiarize yourself with the procedures. If you're lucky enough to live near where a Men's college team plays, it will be even easier. You can download the scoresheet and instructions from the web (just Google "FIVB scoresheet" and it pops right up). Review the instructional PowerPoint Presentation and current USA-International Score Manual. Go to the USAV home page, click the "Resources" tab and go down to the "Officials and Rules," then on the left column click on "Scorekeeper information and materials" and finally the blue "International Scoresheet Instruction Material" button. The 2009 manual is current through 2012 – just make sure you have the updated Libero control sheet and rules in the back of your manual.

Those national scorers wishing to become qualified on the international sheet should do the same by following the procedures above to learn the scoresheet and try it out at a match sometime. Next, plan to attend the International Rating and Training clinic, usually given on the Friday before the Open

National's start (definite day and time will be announced by the April newsletter), at which time you will fill out a short application form. There is no fee for candidates since you are required to print out your own manual. Then sometime during the first half of the tournament, you will need to do two practice matches and turn them in for me to review.

Everyone should know that competency on the E-scoresheet will become a more and more important skill as we move forward. You can see a few training sessions on the "DataProject" Facebook page (scroll down to the E-scoresheet training videos). You can also see the program for the 2012 NCAA Men (DI & II is 6S 1E and DIII is I2S and UE) at the following:

[www.dataproject.com/ncaa/eScoreSheet\\_Setup\\_NCAA\\_Men\\_2012.exe](http://www.dataproject.com/ncaa/eScoreSheet_Setup_NCAA_Men_2012.exe)

To receive a training license file to run this program, you need to email James Wilroy of DataProject at [jwilroy@hotmail.com](mailto:jwilroy@hotmail.com). This program runs on Windows – if you need help to run it on a MAC, do what I do... get a technology guru.

Looking forward to seeing most of you at one of the tournaments this summer!

*Point Renewal System*  
*continued from page 8*

- Championships: 16-yr, 17-yr, or 18-yr
- Finals of the Gold division of the following categories at the USAV High Performance Championships: Boys International Junior or Girls International Junior. **MUST BE VERIFIED BY USA VOLLEYBALL**
- Division I Gold Finals of the NCVF Club Championships
- NAIA Men's National Championships
- Men's Armed Forces Championships
- International Olympic Games
- Goodwill Games
- World University Games
- International tours, exhibitions, or tournaments

- that take place in domestic or foreign locations
- AAA or AA finals of a girls' or boys' high school state championship where NCAA rules are used
- Head referee at NAIA National Championships
- Referee at least four (4) women's collegiate conference matches in one NCAA Division I conference. Only one Category III point can be earned per season using this criterion, and the matches must be different from the matches used for a renewal point in Category I. **LIST ONE OF THE FOUR DATES AND SUBMIT. DO NOT LIST ALL FOUR CONFERENCE MATCHES YOU WORKED.**

## WE “KICKED IT UP” IN SAN ANTONIO



by Donna Carter  
Board Delegate

A record 210 officials attended the 2011 PAVO Convention held in conjunction with the NCAA Women's Volleyball Championships Dec. 15-17 in San Antonio, Texas, including 16 who registered for the mini-convention. Fifty-two board chairs participated in the Board Chair Assembly.

The convention started with “Impact of E-Scorekeeping,” an early bonus session shared with the AVCA. The Lone Star Region and the Texas Board of Volleyball Officials hosted an awesome Social at Wednesday evening at Aldaco's Restaurant. There was food for all, and door prizes for some lucky few.

Thursday's “President's Welcome” had PAVO President Crystal Lewis splitting the room up into 12 groups for a volleyball version of the “12 Days of Christmas” Creative lines, such as “FIVE sets again.....damn!” got the laughter rolling and was a great way to get everyone loosened up.

Chris Plonsky, the University of Texas Women's athletic director, spoke about “Winning with Integrity.” Then we had two break-out sessions. One was “Preparing for Retirement from Officiating,” which featured a panel of seasoned veterans, and one assignor. The second was “Building Your Schedule, Your Reputation, Your Career” with facilitator Rebecca Carstenson.

Both sessions were well attended and much appreciated by attendees. Other sessions throughout the day included “Verbal Judo” and “Sand Volleyball Officiating – By the Book.” We then went to watch the two semi-final matches. The first match was not close, with UCLA beating Florida State in three easy sets. The second match between USC and Illinois was a wonderful, knock down drag out five-set match, with the final rally of the match lasting over a minute! Both teams gave a great performance, but Illinois squeaked it out in the end. Both matches gave convention attendees the chance to watch the “best of the best” officiate at the top level.

Friday's convention sessions kicked off with “Vision Training for Officials,” followed by “E-Scorekeeping – Reports from Users.” PAVO Executive Director Marcia Alterman and Rules Interpreter Anne Pufahl then presented “Getting It Right,” with great video examples of how to become a better official. It seems that we can never get enough of this type of session, as most

attendees wanted it to go on much longer.

The final session of the day was “What Are the Risks: Liability Exposures for PAVO Officials and How They Are Protected.” The Sports Imports Social was held later that evening, followed by the PAVO Annual Awards and Semi-Final Officiating Analysis.

Apple Krikadorn was recognized with the PAVO Service Award, and Wally Hendricks was given PAVO's highest award, the Honor Award. Following the awards, Alterman and Pufahl co-hosted the Semi-Final Officiating Analysis, and we watched clips of the officials working the two semi-final matches. We got to watch the final rally again and again and it was exciting every time! The crew then came in and answered questions from the audience about specific calls and moments from the match.

