



PRESIDENT'S MESSAGE

Training and mentoring helps all officials grow

*by Julie Voeck
President*

Over the past several months, the spring volleyball season has been a busy one for me – and probably for many as you as well.

The spring junior club season, collegiate sand, men's collegiate and PAVO spring camps provide many opportunities for officiating volleyball.

With the exponential growth of volleyball in recent years and increasing opportunities to be involved, one of my favorites continues to be opportunities to train new officials and hone and sharpen my own volleyball IQ. Seeing new officials attend a training camp and leave with more confidence and zest for volleyball is so rewarding.

I recently saw the following inspirational saying that a young volleyball player was wearing on a sweatshirt at a tournament: "If you don't challenge me, you don't change me".

I believe this expression to be true. Real learning takes place when we encounter new situations or challenges, especially those that challenge us to think

in a new and different way. I feel inspired by strong messages like that one, which motivates and focuses my attention on goals and continuous improvement, both in volleyball and other aspects of my life as well. Strive for perfection, achieve excellence.

Being in an environment that tests us provides not only an opportunity for success but a foundation to help us grow. Take the time to provide these types of opportunities for our newer officials – especially if you can work with them to identify areas where they need to develop to move to the next level in their officiating.

The summer season is here and I am looking forward to additional opportunities to train. Each official I have the chance to train and mentor provides an opportunity to improve the skills of that official, which in turn improves cadre. In turn, that official gains the skills and confidence to train and mentor other officials. Through training and mentoring, we all can become better and stronger at our chosen craft.

See you on the courts.



USA Volleyball.

by *Devonie McLarty*
Officials Assembly Chair

OFFICIALS ASSEMBLY IS MAKING POSITIVE CHANGES

In appreciation to officials and those who have long served behind the scenes at the Open National Championships but are not always recognized, the USA Volleyball Officials Commission says thank you. This year, the commission honored officials who have logged 10, 20, 25 and 30 or more years of service on the national level with a small gift.

It was a nice touch to the pre-tournament meeting that generally deals with the business of the day.

Changes enacted for the 2015 national championship tournaments no longer require officials to attend the Assembly or a pre-tournament procedures meeting, but rather require them to watch a module on VolleyballRefTraining.com website before working a specific national event. The change was enacted by the National Indoor Officials Commission to help officials manage their time and travel in an easier and more flexible way.

With the change in place, fewer officials attended the Officials Assembly at the Open National Championships in Detroit. But the Assembly continues to be an important source of information. For the first time this year, elections for the Officials Director were conducted online. The Assembly allowed candidates

to address fellow members and allowed for a question and answer session.

The Assembly is also a place to put forth ideas to make improvements, and hear from the Officials Assembly chair, directors, at-large representatives to the Officials Assembly Administrative Council and member of the Officials Commission.

The Assembly also accepts feedback, suggestions and comments through many forms, including emails, phone calls and one-on-one conversations. At the Boys' and Girls' Junior National Championships, comments regarding tournaments, the Officials Assembly, Officials Commissions, and USA Volleyball can be dropped into a suggestion box in the workroom.

Lots of good feedback and ideas have been received, so please keep them coming. Positive changes are being made because of your comments. Continue to reach out not only to me, but also to At-Large Referee Representative Pati Rolf, and At-Large Scorer Representative Glo Bailey, as well as any folks within the Officials Commissions, so we can continue to move the Officials Assembly and Officials Commissions in the right direction.



COMMON MISTAKES NRT CANDIDATES MAKE

by Mara Wager
NRT Director

While many candidates seeking their National PAVO certification have been successful, others have not have not attained their goal on their first attempt. The PAVO National Rating team has identified common mistakes that have kept candidates from earning their patch.

First Referee

1. Composure in overrule situations. Despite having to over rule line judges numerous times prior to becoming a national candidate, many candidates struggle to maintain their poise and composure when the need arises to over rule.
2. First referee's signal sequence does not conform to NCAA techniques when the second referee makes a call. Be sure to review the proper techniques and practice them prior to arriving at the rating site.
3. Overuse of the safe signal. It should be used judiciously and only when necessary.
4. Overuse of the touch signal.
5. Whistle tone; should be consistent throughout the match.
6. Staying connected to the second referee and centering on the second referee at the end of each point.

Second Referee

1. Transition: minimizing movement and making adjustments to base position when necessary.
2. Providing help to the first referee when needed, such as with four hits, bang-bang plays off the net and/or antenna, ball handling help when the first referee is screened from the point of contact, feet of the back row attacker and/or libero setting in the front zone.
3. Overuse of the touch signal or using a discreet touch signal at the end of a play. Assist the first referee with a touch decision only when there is

a chance the first referee might have seen the play. If assistance is given at the end of a play, an overt touch signal should be used.

4. Establishing a working relationship with the scorer and libero tracker.
5. Discerning between a coach's question and comments, and responding appropriately using the language of the rules.
6. Working in sync with the first referee in regard to signal sequence as well as pace of play.

Here are tips to prepare for your National rating:

1. Know the rules and know them well. Attending a NCAA/PAVO clinic should help you review the rules, including new rules and techniques. To be fluent in the language of the rules, get into the rulebook, study and take the practice quizzes and tests on *RefSchool*.
2. Have a solid understanding of the NCAA techniques and match protocol. Review the NCAA/PAVO Techniques manual. Your signals should be smooth, fluid and exude confidence. Work some pre-season scrimmages before attending your rating site so your movements are seamless and second nature to you.
3. Start your team building before you arrive. Communicate with your fellow candidates and help each other sort out travel and accommodation plans if possible.

When you arrive to the NRT site, remember the lessons of the geese:

1. Maintain a sense of community and direction.
2. Lift up and trust others.
3. Stay in formation; accept help and give help.
4. Provide encouragement through positive "honking."
5. Be a contributing member of the team.