Saturday morning kicked off with the “Tachikara Breakfast with the Coordinators.” The new setup allowed attendees to hear from several coordinators in each timeslot, giving them an opportunity to cover a lot of ground before the session was over. That was followed by the Coordinator's Panel and the crowd-pleasing Coach's Panel. Then the Time's Are A-Changing panel gave everyone an opportunity to hear directly from National Coordinator Joan Powell, and her four regional advisors on the selection process for post season matches. They also talked about “where we go from here.” The Convention Wrap-up followed, with the distribution of the door prizes.

The Board Chair Assembly gave 52 board chairs a chance to hear from Mike Price of ESIX Insurance. They also were given a chance to provide feedback to the National Office, and hear about upcoming programs and plans. The championship match was another example of great teams and great officials. UCLA beat Illinois in four hard fought sets, and the weekend came to a close.

From the evaluations and feedback that PAVO received after the event, we can say that this convention had something for everyone. Most things ran very smoothly, (Great Job Miki!!!) and there were some great suggestions for future conventions. Feel free to e-mail me with any suggestions for future conventions. We are looking forward to doing it again in Louisville this December!

## USAV SCORER EVALUATION UPDATE



**USA Volleyball**

by Nancy Funk

USA Volleyball, Director of Scorekeeping Certification & Evaluation

Last season the National Scorer cadre moved the National Scorer ratings to the Boy's Junior National Championships. This year the ratings will again be at the BJNC which will be held in Dallas, Texas.

Again this season there will not be any ratings at the Open Championships. There will only be reevaluations of existing National Scorers.

The 2012 National Scorer candidates' application has been emailed to all regions' Scorer Chairs and Commissioners. The form may also be downloaded from the USAV website <http://usavolleyball.org/resources/officials-rules/officiating-opportunities-applications/application-forms>.

The application/rating process includes:

1. Applications will be accepted until April 15, 2012
2. Candidates will be notified of their acceptance by April 25, 2012
3. Each candidate will receive three ratings, all done on one day

4. Ratings will take place on July 3, 4th, or 5th, 2012
  - a. Candidates will have a 6:00pm clinic the evening before they are rated
  - b. The morning after the ratings each candidate will meet with the head rater to discuss their ratings and will then be free to leave the venue any time after 10:00 am

When the applicants are accepted as national scorer candidates they will be informed of the date they must be available for their pre-rating clinic and to be rated. I cannot guarantee any candidate a specific date of the three rating days until all candidates have been accepted into the class.

All passing candidates will be expected to attend the USAV Open Championships within the next 3 years to retain their National Scorer certification. If a passing candidate does not attend within the three year time frame they will forfeit their National Scorer Rating.

The post evaluations last season were very positive about this new process. The ratings were a better experience with less time commitment and expense for the candidates. I know from the rater viewpoint, the tournament offered a better look at the candidates' expertise at keeping score.

The most common issue found by the raters was that candidates were not prepared for the procedures used at the National events. The use of rosters and tracking of substitutions were high on the list of issues causing candidates the most problems. I am asking all regional chairs to prepare the candidates before they arrive in Dallas.

If anyone has any questions please feel free to contact me.

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USA Volleyball

## 2011-2012 RULES INTERPRETATION BULLETIN #1

February 2012

### Player Equipment, Rule 4.5.1 & USAV 4.5.1

1. A player would like to play while wearing a foam martial arts-type helmet. She/he has a note from a doctor recommending the player wears such a helmet during play. Should this be allowed?

**RULING:** Yes, this type of helmet would not create an unfair advantage for the player, and does not present greater risk for injury than a player's head without such a helmet. The player should have a note from a medical professional (doctor or athletic trainer) recommending the player wear such an item.

Hard shell helmets would not be allowed under this exemption to USAV 4.5.1, no matter how well padded.

2. A player with a hearing impairment is wearing a cochlear ear implant (pictured below). Is this type of equipment allowed?



**RULING:** Yes, this piece of medical equipment would be permitted, similar to an insulin pump, heart monitoring device, or any other hearing aid. Exposed wires that connect the hearing aid to an audio transmitter, and the audio transmitter itself (if worn), may need to be tucked under the uniform.

### The Libero, 2011-2013 Rule Changes & Modifications

NOTE: Rule 19.1 now states that a team may designate up to two (2) specialized defensive players, i.e., Liberos, for the match. The Liberos must be recorded on the line-up sheet for the first set of the match. The Libero designation is for the duration of the match, except in the case where re-designation is permitted. (See below.)

1. If a team designates only one Libero at the start of the match, can the team designate a different player as Libero for subsequent sets in the match?

**RULING:** No. Whether a team designates one or two Liberos for the start of the match, the player(s) designated as Libero prior to the match will be the only players who may participate as a Libero in the match, except in the cases where re-designation is permitted. (See below.)

2. If a team designates two Liberos for the match, are both Liberos required to wear the same color jersey?

**RULING:** No. Each Libero is required to wear a jersey that clearly contrasts with the jerseys worn by the regular players. They are not, however, required to wear the same color jersey.

3. If a rally is stopped and replayed, can the Libero on the bench (second Libero) replace the Acting Libero on the court even though a completed rally has not occurred?

**RULING:** No. Libero replacements, including the replacement of one Libero for another, may only occur after a completed rally.

4. The starting Libero is on the court in replacement of #8. At the end of the rally, can the second Libero directly replace the Acting Libero without the need for #8 to return to the court?

**RULING:** Yes, either the player who was replaced by the Acting Libero, or the second Libero, may replace the Acting Libero on the court following a completed rally. When the original player returns to the court, she/he will replace either of the Liberos currently occupying that position.

5. If a team designates two Liberos for the match, can either Libero replace a starting player for the first rally of the match?

**RULING:** The starting Libero must be declared on the line-up sheet submitted prior to the start of the match. If a Libero will play in the first rally of the

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*Rules Interpretation*  
continued from page 12

match, this must be the starting Libero as declared on the line-up sheet in the first Libero box. After the first completed rally of the match, either Libero may enter the match to replace a back-row player. It is not required that the starting Libero play in the match before the second Libero can enter. (See also: USAV Casebook)

6. After the second referee has checked a team's line-up at the beginning of Set 3, the second Libero, whose number is listed in the second Libero box on the line-up sheet, replaces a back-row player.

**RULING:** Correct procedure. The Libero listed in the first box is designated the starting Libero. If a Libero enters the match prior to the first service of the match, it must be the starting Libero. After the first completed rally of the match, either the starting or second Libero may enter the court.

7. When the Acting Libero's position rotates to the front row, can the second Libero immediately replace another back-row player when the Acting Libero is replaced, without an intervening rally?

**RULING:** No. This would necessitate two replacements during the same set interval. Rule 19.3.2.1 states: "...there must be a completed rally between two replacements involving a Libero (unless a penalty causes a rotation to position 4, or the Acting Libero becomes unable to play, making the rally incomplete.)"

8. Team B's coach has designated two Liberos on the line-up sheet for Set 1. The line-up sheet for Set 2 shows a different number for one of the Liberos.

**RULING:** Incorrect procedure. Designation of one or two Liberos is for the entire match. Any Libero(s) listed on the line-up sheet for Set 1 may not be changed unless re-designation becomes necessary (See Rule 19.4). In the case of re-designation, neither of the original Liberos may return to play in the match. NOTE: The 2011-2012 USAV line-up sheet does not provide boxes for designating a Libero(s) for any set other than the first.

**Rule 19.4: Re-designation of a New Libero,  
2011-2013 Rule Changes & Modifications**

1. Team A's starting Libero replaces #17. The Libero becomes ill and cannot continue playing. Team A's second Libero and another player, #20, are on the bench.

**RULING:** Either the second Libero or the player the Libero replaced, #17 in this case, may replace the ill Acting Libero on the court. If both Liberos become ill or injured, another player may be re-designated as Libero. If re-designation occurs, it is for the remainder of the match, and the original Libero(s) may not re-enter the match.

2. Team B has designated two Liberos for the match. The Acting Libero becomes injured on the court. Can Team B re-designate another Libero in order to continue the match with two Liberos?

**RULING:** No. A team that has designated two Liberos for the match will continue with only one Libero if the starting or second Libero becomes ill or injured. A team may re-designate a Libero only in the case when the team has been reduced to NO Libero(s) through injury or illness. If re-designation occurs, it is for the remainder of the match, and the original Libero(s) may not re-enter the match.

Special Notes regarding re-designation and expulsions/disqualifications:

- When a team has designated only one Libero for the match and that Libero is disqualified, the team may NOT re-designate another Libero. They must play the remainder of the match with no Libero. Similarly, if a team has designated two Liberos for the match and they are both disqualified, the team will play with no Libero for the remainder of the match.
- When a team has designated two Liberos, and one is injured, ill or unable to play, and the other is disqualified, the team may re-designate one Libero to replace the injured/ill player.
- When a team has designated only one Libero for the match and that Libero is expelled, the team will play without a Libero for the remainder of that set. If the team has designated two Liberos, and one is injured, ill or unable to continue play, and the other Libero is expelled, the team will play without a Libero for the remainder of that set.

**Rule 17.1: Exceptional Substitutions and the  
Libero, 2011-2013 Rule Changes &  
Modifications**

NOTE: The priority listing for exceptional

*Continued on page 14*

*Rules Interpretation*  
continued from page 6

substitutions remains unchanged. See Rule 15.7a (i).

1. Team B has listed six players and two Liberos on its roster. A Team B player becomes injured on the court and cannot continue to play. Neither of Team B's Liberos is on the court at the time of the injury. Which Libero can be used as an exceptional substitution?

**RULING:** When neither Libero is on the court at the time of the injury, either Libero may be selected as the exceptional substitute, at the team's discretion. The Libero must change jerseys to match the rest of the team. The team will continue the match with only one Libero.

2. Team B consists of six players and two Liberos for the match. Team B #10 becomes injured on the court and cannot continue to play. Team B's starting Libero is on the court in replacement of #12 at the time of the injury. The second Libero is on the bench. What is the exceptional substitution procedure in this case?

**RULING:** Team B has two options when a Libero must be used in the exceptional substitution procedure: 1) The second Libero on the bench may be used as the exceptional substitute for the injured #10; or 2) player #12 returns to the court for the Acting Libero, and then the Acting Libero may be used as the exceptional substitute for injured #10. In either case, the Libero used as an exceptional substitute must change uniforms to match the rest of the team.

3. Team B consists of six players and two Liberos for the match. Team B #10 becomes injured on the court. Team B's starting Libero is on the court in

replacement of #12 at the time of the injury. Team B's coach would like a Libero to replace #10 instead of using an exceptional substitution. Since a Libero was on the court at the time of the injury, is this permitted?

**RULING:** No. This would require two Libero replacements during the same dead-ball period, and consequently is not permitted.

### Officiating Procedures: Deciding Set Coin Toss & Pre-Match Protocol with Two Liberos

1. Editorial Correction: DCR, pages 120-121, #21: During the deciding set coin toss, the TEAM captains, not game captains, will represent their respective teams at the toss, per Rule 7.1.1.
2. During the pre-match team presentations (used at National-level events), when a team has two Liberos, the following protocol will be used:
  - The teams line up along the bench sideline, shoulder to shoulder, facing the court.
  - The first player standing at the sideline/attack line intersection outside the substitution zone is the team captain. She/he is the player closest to the referee on her/his respective side of the court.
  - The STARTING Libero stands next to the team captain.
  - The remaining team members, preferably in ascending numerical order, follow the STARTING Libero.
  - The second Libero will be the last player in the team presentation line.