USA Volleyball.

by Dave Spencer

Associate Chair, Indoor Officials' Commission - Referees

WHY MATCH COUNTS WERE LOWER IN DETROIT

Fewer teams participating in the 2015 Open National Championships in Detroit was the overriding factor that led to fewer match assignments for officials. Scheduling constraints requiring large time blocks for officials working in the Open and PVL division also played a role.

The number of officials hired for the tournament was based on early projections on the number of teams expected to sign up to play. Officials were contracted well before the deadline for teams to register to give officials ample time to make flight arrangements and ask for time off work. By the time team registrations closed, more officials were contracted than needed.

USAV wants to give as many teams as possible an opportunity to play, thus registration deadlines for officials and teams do not coincide. The Indoor Officials Commission works extremely hard to match the number of officials needed based on the number of teams. This year's planning started with an estimated team count of 550. Numbers fluctuate from year to year. The number of teams increased from 2013 to 2014, but this year, a slight downturn was expected, with only 411 participating.

The USAV Events staff provided adjusted estimates as the team registration deadline approached and the Indoor Officials Commission used those numbers in determining the number of officials needed for each day. The final team count came in well below expectations. Even though fewer officials were accepted this year for each day, there were still more officials than were needed, resulting in reduced average match counts. In other words, it's not an exact science.

Those who officiated in the Open or PVL divisions also didn't get as many matches as in past years. Those divisions play best 3-out-of-5 and require two hours per match. Additionally, officials cannot be scheduled one hour before an Open or PVL match or two hours after in case a court is running behind. With the amount of time needed for the 3-out-of-5 matches, fewer time slots are available to schedule officials on

other matches. While Open and PVL matches are paid at a higher rate than 2-out-of-3 matches, generally the overall daily match average will be lower for officials working the higher-level matches.

The Officials Commission is looking at solutions to rectify the issue for 2016 and to preserve match equity.

Another factor that influenced total match counts was the number of days an official was available versus the number of matches scheduled on a particular day.

On the plus side, officials received a \$1 raise per match in 2015. They also received two coupons for food each day. In the past, each official received one coupon which had to be used in a single transaction. That often meant officials forfeited the unused balance. By splitting the total between two coupons, the goal was to allow officials to get more value. Officials also were given passes for the Detroit People Mover.

The chart included in this article shows the historical match averages and team registration for the past three Open Championships. It is split out by referee, scorer, dual certification, and line judge only. An official's match count will be considerably higher or lower depending on the number of days worked, one to six, versus the number of matches assigned on a particular day.

One-set matches are not included. Scorer and assistant scorer positions are combined and the 2-out-of-3 and 3 set matches in 2014 are combined even though the pay is slightly different. Assistant scorer and line judge positions on the final matches are included. The 3-out-of-5 matches are weighted at 1.5 in the totals.

Finally, for officials attending either JNC or HP, have a great tournament. And then hopefully everyone will find some time to relax away from volleyball during the summer. The fall season is not far off.

USAV ONC	2013 Louisville		2014 Phoenix		2015 Detroit	
	3/5 Open/PVL	2/3 All Other	3/5 Open/PVL	2/3 or 3 All Other	3/5 Open/PVL	2/3 All Other
Description						
Teams	26	466	33	494	23	411
Matches	97	1870	130	2070	124	1602
Matches/Team	7.5	8.0	7.9	8.4	10.8	7.8
	Total	Weighted	Total	Weighted	Total	Weighted
Total Teams	492	505.0	527	543.5	434	445.5
Total Matches	1967	2015.5	2200	2265.0	1726	2015.5
Matches/Team	8.0	8.0	8.3	8.3	8.0	9.0
		Average Matches (Weighted)		Average Matches (Weighted)		Average Matches (Weighted)
	Total		Total		Total	
All Officials	314	20.9	293	25.5	270	22.3
Referee Only	144	18.6	110	24.2	103	22.3
Dual	109	24.6	114	26.9	93	24.1
Scorer Only	61	19.6	57	22.6	58	21.9
Line Judge Only			12	18.6	16	12.4



PAVO INKS NEW AGREEMENT WITH ARBITER SPORTS

Other Topics Discussed by PAVO Directors at March Meeting

*by Julie Voeck
President*

PAVO members will continue to pay a lower rate for NCAA registration than non-members for the next two seasons under new agreement between PAVO and Arbitrator Sports/NCAA.

The two sides first negotiated three years ago to provide a discounted rate for NCAA registration for PAVO members. That agreement recently ended, leading to new talks between the two sides. The new agreement will be in effect through the 2016 season.

PAVO members will pay slightly more in registration fees after the PAVO Board of Directors approved an increase in membership fees to budget requirements for new programming, including development of the new website and the iRef on-line training. An article on PAVO's budget and financials is included in this newsletter.

In other board action taken during its annual meeting March 13-15 in Kansas City:

Executive Director Transition Plan - The board received an update from Marcia Alterman on her plans

to retire as the Executive Director of PAVO. Alterman plans to transition out of this role by the end of 2016. The PAVO board agreed to revisit with Alterman later this year to discuss potential arrangements for utilizing her extensive history with PAVO and volleyball expertise in the future. Katy Meyer continues to serve as deputy executive director under Alterman's guidance.

PAVO Program Directors - Each program director provided a report. The board reviewed each program and discussed potential changes and enhancements.

PAVO Website – Plans for the new website were discussed with a targeted implementation of summer 2015.

Sand Volleyball – The board discussed the growth of sand volleyball and the need to develop and train officials. The board explored ideas of how PAVO may be involved in the training of officials for sand volleyball in the future.



NEW OPTIONAL OFFICIALS UNIFORM - UPDATE

*by Marcia Alterman
Executive Director*

Close, but not yet, that's the status of the plan to adopt two alternative-colored officials' uniform shirts.