**USA Volleyball**

The USAV Referee Camps program has been planning for this season and we are proud to announce two camps that will be available to members. Please take advantage of these opportunities and invite your officials to get involved:

#### April 4-6

NCVF Championships  
Kansas City, MO  
Joint PAVO/USAV Advanced/Premier Camp

### USAV REF CAMPS

#### July 2-4

GJNC Tournament  
Columbus, OH  
USAV Premier Training Camp

Visit the [www.usavolleyball.org](http://www.usavolleyball.org) site or contact Thomas Hoy at [thoy@satx.rr.com](mailto:thoy@satx.rr.com) for more information.



by Crystal Lewis  
Past-president

## ENSURING EFFECTIVE MEETINGS

Planning is the key to holding effective meetings that produce results. That means setting a clear goal or agenda, determining who the stakeholders are and notifying them of the meeting. It also means arranging for a site, distributing pertinent information and being prepared for questions. Here are some tips to ensuring you run effective meetings.

**Establish a good agenda.** Agendas are an important part of staying on task. Be sure to formulate a good agenda. Know which of your members need to be at the meeting. See if the attendees have anything that they want added to the agenda. State what the objective will be for that particular meeting and start and end on time.

**Have all logistics set before meeting.** The location of your meeting will determine who attends the meeting. Your members need to know when and where the meeting will be and what they need to bring. The environment for your meeting should be conducive to the size group you intend to have. Technical equipment, props, tables and stands should be pre-ordered. Know who your contact person is at your meeting spot should you run into any issues.

**Send out agenda ahead of time.** Keep your members in the loop. Send out any charts, graphs, reading material and/or assignments that need to be complete ahead of time. Give them at least a 48-hour notice. If applicable, send out the minutes from prior meetings to be approved. This will save time at your meeting.

**Have documentation ready.** If you're using a PowerPoint, make sure it's cued up and ready to go. If there are handouts, make sure you have more than enough copies. The worst thing you can do is waste time during your meeting because you are unprepared.

**Take ownership of the meeting.** Establish ground rules for the meeting. Decide whether or not you want cell phones silenced or turned off. If there are built in breaks, let the attendees know so that they aren't coming and going as they please. Set a positive and productive tone for the meeting. Be an effective facilitator. Ask questions from the group that will spark some discussion. Verbally intervene when a topic gets off track. Conclude with a brief synopsis of what was covered.

**Recognize investment level of participants.** If it is a mandatory meeting, some are going to be there begrudgingly. Draw them in through discussions and

asking them to participate in other ways.

**Add "spice" to your meeting.** One of the most common mistakes with holding meetings is trying to tackle too many items in a single session. Remember you can't cover every topic in one-day meetings. Some of your attendees will be clock-watchers so spicing up your meetings is the essence of a successful meeting. Here are some ideas to help:

- Start with an icebreaker.
- Have group breakout sessions depending on number of attendees.
- Utilize PowerPoint presentations.
- Have a theme for the meeting.
- Invite a guest speaker.
- Encourage questions.
- Pass around meeting evaluation cards.

**Follow-up.** The post meeting action is just as important as the preparation and meeting itself. It ensures that the items discussed in the meeting get acted upon. Some items to consider:

- Address specific action items.
- Find someone to take care of and see the action item through.
- Have a projected due date for the item to be finished.
- Plan follow-up meetings throughout the year to ensure that deadlines are being met.

People spend hours of their time attending meetings for the good of the organization. Effective meeting management preserves their time. Attendees feel that their time and contributions are valued and respected from a positive and constructive outcome when a meeting has been well organized, managed and planned.



### Interested in PAVO National Certification??

The PAVO website has the details on the application processes for both referees and line judges, and the required forms. Some dates have changed – referee applications for NRT sites are now on April 15, 2012.

The NRT sites for 2012 will be announced soon – watch the website!!



## SIGNAL SEQUENCE AMONG RULE CHANGES FOR 2012 SEASON

by Anne Pufahl  
NCAA Secretary-Rules Editor

I finally got to go to Indy, but it wasn't to see my beloved Green Bay Packers in yet another Super Bowl. I was there to attend the NCAA Volleyball Rules meeting for the first time as the Secretary-Rules Editor. I was pretty nervous having to follow in Marcia Alterman's footsteps. Her 12-inch stiletto heels were a tad too tall for me to climb, so I put on my slippers and started my new journey.

This year (2012) is a rule change year. The rule changes discussed in the meeting will apply for both the 2012 and 2013 seasons. All of the proposed changes below will have to be approved by the Playing Rules Oversight Panel (PROP) before being implemented into the rules book. Coaches and league commissioners also have a chance to submit comments to PROP regarding the proposed changes.

Here are some of the more significant rule changes that will be submitted to PROP:

The committee understands that technology keeps changing, and requiring the referees to monitor data that may be sent from another location to the bench is an impossible task. Therefore, the committee has recommended that statistical data may be transmitted to the bench area from any location in the facility. Electronic audio communication or video transmission is still prohibited. Electronic devices may be used in the bench area during the match for statistical purposes.

The committee also has proposed that each team be entitled to 15 substitutions per set. The coaches on the committee were concerned that they are being asked to carry more student athletes on their rosters. This change will allow for increased playing opportunities for student athletes.

Additionally, the 2011 rules committee passed the following rule last January, and the implementation was discussed and approved by the 2012 Rules Committee.

The referee's signal sequence has been changed. When a fault is whistled by the first referee, the official will indicate the result of the play (point, replay etc.),

followed by the nature of the fault. The second referee will mimic the first referee's signals. If the fault is whistled by the second referee, he or she will indicate the fault to the first referee and give the player's numbers if there is a net violation. If the first referee is in agreement, he or she will indicate the result of the play. The second referee will mimic that signal.

Other proposed rule changes include:

- The referee's stand and platform must be distributed evenly behind the net pole. The ladder must be distributed evenly behind the back of the referee platform.
- Added ear gauges to the list of items that are considered jewelry.
- The second referee will conduct the coin toss for a deciding set. This practice is currently in use so the rules were edited to comply with this technique.
- The following duties have been added to the list of first referee duties in the rule book since they are the current practice:
  - Decide upon faults in playing the ball
  - Determine illegal attacks or illegal blocks when a fault has occurred.
- Instructions will insist that the public address announcer should stop speaking when the first referee prepares to authorize service (extending arm for beckon).
- Determining a position fault (other than the server's foot fault) will be removed from the list of line judge duties. Only the referees will be able to call a fault for a player being off the court at the time of service.

It is important to remember that the interpretations, language and implementation of these rules are in development, so they should not be considered final at this time. Make plans to attend an OTP clinic this summer to get all the details.

## NOTICE TO USAV NATIONAL REFEREES



**USA Volleyball**

by Kathy Ferraraccio  
National Indoor Officials Commission, Referees

Each year, USAV may send a maximum of three qualified USAV National Referees as candidates for PAVO National certification. If you are interested in being considered as a candidate for the fall PAVO rating sites, please:

- Submit a letter of application to be a reciprocal candidate to Kathy Ferraraccio (kathy@ferraraccio.com).
- Include your officiating experiences, noting both your USAV and collegiate experiences, and include the year you received your USAV National referee certification.
- Include at least two letters of reference.
- All of this information must be received by **March 21, 2012**.

By **March 31, 2012**, all applicants will be notified of their selection status.

After notification and before **April 15, 2012**, the selected candidates must submit a PAVO National Candidate application form with the \$150 application fee to Mara Wager, NRT Director. The application form will be available on the PAVO website: <https://www.pavo.org/Home/Certifications/NationalRefereeCertification.aspx>

By **April 30, 2012**, the candidates will be notified of the site they will be attending in the fall season, after PAVO has ascertained that all the candidates are in good standing with their current PAVO boards.

All PAVO National Referee candidates must submit an NCAA Form A or Form B exam score to Mara Wager (NRT.Director@pavo.org) no later than two (2) weeks prior to the date of the rating session.

Information about the 2012 PAVO National Rating Team sites can be found at [www.pavo.org](http://www.pavo.org) sometime around **March 31, 2012**. Selected reciprocal candidates will attend one of these sites. Successful reciprocal candidates will receive a PAVO National referee certification, and are expected to maintain an affiliation through a local PAVO board and to fulfill all other maintenance and renewal requirements expected of PAVO National referees.

Individuals who were unsuccessful PAVO NRT candidates in the previous year are not eligible to be reciprocal candidates.

Have you seen the new modules on using the 'Libero Control Sheet' or 'Getting Rated'?

Have you seen all the training modules regarding USAV play?



**USA Volleyball**

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



**USA Volleyball**

Do you have a question on a USAV rule?  
Do you want to know a correct USAV technique?  
Are you wondering if you handled the situation in your last match correctly?  
Do you wonder what USAV tournaments there are to work?

Visit the  
**Volleyball Referee Blog**  
[http://volleyballreftraining.com/usavreftrainingblog/?page\\_id=2](http://volleyballreftraining.com/usavreftrainingblog/?page_id=2)  
We'll do our best to answer your questions and address your concerns.  
See you there!!!!



## PAVO TO OFFER RECORD NUMBER OF CAMPS THIS SPRING

by Ross Erickson  
OTP Camp Director

PAVO will offer eight camps in 2012 with diversity over geographic areas and levels of play. There is something for everyone in this year's events. Since the program started, many campers have subsequently been successful as NCAA Division I collegiate referees, USAV national officials, and even international referees. PAVO is excited to continue this successful program again this year.

### PAVO Spring 2012 Camps and Registration Fees

- **Referee Training Camp: Marquette University (Milwaukee, Wis. – Collegiate Club Tournament), March 23-24** (\$150 for PAVO members, \$175 for non-members)
- **Advanced Collegiate Training Camp: University of Central Florida (Orlando, Fla. – NCAA Division I spring tournament), March 23-24** (\$275 for PAVO members, \$300 for non-members)
- **Collegiate Training Camp: Michigan State University (East Lansing, Mich. – NCAA Division I spring tournament), March 30-31** (\$225 for PAVO members, \$250 for non-members)
- **Joint PAVO/USAV Advanced/Premier Camp: NCVF Championships (Kansas City, Mo, April 4-6)** (\$275, must have a USAV regional and/or PAVO state referee or higher rating to attend this camp)
- **Collegiate Training Camp: University of Minnesota (Minneapolis, Minn. – NCAA Division I spring tournament), April 13-14** (\$225 PAVO members, \$250 for non-members)
- **Collegiate Training Camp: Drake University (Des Moines, Iowa – NCAA Division I spring tournament), April 20-21** (\$225 PAVO members, \$250 for non-members)
- **Advanced Collegiate Training Camp: University of San Francisco (San Francisco, Calif. – NCAA**

**Division I spring tournament), May 4-5** (\$275 for PAVO members, \$300 for non-members)

- **Referee Training Camp: Penn State University (University Park, Penn. – Girls Junior Club tournament), May 27–29** (\$150 for PAVO members, \$150 for non-members)

Campers are responsible for their own travel costs and lodging for the camps. Housing will be provided for the Referee Training Camp at Penn State.