The PAVO/USAV Interface Committee reviewed shirts provided by one of the respondents to the Request for Proposal (RFP) during the USAV Open Championships in Detroit and determined that the shirt met the criteria as outlined in the RFP. The six-member committee stopped short of approving the shirt, saying it still needed answers about delivery time and design specifications.

In another move, the committee approved a modification to the "Volleyball Certified Official" logo that will be included on the new shirts. There has been no change to the logo on the white shirts, which will remain the standard default uniform for collegiate play.

If the two alternative colors – a light silvery gray and a medium blue – are adopted, the alternative colors may be worn only by agreement of the referees and if permitted by the conference and/or the conference assignor. Details on the guidelines for the alternative uniform will be posted on the PAVO website, www.pavo.org.

The shirt manufacturer will have actual "demo" shirts ready for the committee to look at in about 30 days. Assuming those shirts meet final approval, the manufacturing process would begin, and the NCAA/PAVO constituency will receive word about how to order these optional uniform shirts. Delivery time for the original orders will be approximately four weeks.

**USA Volleyball.**

by Michael O'Connor
Asst. Director Evaluations and Certifications

THE REFEREE RE-EVALUATION PROCESS

The 2015 Open National Championships has ended and another round of successful referee re-evaluations have taken place. During the tournament, 48 re-evaluations were completed. Thank you to the National Referee Rating Team members and the head referees for making the re-evaluation process a success.

I want to take a moment and go through the goals, thought processes, and expectations of the re-evaluation procedure. First, a reminder to everyone that the process is twofold. The first part is a formal rating where you are evaluated as both a first and second referee to maintain your National or Junior National referee certification.

Once that has been determined, the second part of the process is the assessment of your Strength Rating (SR). The SR level is assessed by the rater who

conducted the formal rating and the head referees at the event where you are re-evaluated. All of these folks give me the level at which they feel a referee is capable of officiating. The SR is calculated based on everyone's input. Please remember that based on this input, your SR can go up, stay the same or go down.

The main goal of the re-evaluation process is for the continuing education of USAV National-level referees. The process of the formal rating is to provide feedback on all aspects of your officiating abilities. It also serves to let you know where your strengths are and to help you with the areas that need improvement.

We know that all members of our cadre are working hard each and every time they step on the court and this is our effort to help you improve as a USAV National-level referee.



Image Is Everything

by Corny Galdones

To grow as an official, you must work challenging matches that are out of your comfort zone. Be realistic about it. Letting vanity prevail over sanity, by seeking the glory of prominent matches you're not ready for, matches beyond your ability, sets you up for failure. Should you earn a chance to shine, you might be nervous as heck with palms sweating and butterflies dancing the flamenco in your stomach. Breathe. Enjoy the moment. No one will suspect this could be your first rodeo if you just do one thing: look like you know what you're doing by projecting a decisive, convincing presence. This makes all the difference in the world in how you'll be perceived and received.

It's true. You may be thinking, "Yeah, right." If you're skeptical about this premise, the next time you're at a tournament, walk around the playing venue during your free time and observe fellow referees in action. Regardless of their certification, you'll find the impressive ones will all have in common a serene, refined, confident appearance, a calming effect that leaves little doubt they're in total command of the proceedings, an aura that naturally generates trust, respect, and maybe admiration. To no surprise, they'll catch less flak than officials below their caliber.

Coaches and players can sense whether you're a strong referee or not from characteristics you display. If you show signs of being inadequate, weak or tentative, they'll eat you up for breakfast, lunch and dinner, plus dessert. They're sure to question you, test you or play mind games with you, trying to gain every advantage they can for their team. You can't let this happen.

Be positive in making a call without hesitation, doing it with polish and conviction. Sell your call. That's fifty percent of the challenge of officiating, if not more. It's all in your presentation and delivery. Your demeanor, your uniform, your body language, your reaction time to a violation, your mechanics and signals are major contributing factors. Strive to be a model in these aspects. Your stature is no excuse. Everyone has the

ability to do this. Should something go wrong, keep your composure. Never lose confidence or get down. By maintaining a constant, persuasive outlook of being sure, but not arrogant, you'll run into fewer problems.

To be influential you have to look the part. Game time is prime time, not party time or show time. Do everything you can to be neat and trim in your uniform and grooming. If you're shaped like an apple or a pear, don't merely watch your weight. Do something about it. Furthermore, stay cool. On the other hand, trying to look cool, act cool or be cool isn't cool for the job at hand. Stand up straight, appearing dignified in posture. Be no-nonsense, but approachable. Present an alert, focused but warm disposition, killing them with a smile. As for your whistle, tweeting is for the birds or social media. Rather, blow your whistle with authority — loud and clear. Be prompt about it when the ball lands to end a rally or when you spot a violation. At the end of each play, let everyone know with regal, assured signals in a nice, steady rhythm what your decision is. Send a message, "I'm in charge. I know what I'm doing. Don't mess with me." Practice and sharpen your signals in a mirror so they follow convention in a smooth, crisp delivery.

If you want to be taken seriously as an official, then be serious about it. What's your frame of mind? Are you a team of one? Are you a legend in your own mind or in the minds of others? Are you someone who loves the sound of your own voice or someone whose voice others love to hear? Do you mean business or are you into monkey business? Stand out for the right reasons, not the wrong reasons.

Not only should you look like you know what you're doing, you need to prove it. Get every call right. Know the rules by heart and how to administer each one.

However, it will take more to achieve an authoritative persona others will accept more readily. Knowledge is a powerful tool, but wisdom beats it any day. It's possible you may not be correct even if you're

technically right. Why? Although your decision is according to the rules, it may not be suitable for existing conditions. Being smart isn't sufficient. Develop smarts. Exercise in an even-handed, level-headed manner what you have learned.

Yes, a rule is a rule is a rule. Relax. Persisting to enforce the rulebook verbatim is officious, stirring up trouble. You're better off identifying when to swallow your whistle and when it's necessary to insert yourself into the action to apply a rule. The less disruptive you are, the less you'll be noticed. Think fast. Think well.

Be someone who can be counted on to solve problems and not create them, someone who takes care of the big details and makes them small, and someone who prevents the little details from becoming big. Do big things in big moments. Otherwise, be invisible.

Regardless if you're a greenhorn or a veteran, how you come across goes a long way in determining how others will regard and treat you as an official. Image really matters. Look good, be good. Look strong, be strong.



PAVO NEEDS YOU; TWO DIRECTOR POSITIONS SOUGHT

*by Dale Goodwin
Interim Board Member*

Have you ever wondered how PAVO does all that it does with just two employees? How can two people create, budget, market and orchestrate spring camps, summer clinics, iRef, RefSchool, National floor trials, rules interpretations, the Official Word and the officials convention, among many other things?

The answer is a hard-working board of directors. And it so happens that we have two positions open for election later this summer, board delegate and director-at-large. The election winners will serve three-year terms, 2016-2018, and assist in running the operation of a vital PAVO organization that handles training of officials for the NCAA.

The board delegate position requires that the applicant have held a leadership position in his or her local

board during the previous 12 months. That can include elected officials, assigners, trainers or other like positions. Both positions require applicants be PAVO members in good standing. As voting members of the board, you are required to attend one annual PAVO board meeting and participate in periodic conference calls, and perform duties as assigned by the president.

The application process is simple: send your volleyball resume and a cover letter describing why you would be a quality member of the PAVO board of directors, to past.president@pavo.org. If you have questions, please call nominations chair Dale Goodwin at 509-990-6824. Emailed nominations are due by July 15. The online election will be held Aug. 15-31.

Why wait? Submit your nomination today.



USA Volleyball.

by Donna Wigton
Director, International Indoor Scorers

THREE SCORERS BECOME QUALIFIED ON THE INTERNATIONAL SCORESHEET

Open National Championships – Detroit, MI

International certified and qualified scorers got plenty of work at the USA Volleyball Open National Championships in Detroit, scoring matches in the men's and women's Premier Volleyball League (PVL) and men's open division. Primary scorers on two courts and assistant scorers on a third used the E-scoresheet program as the 6-U sub rule was in play and both PVL divisions allowed the Libero to serve.

To get scorers up to speed and comfortable with the program, Jane Dong coordinated an E-score training session, which included a sample set. She also visited with many scorers during the tournament to further their expertise and boost their comfort level.

To make things go smooth, a number of scorers keyed in rosters and helped with the training. The list included Rosie Sintop (SC) Felix Madera (GL), Donna Beasley (FL), Milka Steiner (AZ), Rob Brecheisen (GC), Ross Erickson (NO), Margo Juergens (OK), and Margie Mara (RM). Thanks also to those who spent time learning, practicing, and helping others.

"This is a time of transition getting everyone ready to eventually use the e-score on all courts possible, and those who are, or will become competent, will be the leaders of the future," said Donna Wigton, director of International scorers.

Three people fulfilled the requirements to become qualified on the international score sheet: Melissa Pouyer (GW), Ben Rosenthal (IE), and Ronnie Mutter (CR). Congratulations to Debbie Reed (CH) assisted by Jenny Vogt (PS); Vickie Hinkle (PS) assisted by Margo Juergens (OK); and Ross Erickson (NO) assisted by Tina Stanley (GP) who were assigned finals. Great job by all!

High Performance Championships - Des Moines, IA

Donna Wigton (RM) will be the head scorer and Jennifer Williams (FL) will be the scorer supervisor on the training court, where the scorers will be Kent Haggard (RM), Vickie Hinkle (PS), and Joe Aguilar (SC). Amber Fulk (CR) will assist Wigton and Williams. Assignments are being finalized for the regular courts at this time.

International Scorer Information

To access all of the information you need to practice on the international sheet, go to www.VolleyballRefTraining.com, click on Resources, then Indoor Scorer Materials, then the buttons at the bottom for the manual, the power point presentation, and the 6-U rules and instructions. I think you will find this site easy to navigate, and very informative!



2015 NRT SITES ANNOUNCED

by Mara Wager
NRT Director

The PAVO National Rating Team will conduct ratings for candidates seeking their National ratings at four tournaments at the beginning of the 2015 collegiate season. The sites are:

- University of Maryland, Aug. 28-29
- Ohio University, Sept. 4-5
- University of Memphis, Sept. 11-12
- Fresno State University, Sept. 18-19

Ratings for line Judge will take place at the University of Maryland and the University of Memphis.

Applications for both referee and line judge candidates received by June 20 have been processed, and candidates will be receiving more information soon.



USA Volleyball.

by Joe Liguori

REACHING FOR THE BRASS RING

Kansas City camp gave me the prep I needed

In April, I and a number of other referees attended USAV's Premier Referee Camp in Kansas City, run in conjunction with the NCVF National Championships. During the 2 ½-day camp, we went through the standard meetings, training matches, testing, skill sessions and demonstrations. It featured all the things you would expect from a high level camp.

During the introductory meeting, we were asked who was going for their USAV National referee certification in June. I was not, and curiously, I was in the minority as most participants were preparing for candidacy in New Orleans. As this was a camp geared toward prepping referees seeking their USAV National referee certification, camp director Bill Thornburgh asked me why I was attending this camp.

I was not taken aback by this question at all. And I quickly found out that I was not going to be treated differently than any of the other campers who were going for their patch. He wanted to know why I picked this camp over all the others available. The following was my explanation.

For starters, it featured an impressive list of some of the top referees in our profession: Pati Rolf, Jung Park, Ross Erickson, Thornburgh, Kathy Ferraraccio, Michele Prater, Devonie McLarty, and Mark Prater.

Second, the tournament provided high-level competition in both the men's and women's divisions at a collegiate level in a championship environment.

Third, tournament director Ric Washburn knows how to put on a top-notch tournament. He treats the officials well and the campers no differently than the rest of the referee roster. And he expects the same professionalism and attitude exhibited by other officials, and we gave it to him.