### Training Camps

The purpose of training camps is to offer on-court officiating opportunities to referees who want to improve their current skills and seek career advancement. The camp experience includes educational classroom sessions and on-court training with constructive feedback from experienced officials who serve as camp staff.

The camp experience offers the following:

- Opportunity to officiate with referees from other areas of the country
- Evaluations without the intensity of a rating session
- Feedback from seasoned evaluators
- Atmosphere conducive to learning and fun!

### Camp Registration

Online registration is easy through the E-store on the PAVO website ([www.pavo.org](http://www.pavo.org)). Just go to the E-store, and select "Referee Training Camps" from the left menu. A credit card is required to register online.

Campers may also register for camps by contacting the PAVO office: 1-888-791-2074 with a credit card.

Space is limited at all camps, and they often fill quickly!

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*PAVO Camps*  
*continued from page 18*

### **Advanced Collegiate Training Camp**

Two Advanced Collegiate Training Camps will be offered this year - warm and sunny Orlando, and beautiful San Francisco.

Campers for Advanced Camps must apply; open enrollment is not available. You may register online and submit the required paperwork (see below), and if your application is not accepted, a credit will be issued to your card. Or, you may send a check to the PAVO Central Office (please note that your application does NOT go to the Central Office), and if your application is not accepted, your check will be returned. Application forms for the Advanced Collegiate Training Camp are available on the PAVO website.

To be considered for the Advanced Collegiate Training Camp, the following items must be submitted to the OTP Camp Director at: [OTP.camp.director@pavo.org](mailto:OTP.camp.director@pavo.org) by Monday, March 5, 2012.

1. Application
2. Complete 2011 collegiate volleyball officiating schedule (for each match, include the level of match [NCAA Division, I, II, or III, NAIA, NJCAA], and whether you worked as first or second referee)
3. Other 2111 advanced officiating experiences, such as USAV national events or qualifiers.
4. Two letters of recommendation. These letters should be from your PAVO board chair, a conference assignor/coordinator, or a PAVO National referee who has worked with you or observed/evaluated you in the last 12 months.

Each applicant will be notified by March 15 regarding their acceptance status for the Advanced Camps.

### **Referee Training Camp – Penn State**

The Referee Training Camp at Penn State continues to be a success and will be offered again this year. The format of this camp allows campers to participate in the camp for one day and officiate matches for pay at the junior girls' tournament for the other days of the tournament. The camp provides lodging for campers,

food and other goodies from camp sponsors such as tournament shirts.

On-line registration for the Referee Training Camp at Penn State is available on the PAVO website in the E-store.

### **Scholarships**

PAVO will offer camp scholarships again this year for the camps. Any PAVO member in good standing may apply for a PAVO scholarship. Last year PAVO awarded more than \$1,500 in scholarships, so it is worth your time and effort to apply for a scholarship!

### **Scholarship Application Process:**

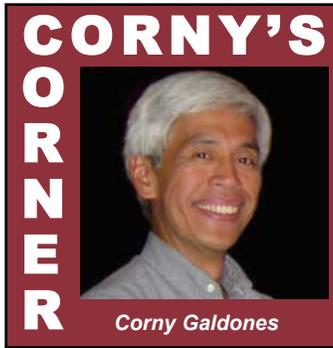
Any PAVO member in good standing may apply for a PAVO scholarship. To apply, submit the following information by **March 15, 2012** to the OTP Camp Director at: [OTP.camp.director@pavo.org](mailto:OTP.camp.director@pavo.org):

- Completed scholarship application (*available on the PAVO website under Officials Training/Camp Scholarships*)
- Letter of Interest - Include a letter of interest explaining your officiating goals, your personal motivation for officiating and why you feel you would be a good scholarship recipient
- Letter of Recommendation - Include one letter of recommendation from your PAVO Board Chair, a PAVO National official or a collegiate volleyball conference supervisor of officials

Successful scholarship winners will be notified after April 1. Scholarship funds will be distributed after the recipient has attended a PAVO camp.

\*\*Visit [www.pavo.org](http://www.pavo.org) for additional and updated camp information.

If you have any additional questions about the PAVO camps, contact the OTP Camp Director, Ross Erickson at 612-801-8521 or [OTP.camp.director@pavo.org](mailto:OTP.camp.director@pavo.org)



## May I Share A Word With You?

by Corny Galdones

You like screwing around, don't you? Admit it. It's all right. We all do. The key is knowing when to quit. Okay, stay with us here. Let's not run away with your imaginations. We're referring to the sanitized "Reader's Digest" definition with the Good Housekeeping seal of approval; *that* is to waste time in foolish or frivolous activity.

When we put work aside to screw around, no one cares if it's in our own little world. Go right ahead. Let your hair down and live a little, or live a lot. No matter how rich you are, no matter how poor you are, no matter your lot in life, no matter if you don't have a lot going for you, a life without sunshine in it is no fun at all. Learn to laugh your troubles away without getting carried away. If we throw caution to the wind and it affects others, then Houston, we have problem.

What's more, if the world of our officiating or business career comes into play, we have a bigger problem. Our higher-ups won't be looking too kindly upon us for sure. They'll be dousing the error in our ways with a bucket of cold water to wake us up to reality, making us pay the price for our folly and answering to them for our lack of focus and dedication. No doubt, they won't be beating around the bush putting the screws to us.

Going hand in hand with screwing around is screwing off, *that* is loafing or doing nothing. If there's no work on tap, mellow out all you want in a carefree, mañana mood. When things need to be done, you're expected to get cracking. Your lack of contribution won't be appreciated, more than ever in a group effort. You don't have to go overboard and be a Stakhanovite, but at least step forward and lend a hand or two to be a team player, earning your keep instead of playing hide-and-seek when help is needed. Coming up with creative excuses or goofing off while others are hard at work is shameless enough, but to freeload off the fruits of their labor will be too much for some to take. They'll

have none of your silliness, telling you to hit the road in explicit terms such as, "Screw off, screw-off."

Screwing up won't be put up with either. Getting the job done and over with isn't enough. There's a higher standard you must satisfy. Do the job right. Not caring about the work you do is one factor, producing shoddy work is another. Indifference and ineptitude are both flaws, neither one is acceptable. A clever few screw up the works on purpose so they won't be assigned the same unwanted job again by those in charge. That's sick. Don't even think of trying to pull a fast one on anyone. You could really screw yourself up if you did. The folks you're trying to screw may be wise to your tricks from pulling some of their very own in the past. If they nail you, it's poetic justice. We'll laugh our heads off and give you grief rather than sympathy. It serves you right for trying to outfox a fox. Ask your parents about it. What they bare to you could be revealing. It's the naked truth.

The underlying dynamic in this screwy discussion is attitude. Behavior reflects attitude. How we feel and how we think is very apparent in how we conduct ourselves. Among poor conduct, body language could send a wrong message, *that* is screwing your face into a scowl. By the same token, attitude steers behavior. Look at yourself. Is your head screwed on the right way? Or are you a screwball? Do you have a screw loose? Let's hope not. Tighten up the screws to go far. Screw around, screw off or screw up and you can forget about the big time. If you do hit it, have a screwdriver or a refreshing beverage of your choice on us. You've earned it.

We could go on but screw it. We're done. If there's one thing to remember about what we've gone through, it's this. Put out your best efforts at all times.

Otherwise, you're screwed.



by Andy Martin  
National Line Judge

## DOWN THE LINE

Overruled according to Merriam-Webster means to rule over, to prevail over, or to rule against. The word originated in the late 1500's, and as you can see almost every definition denotes some level of authority of one person over another.

In almost every context the act of overruling has a negative implication for at least one person, and that is probably even more true in the world of volleyball officiating. We all have been through the pre-match and discussed how to handle being overruled. The topic is a subject in debriefs and clinics, and as group we inevitably try to put some positive spin on the discussion. But does it really matter how positive we try to make the situation sound when our vocabulary is rooted in such a negative light?

Whether we want to admit it or not even the best officials, line judges included, miss a call sooner or later. The cycling world has a saying, "there are those who have wrecked and those who will wreck". Translated for volleyball that would be "there are officials who have missed a call and those who will miss a call". With that in mind I think it is time we rid our vocabulary of "overrule". Instead let's try to be positive and think in terms of what we are really trying to accomplish as a team of officials. *We are working to get the call right.* Semantics? Possibly, but the difference is working to get the call right gives us a common goal. Remember, teamwork helps us call a great match, and everything we do to facilitate great teamwork improves all of us. Sometimes that is simply changing the way we think.

Now that we have eliminated that evil word from our vocabulary, let's dig deeper and look at what really happens when the R1 has a different perspective than the line judge. That is an important distinction to remember. When it comes down to it, really all we are talking about is two humans seeing a very fast moving play from a different perspective. Perhaps the line judge anticipated the attack to be cross when in reality it was hit line. A player can suddenly step in or even just close enough slightly distracting the eyes of the line judge. This is why we have four pairs of eyes or in some cases six pairs of eyes; we are making every effort to get it right. No matter how hard we work as officials to hone our craft, it is inevitable we will sometimes see things differently. But remember, it's

just a case of different perspectives.

Try as we might to avoid the situation, what separates the best officials and teams of officials is what happens after there is a difference of opinion. First, remain as stoic as possible. Players, fans, and coaches will quickly read body language and facial expressions and pick up on even the slightest hint of dissention. This is also a great time for the R1 and the line judge to make eye contact, letting each other know they are still a team and still have each other's back. Next, simply move on and forget it. Easier said than done for sure, but it cannot be overstated how important it is to have a short memory. Just like an athlete we need to stay focused on the next play.

Wait, what was I saying...oh yes focus. Brain science can help us here so bear with me. Think of your brain as a stage with actors moving on and off the stage. In general most of us can only handle about four actors on our stage at one time. So as a line judge you already have several actors you need on that stage. You have an actor for watching lines, one for watching tips, another actor helping you know when to move to see pancakes. You get the idea. Your brain is already pretty busy. The last thing you need is the 'replay that last call actor' screaming at you. Unfortunately it is probably going to be the actor screaming the loudest for attention. Remember this is your stage and you can be the director. It isn't easy but with some practice it can be done. Try this for starters. Close your eyes and try to focus on just one sound. After a few seconds you will notice your brain naturally wanting to pick up on other sounds or actors. Maintain focus on just that one sound. It only takes a few seconds and you can practice this a few times each day. Now the next time you need to bring your attention back to the match and away from the last play, just tell your brain to get that actor off your stage.

Having moved on from the dark ages of 'the overrule', remember to stay focused, stay positive and most of all remember we are working as a team to facilitate the best match possible. We can discuss in the debrief what happened, and sometimes we may just need to agree to disagree and that is okay. As professionals both on the floor and in the stand remember we are all humans and can see things differently...at least that's how I see it looking down the line.



## VARIATION OF A TRADITIONAL CHRISTMAS SONG OPENS THE CONVENTION

by Crystal Lewis  
Past-president

If you were unable to attend the PAVO Convention, you missed out on a lot of fun!! What a wonderful time we all shared, especially during the opening session. The attendees were told that they would be singing "The Twelve Days of Christmas," but in a special way.