Fourth, the roster of referees at this tournament is outstanding. This is an invitational tournament and a lot of top-level referees work the event.

Fifth, we were given a chance to work for pay on the last day of the tournament.

Sixth, we were given the same VIK as everyone else.

Finally, the camp fee was low, and housing and meals were provided for our entire stay. Logistically, this is one of the biggest plusses a training camp can offer. We were lodged in hotels right across the street from the convention center with all the other referees. We did not have to worry about making our own arrangements. This led to a camp atmosphere of low stress and high output learning.

Some may say this is a "tweak" camp for National candidates. In some cases that was true, as there was a range of abilities on the camp roster. As for myself, since I wasn't going for my patch this year, I was able to gather valuable input on techniques, match management, and rules interpretations. In other words, it just wasn't the ratings to offer candidates the little things that they need to become a National referee, but true critique and instruction by which one can become a better official.

An example of this was a session on second referee transition techniques. Park and Thornburgh showed me the preferred method of transitioning on a national level. For me, this was somewhat different than what I had been using. It took me 2 days to even get comfortable with it. It is now the only technique I will use.

In conclusion, if you are a Junior National referee and looking for a camp to put you over the top and give you an advantage in your upcoming National certification rating, or if you are like me and will soon be a candidate and you want to test your ability and knowledge, then this is the camp for you.



NCAA/PAVO CLINIC INFORMATION

by Joan Powell and Anne Pufahl
Co-clinic Directors

There are 30 clinics scheduled over five weekends this summer. The clinic sites and host contact information are listed below. The clinic schedule is also posted on the PAVO website. Please check the website for clinic details such as start times and specific facilities.

<u>CATEGORY</u>	<u>PRE-REGISTERED, PRE-PAID ONLINE</u>	<u>WALK-IN - \$50 surcharge (Payable at the door)</u>
Current PAVO Member	\$25 + local charges	\$75 + local charges
Non-PAVO member, non-collegiate referee	\$30 + local charges	\$80+ local charges
Non-PAVO member, women's collegiate referee	\$75 + local charges	\$125 + local charges

As in previous years, clinic registration will be handled on the PAVO E-Store. Online registration will be available on the PAVO website around July 1; a general email will announce the launch.

The clinic registration fees for 2015 have not been increased. **Please note that “walk-ins” (those who fail to pre-register) will pay an additional \$50 on top of the clinic fee, with no exceptions!!** And, clinics are not required to accommodate walk-in attendees, and will do so on a space available basis only. Even if a conference or board is paying for your clinic fee, you must pre-register on the PAVO website; a voucher should appear in the online system for the pre-paid portion of your fee.

Thanks for your support and we look forward to seeing you at a clinic!

2015 NCAA/PAVO CLINIC SCHEDULE

Date	Site	Host Name	Host Email
25-Jul	Rochester, NY	Jeff McKinney	jeff.mckinney@gmail.com
25-Jul	Savannah, GA	Lester Hayman	lesterhayman.svoa@comcast.net
26-Jul	Kansas City, MO	Lisa Kresha	lisakresha@gmail.com
26-Jul	Murfreesboro, TN	Elaine Mitchell	elainesports@att.net
1-Aug	Chapel Hill, NC	Michael O'Connor	boty007@gmail.com
1-Aug	Pensacola, FL	Kim Wishum	kimwishum@gmail.com
1-Aug	Indianapolis, IN	Bill Thornburgh	wthornbu@yahoo.com
1-Aug	LA/Orange, CA	Verna Klubnikin	vernaref@aol.com
2-Aug	Minneapolis, MN	Tim Harlow	tim3407@msn.com
2-Aug	Allentown, PA	Roy Benasaraf	royben@ptd.net
2-Aug	Atlanta, GA	Bob Hume	bobmhume@gmail.com
2-Aug	Covington, LA	Angelle Simms	angellesimms@yahoo.com
8-Aug	Chicago, IL	E. Thiebe	ethiebe@bigten.org
8-Aug	Omaha, NE	Bill Stanley	hopsinc@cox.net
8-Aug	Lakeland, FL	Eric Vlahov	evlahov@ut.edu
8-Aug	Phoenix, AZ	Norma Carr	ncarr47@gmail.com
8-Aug	Chicopee, MA	Wade DuBois	coachdubois@gmail.com
9-Aug	Louisville, KY	Nancy Funk	nfunk@twc.com
9-Aug	Houston, TX	Carlos Rodriguez	losref@aol.com
9-Aug	East Lansing, MI	Ann Hutchins	annhutchins@hotmail.com
9-Aug	Cleveland, OH	Brian Hemelgarn	Hemelgarn@ovr.org
9-Aug	Fargo, ND	Donna Johnson	donna.hutchinson6@gmail.com
15-Aug	Baltimore, MD	Arlene Geppi	ageppi@aol.com
15-Aug	Santa Clara, CA	Ray Mink	raymink@aol.com
16-Aug	Denver, CO	Glo Bailey	bailey.glo@gmail.com
16-Aug	Boston, MA	Steve Webster	steve@srwebster.com
22-Aug	Tacoma, WA	Marc Blau	mhblau@comcast.net
22-Aug	Albany, NY	Mara Wager	mara_97@hotmail.com
23-Aug	Dallas, TX	Carlos Rodriguez	losref@aol.com
23-Aug	Spokane, WA	Dale Goodwin	goodwin@gonzaga.edu



USA Volleyball.

REPORT FROM THE USA INDOOR INTERNATIONAL REFEREES COMMISSION

*by Steve Robb - Chair
Indoor International Referees Commission*

Three members of USA Volleyball - Robyn Filimaua, Michelle Prater, and Nathan Mahaven - were confirmed as International Referees by the FIVB at the World Congress, coming as the busy beginning of the 2015 indoor international season has afforded many opportunities for rest of USAV's cadre of international officials.