The group was divided into 12 sub-groups, and each was given one verse of the song. Their assignment was to "customize" it with a volleyball slant. The entire group then joined together to sing, with each sub-group standing to sing the verse it wrote for its "day." It was so entertaining and cute that I wanted to share the experience with you.

You'll enjoy this a lot more if you sing the following lyrics to the tune "The Twelve Days of Christmas":

*On the first day of Christmas my partner gave to me ... "A card for a misbehaving coach."*

*On the second day of Christmas my partner gave to me ... "Two liberos exchanging and a card for a misbehaving coach."*

*On the third day of Christmas my partner gave to me ... "Three hits a side, two liberos exchanging, and a card for a misbehaving coach."*

*On the fourth day of Christmas my partner gave to me ... "Four coaches whining, three hits a side, two liberos exchanging, and a card for a misbehaving coach."*

*On the fifth day of Christmas my partner gave to me ... Five...sets...again ("Damn it!"), four coaches whining, three hits a side, two liberos exchanging, and a card for a misbehaving coach."*

*On the sixth day of Christmas my partner gave to me ... "Six coaches crying, ...five...sets...again ("Damn it!"), four coaches whining, three hits a side, two liberos exchanging, and a card for a misbehaving coach."*

*On the seventh day of Christmas my partner gave to me ... "Seven service aces, six coaches crying, five...sets...again ("Damn it!"), four coaches whining, three hits a side, two liberos exchanging, and a card for a misbehaving coach."*

*On the eighth day of Christmas my partner gave to me ... "Eight whistles blowing, seven service aces, six coaches crying, five...sets...again ("Damn it!"), four coaches whining, three hits a side, two liberos exchanging, and a card for a misbehaving coach."*

*On the ninth day of Christmas my partner gave to me ... "Nine subs awaiting, eight whistles blowing, seven service aces, six coaches crying, five...sets...again ("Damn it!"), four coaches whining, three hits a side, two liberos exchanging, and a card for a misbehaving coach."*

*On the tenth day of Christmas my partner gave to me ... "Ten timeouts taken, nine subs awaiting, eight whistles blowing, seven service aces, six coaches crying, five...sets...again ("Damn it!"), four coaches whining, three hits a side, two liberos exchanging, and a card for a misbehaving coach."*

*On the eleventh day of Christmas my partner gave to me ... "Eleven foot faults, ten timeouts taken, nine subs awaiting, eight whistles blowing, seven service aces, six coaches crying, five...sets...again ("Damn it!"), four coaches whining, three hits a side, two liberos exchanging and, a card for a misbehaving coach."*

*On the twelfth day of Christmas my partner gave to me ... "Twelve players playing, eleven foot faults, ten timeouts taken, nine subs awaiting, eight whistles blowing, seven service aces, six coaches crying, five...sets...again ("Damn it!"), four coaches whining, three hits a side, two liberos exchanging, and a card for a misbehaving coach!!!"*

## USAV OPEN CHAMPIONSHIPS REGISTRATION ANNOUNCEMENT



**USA Volleyball**

by Kathy Ferraraccio  
National Indoor Officials Commission, Referees

Officials' registration for the 2012 USA Volleyball Open Championships in Salt Lake City, UT is now open. The tournament runs from Saturday, May 26, 2012 through Saturday, June 2, 2012. All registrations will be handled through Advanced Event Systems (<https://www.advancedeventsystems.com/>).

Registration instructions for the Open tournament can be found at:

<http://usavolleyball.org/resources/officials-rules/officiating-opportunities-applications/event-registration-national-championships>.

By registering through AES, officials will be indicating only their interest and availability to work the Open Championships. Not all officials will be accepted for tournament assignments, and the selection procedure will not be based on a "first come, first serve" basis. In the past few years, the number of teams attending the tournament has declined. As the numbers decrease, the need for officials also decreases. It is not cost effective for anyone – the events department or the officials – to bring in too many referees and scorers to staff the tournament. As a National Championship event, we are obligated to provide the most experienced officials who are available, and in that endeavor, the following list of priorities will be considered when accepting registrants:

1. Officials who must attend in order to maintain national certification and who plan on working a minimum of 4 consecutive days
2. Official strength rating
3. New National officials (referees & scorers) who received their initial certification in 2011, or who have not yet attended the Open Nationals since receiving their certification
4. Officials who are dually certified as both a National Referee and National Scorer
5. Officials who must attend but plan on working only enough matches to maintain their national certification

Other considerations for selection will be:

1. Availability for a minimum of four consecutive days
2. Dedication to National-level tournaments for USA Volleyball

Remember that officials will be accepted in this tournament based upon the needs of the event. Any official who reduces their days of availability after registering and being accepted for the event risks losing their confirmation to work the event.

At this time, we are working on the POSSIBILITY of providing OCRP for any official who works a minimum of four days at the event, instead of the six days required in the past. This has NOT yet been confirmed, but it is in discussion. We will notify everyone as soon as the final decision has been made.

Here are the important dates to remember pertaining to the registration of officials for the Open Championships:

- March 1, 2012 – registrations close
- March 12, 2012 – the latest date that all paperwork (contracts, W-9, Officials' Complimentary Room Program, etc.) will be emailed to an official after review by the USA Volleyball Events Department and Officials' Commissions
- March 12, 2012 – those not selected to work the event will be notified, and their names placed on a waiting list
- March 23, 2012 - officials must return the paperwork to the Events Department or the official will NOT be confirmed to work this event

After March 1, 2012, officials wishing to register for this event must contact George Egan in the USA Volleyball Events Department for potential consideration and/or placement on a waiting list.

The Official Word  
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