USA Volleyball has already hosted many events, including World League, the NORCECA Champions Cup, USA Cup. And last but not least, the Grand Prix Finals will be held in Omaha later this summer.

Along with international referees, USA Volleyball has provided staff for the events, including Referee Managers, Reserve (now called "Challenge Referees"), International scorers and support staff such as line judges and ball retrievers.

"Our local organizers and support staff have performed very admirably at preparing for the events already hosted. Reports from FIVB regarding the USA events were all very positive," said Steve Robb, chairman of the USA Indoor International Referees Commission.

The FIVB Challenge System has been used for many events, and in the initial stages, has afforded USA Volleyball to give valuable feedback to FIVB for improvement.

In conjunction with the Open National Championships in Detroit, the USA Indoor International Referees Commission hosted an International Referees Seminar at the tournament. The seminar, organized by Dr. Neill Luebke, was held the first morning of the Referee Meeting of the International Referees for the NORCECA Champions Cup. All of the referees,

president of the Referees Commission, Technical Commission, and delegates attended and provided valuable feedback to the USAV cadre.

With Doug Wilson's help as a referee delegate and member of the NORCECA and FIVB commissions, USA Volleyball provided many recommendations for nominations to events hosted by both organizations.

Referees from the United States have been confirmed for the following events: Women's World Club Championships / SUI, NORCECA Men's Champions Cup in Detroit, World League, USA Volleyball Cup, Women's Pan Am Cup/ Peru, Men's Junior U21 Pan Am Cup / CAN, World Grand Prix Preliminary Rounds, World University Games, World Grand Prix Finals, Women's U23 World Championships / TUR, and many others.

Referees may have been confirmed for other events as there is always ongoing communication with NORCECA and FIVB. "We anticipate further confirmations for future events. As they are confirmed and completed, I will update in upcoming newsletters," Robb said.

International scorers also have performed admirably and earned positive feedback for their work in recent USA events. "Their feedback regarding the e-score and challenge system has proved very beneficial for not only USA Volleyball but FIVB as well," Robb said.

As the season rolls on, Robb said he anticipates a very positive representation for the remainder of 2015.

Congratulations are in order for all of our USA Indoor International Referees, their nominations, and their substantially successful performances.



PAVO CAMPS PROVIDE CONTINUING EDUCATION FOR NEW AND EXPERIENCED OFFICIALS

by *Suzanne Dodd*
Director, Training Camps

The 2015 PAVO officials' camps delivered practical and educational content on the court and in the classroom to nearly 70 referees and 15 line judges at eight different camps.

Different levels of camps held across the country provided opportunities for officials of all levels to develop their officiating skills. Competition spanned from juniors to women's club to major Division I competition, including two of last year's Final Four participants. The introduction of line judge camps in Indianapolis and at Michigan State University brought educational opportunities to this important part of the officiating crew.

Camps are an important part of growth for officials of all levels— not just for the novice referee or the experienced referee intending to apply for National candidacy. National referees will find great value in the camps, too, said Suzanne Dodd, PAVO's camp director.

This year scholarships were awarded to a few deserving individuals to help offset the costs. The recipients were:

Terri Edgar	Matt Manliguis Scholarship for Referee Training Camp (\$250)
Michael Aoa	Matt Manliguis Scholarship for Referee Training Camp (\$250)
Augusto Rodriguez	Lewis Development Scholarship for Advanced Referee Camp (\$285)
Holly Luenemann	PAVO Scholarship (\$250)
Lena Gustafson	PAVO Scholarship (\$250)
Joy Stauffer	USAV Foundation Scholarship (\$300)

If you're interested in establishing a camp scholarship — or making any type of donation to PAVO — please contact the Central Office. PAVO appreciates your support!

A special thanks goes out to this year's camp staff and tournament hosts.

Planning is already underway for the 2016 camps and will incorporate feedback provided by this year's camp participants, camp staff, and the tournament hosts. PAVO hopes to return to two of the 2015 sites next year and include camps in other geographic areas. Please let us know about any other Spring tournaments that may serve as great camp sites.



PAVO FINANCIAL NEWS

by Jung Park
Finance Director

PAVO finished the 2014 fiscal year with at \$54,000 surplus, beating a forecast that projected a \$1,000 deficit. A \$65,000 grant from the NCAA and a great effort by our program directors and staff to watch the bottom line helped PAVO stay in the green for the second straight year.

By maintaining a positive balance, PAVO was able to carry out major projects that included re-developing the PAVO website, iRef program and cover the costs of the search and stipend for the new deputy executive director.

Also helping was that program directors (NCAA/PAVO Clinics, PAVO Training Camps, NRT programs, etc.) and the national office staff (Marcia Alterman, Katy Meyer and Miki Kennedy) continued their excellent effort in cost containment and enhancing revenue.

On the revenue side, PAVO generated a modest 2.36 percent more income than projected. Merchandise sale (training videos, guide books, etc.) continued to be strong, bringing in more than \$14,000. Membership numbers held steady with modest 5 percent gain. Most of that came from "LATE FEES, an area PAVO does not want to generate income.

Membership insurance, all our membership programs (camps, clinics, rating teams, scholarships, etc.), the convention and professional services (attorney fees, web development and maintenance etc.) made up most of PAVO's expenses.

"Considering the number of on-going projects PAVO is involved in, everyone really did a nice job of watching their expenses," Park said. "Special kudos goes out to

the convention committee and our office staff for saving almost \$10,000 in convention expenses."

PAVO's investments had a down year with an overall return of -1.27 percent when compared to the 6.95 percent increase last fiscal year. But its money market accounts held steady. In total PAVO's investment accounts have gained 36.8 percent since their original investment dates. The organization's cash position continues to be in good shape at \$193,000, up from \$180,000 last fiscal year. The numbers include \$100,000 in operating reserve.

At its annual meeting in March, the PAVO Board of Directors approved the adjusted the fiscal year 2015 (March 2015 – Feb. 2016) budget projecting a net total income of \$21,538 (with projected income of \$428,909 and expenses of \$407,370). The expected surplus and money from our current cash reserves will allow PAVO to continue its work on current special projects that include the revamped PAVO website, the *iRef* training program and the Deputy Executive Director's stipend. The board of directors also has tentatively approved making the Deputy Executive Director position permanent starting in 2016.

"This staff addition will be a great step towards making PAVO even more efficient and active in carrying out its on-going and future projects," Park said.

Below are the numbers from FY 2014 (final) and FY 2015 (budget) for your review. If you have any questions, feel free to contact the PAVO Executive Director (Marcia Alterman) or Finance Director (Jung Park).

PAVO BUDGETS
FY 2014 Final and FY 2015 Projection
FY 2014: March 1, 2014 – February 28, 2015
FY 2015: March 1, 2015 – February 29, 2016

REVENUE	FY 2014	FY 2015
Convention	39,305.03	52,513.00
Merchandise Sales	14,382.80	7,200.00
NCAA Grant	65,000.00	65,000.00
NRT	23,811.00	18,146.00
Membership Dues	180,572.06	198,500.00
PAVO Camps	12,376.77	22,165.00
PAVO/NCAA Clinics	53,068.00	51,250.00
Other Income	15,756.05	14,135.00
Total Income	\$404,271.71	\$428,909.00
EXPENSE	FY 2014	FY 2015
Board of Directors meeting	11,825.48	11,730.00
Convention	43,434.21	55,150.00
Examinations	1,500.00	1,500.00
Executive Director (salary & expenses)	60,758.14	56,405.00
Merchandise Expense	10,086.83	6,500.00
Newsletter (Official Word)	2,860.94	4,300.00
National Rating Team	17,442.08	18,360.00
Operations	111,073.86	139,735.92
PAVO Training Camps	30,526.62	46,510.00
PAVO/NCAA Clinics	49,064.42	48,270.00
President's expense	9,370.26	10,540.00
Membership Development	2,121.00	5,370.00
Total Expense	\$350,063.84	\$407,370.92
NET INCOME/(LOSS)	\$54,207.87	\$21,538.08



PAVO AWARD NOMINATIONS SOUGHT

PAVO is accepting nominations for its Honor Award and Excellence in Service Award through Aug. 1.

Honor Award

Recognizes a PAVO member who exceeds expectations, contributes to PAVO and its members, exemplifies integrity and high moral character. Through leadership, committee work, writing or research, speaking or teaching, officiating or rating, or efforts to promote PAVO, the Honor Award recipient promotes PAVO to the volleyball community. Honor Award recipients are enshrined in the PAVO Hall of Fame. Written nominations should be sent via email to past.president@pavo.org. Questions may be directed to Dale Goodwin at this email, or by phone at 1-509-990-6824.

Excellence in Service Award

Honors a PAVO member who demonstrates dedication, commitment and service to PAVO and/or its members, on a local, regional or national level; a person who has served in a local or national leadership position in the past 12 months, and continues to actively demonstrate support to his or her board. To nominate a worthy candidate, submit a written nomination to PAVO at pavo@pavo.org. For more information contact Miki Kennedy at this email, or call 1-888-791-2074.



2015 NCAA/PAVO EXAMS

by Brian Hemelgarn
Director of Examinations

We're heading into the collegiate season, and that means... time for exams! The exams, as well as attendance at a pre-season NCAA/PAVO National Clinic, are an integral part of your pre-season preparation. This year's exams highlight recent rule changes and draw attention to specific points of emphasis developed by the NCAA Women's Volleyball Rules Committee.

An examination is required annually for all levels of PAVO referee certification. The level of certification and local board policies determine which examination is taken, and what result is required. The referee examinations developed include:

- Form A/Form B – written for a more experienced referee, testing both knowledge and application of rules and techniques. Local, State, and National certified referees are required to take the Form A/B examination as a “closed book” exam; see the specific requirements for each certification level on the PAVO website (<https://www.pavo.org/Home/CurrentSeason/ExaminationInformation.aspx>). National referees and referees who want to be considered for postseason assignment are required to score at least a 90 percent on either Form A or Form B within a 90-minute time limit, and complete the examination by Sept. 1. If the required score is not obtained on Form A, Form B is taken. Some local boards also establish minimum Form A scores for other certification levels, and use Form B as the “second chance” to obtain the required score.
- Form C – intended for entry-level referees, this exam can be used to certify new referees and recertify Apprentice referees.

The NCAA Central Hub will continue to provide the only access to the Form A and B NCAA exams. Once you have registered on the Hub for the upcoming season, you'll be able to access those exams. For non-National referees, corrections for any missed questions should be sent to your local board chair, as

correcting the exam to 100 percent is required. Form C is available to all PAVO current members on their “Welcome” page on the PAVO website.

The Form A/B exams will be available online from July 1 until October 1; however, the exam must be completed by September 1 to be eligible for NCAA post-season assignment.

In addition, the PAVO Line Judge and Scorer exams are available through your local board chair or at a PAVO Line Judge or Scorer training clinic. Referees should consider taking these two exams to ensure they are current with PAVO practices and NCAA rules related to line judging and scoring.

PAVO members should have received an email from the PAVO central office in the spring regarding *RefSchool*, and a follow-up email will arrive in your inbox in the coming weeks. *RefSchool* allows you to take short quizzes that cover specific NCAA rules, or you may elect to take complete 25- or 50-question practice examinations. Feedback is immediate, and includes rule references so you can learn as you go. This rules testing website is a great benefit for referees by allowing us to brush up on NCAA rules in preparation for the season. As we've done for the past five seasons, all of the 2015 exam questions are included in the *RefSchool* question bank! This will be an excellent way to prepare for the season, as well as prepare for the Form A or B exams. You can sign up for *RefSchool* online at: <http://www.ruleboxsoftware.com/pavo.aspx>, or by using the link on the left side of the PAVO home page. It costs only \$10 for PAVO members and \$15 for non-PAVO members.

Lastly, I'd like to thank the PAVO-USAV rules exam review committee for the countless hours they spent preparing this year's exams! Without their contributions, our exams wouldn't be of the high quality we've come to appreciate.

Good luck with your exams and the 2015 collegiate season!



MEMBER PROFILE

Luis Martinez, a story of hard work and success

by Bill Thornburgh
Board Delegate

Luis Martinez has had a fairly short, but very successful career in the world of volleyball. Although he began whistling military intramurals and high school competitions in the late 1990s, he didn't venture into the worlds of USAV and NCAA until 2007. Since that time he has earned a National USAV certification, officiated and line judged Division I volleyball matches, and has worked as a line judge on a number of NCAA Final Four matches.

Martinez's foray into volleyball came after a career in the U.S. Army through which he traveled the world. He was stationed in Germany on two occasions and also spent time in Georgia, Oklahoma, Texas, and South Carolina, where he currently lives. During his 23 years in the Army, Major Martinez earned 16 medals and awards during deployments to Bosnia (1996) and Iraq (2003 and 2007). He recently retired from the military with friends and family there to witness and celebrate the end of a long and successful chapter in his life.



Pictured with Major Luis Martinez (from L to R):
Tom Hobbs, Glenn Goudy, Suzanne Lowry,
Keith Murlless, and Morgan Shannon.

Martinez has drawn on his military training and experience when it comes to officiating volleyball.

"I take every single game like a military operation," Martinez said. "You have to be prepared physically, mentally, emotionally; you need to have the knowledge necessary to succeed and you have to be professional at all times."

In order to accomplish each 'operation,' Martinez said he works out to maintain a good appearance. He works to have a positive attitude, keep his emotions in check (cool, calm, and collected), and reads the rule book. He also asks questions of his peers, and strives to exhibit the utmost professionalism with all participants.

Martinez said he loves both line judging and refereeing, and feels that he benefits by doing both jobs. He is able to learn from high-level officials when on the lines and can anticipate what information they may need.

When whistling, he can sense indecisiveness and body language during the match and in post-match debriefs, where he is able to pass on much-needed knowledge with his line judges. No matter which position he is working, other officials would benefit by taking note. His appearance and demeanor is second to none and should serve as an example for all of us to follow.

Martinez wants to thank a number of people who helped him learn and navigate through the ranks. Rory Arisumi, Rob Torres, Bob Wnukowski, Rick Laskey, Daniel Leake, Michelle Prater, Keith Murlless, Wade Brence, and Tom Hobbs are just a small group of those that have mentored him in some way over the years. To those of you mentioned here, as well as many others who have had an impact on his volleyball career, Martinez says "thank you!"

Though his military background and his cadre of mentors have prepared him well for his officiating career, his biggest boost may come from his wife, Raquel. Martinez calls her before every collegiate match for words of encouragement.

And he may indulge in some of his favorite foods, a chicken wrap or turkey sandwich, followed by an oatmeal cookie

Whether in the military or in volleyball, anybody who watches Martinez can learn a good lesson. Things are not always easy, but hard work and dedication toward a goal lead to a greater chance of success.

The Official Word
P.O. Box 780
Oxford, KS 67119

Address Service Requested

PRSR STD
U.S Postage
PAID
Wichita, KS
Permit No. 84



PAVO Board of Director/Staff

www.pavo.org
1-888-791-2074

Julie Voeck , President	Donna Carter , Member Development Dir.	Suzanne Dodd , Camp Director
Christina Fiebich , Board Delegate	Chuck Fleet , Board Delegate	Dale Goodwin , Interim Board Member
Donnie Goodwin , Director-at-Large	Brian Hemelgarn , Examinations Dir.	Jung Park , Finance Director
Anne Pufahl , NCAA/PAVO Clinic Dir.	Bill Thornburgh , Director-at-Large	Mara Wager , National Rating Team Dir.

Staff

Marcia Alterman , Executive Director	Miki Kennedy , Membership Services	Katy Meyer , Deputy Executive Director
---	---	---



USAV Officials Commission/Assembly

www.usavolleyball.org

Michael McPoyle , Chair, National Indoor Officials Comm	Devonie McLarty , Chair, Officials Assembly
Steve Robb , Chair, Int'l Indoor Officials Comm	Nancy Funk , Associate Chair, Nat'l Indoor Scorers
Donna Wigton , Director, Int'l Indoor Scorers	Jennifer Williams , Director, Nat'l Indoor Scorer Cert & Eval
Dave Spencer , Associate Chair, Nat'l Indoor Referees	Ric Washburn , Director, RVA Indoor Scorer Development
Chad Klunck , Director, RVA Nat'l Indoor Ref Development	Lynne Updegraff , At-Large RVA Scorer Representative
Bill Thornburgh , Director, Indoor Camp Development	Glo Bailey , At-Large National Indoor Scorer Representative
Jeff McKinney , Director, Nat'l Indoor Ref Clinic Development	Steve Owen , Chair, Int'l/Nat'l Beach Officials Comm
Michelle Prater , Director, Nat'l Indoor Ref Eval & Cert	Keith Murlless , Director, Beach Ref Cert and Eval
Michael O'Connor , Asst Director, Nat'l Indoor Ref Eval & Cert	Steve Kenyon , Director, RVA Beach Officials Development
Marcia Costley , Director, RVA Nat'l Indoor Jr Official Development	Ryan MacDowell , At-Large RVA Beach Representative
Donnie Goodwin , At-Large RVA Ref Representative	Katy Meyer , At-Large National Official Beach Representative
Pati Rolf , At-Large National Indoor Referee Representative	Marcia Alterman , Member Organization Liaison
	Kathy Ferraraccio , Indoor Officials Consultant