Running a Successful Referee Training Program

Steve Webster, Referee Chairman, NERVA

Building on training activities within individual regions, the Atlantic Zone of USA Volleyball conducted a two-day referee training program Feb. 5-6, 2005. By all accounts, this was the first such zonal effort.

Hosted by the New England Region in Providence, RI, at Johnson & Wales University, the event drew 12 referees and eight staff from Chesapeake, Garden Empire, Iroquois, Keystone, and New England regions for a weekend of discussions, training, and refereeing.

"Real life volleyball officiating – It’s not all black and white," the classroom program held on Saturday evening was designed not to review rules or interpretations, but to help attendees and staff ponder some of the difficult issues referees face both on and off the court. Facilitated by Kathy Ferraraccio (New England) and Steve Webster (New England), the jam-packed session featured both role plays and what-if discussions, such as:

You are R2, and your partner is having a bad match. You know it, your partner knows it and both teams and coaches know it. How do you handle the coaches’ objections when you know they are right? How do you work with your partner to try to get you both safely through a long match? What happens when you are that R1?

The evening concluded with a rare opportunity to hear the thoughts of three coaches with a broad range of coaching and playing experience (collegiate men’s and women’s as well as USAV). Kelly Sheffield, Andrea Leonard, and Tom Wilson offered their feelings on professionalism, and their expectations of referees and refereeing. According to the panel, coaches want referees to establish rapport with coaches, work with a smile, really strive to get the call right, and be a part of a professional, collaborative officiating team.

The 8 am start (it was Super Bowl Sunday in the back yard of the Patriots), had the dozen attendees refereeing a men’s BB tourney under the watchful eyes of the staff, who were using video to tape the matches and record their comments. Each referee was seen as R1 and R2 in at least 3 matches, providing an opportunity to be seen by a wide range of staff members.

By having this program encompass a wider geography than just one region, the participating regions were able to

See Training on page 2
compare training approaches, discuss refereeing opportunities for all, and work together for the betterment of all referees.

Attendees were:
Pete Acampora (GEVA) Bob Benson (NERVA)
Thom Carrier (IRVA) John Dandrow (NERVA)
Rick DuBois (Chesapeake) Marlene Dubowski (KE)
Jan Getz (Chesapeake) Chris Johnson (NERVA)
Chris Lanfear (NERVA) Joy Moyer (NERVA)
Donna Strohmeyer (NERVA) Dewei Tang (KE)

Staff for the event was:
Chris Aiello (IRVA) Dave Carson (NERVA)
Tim Countryman (NERVA) Kathy Ferraraccio (NERVA)
Mark Nash (Chesapeake) Alan Sowa (KE)
Ditmars Veinbachs (NERVA) Steve Webster (NERVA)

In keeping with the theme of sharing knowledge and information, here are some tips for running a referee training camp.

* For the first effort, consider using just one court. This will reduce the number of potential technical issues, and you won’t need as many referees or staff.

* Using one court of five teams playing round robin (ten rounds) allows for six attendees and three staff (if you want a schedule for this configuration, contact steve@srwebster.com).

* Be sure to use a facility with enough room to focus cameras on both R1 and R2 and if possible, to use the pursuit rule.

* The equipment needed for each court will be: two video cameras with tripods, one wireless microphone, and one wired microphone. The observer should use both microphones, sending audio to both cameras (one via a wired microphone and one via wireless).

* Finding video and audio equipment can be an issue. You may be able to borrow from a college media lab or friends and family. As was done in the Atlantic Zone camp, you may be able to rent from a local camera store.

* Ideally, pick a playing level that is challenging to participant, i.e. one where there is enough ball handling, back row situations, bench interaction, etc.

* Doing something with what’s available today is better than sitting on the sidelines waiting for everything to be perfect.

**New PAVO Award**

“Excellence in Service”

You may have worked with someone on your local PAVO board who offered outstanding service, great leadership, tireless mentoring or great organization . . . perhaps an assigner, trainer, board member or someone else particularly resourceful to your organization. PAVO has re-crafted its Board Chair of the Year Award to include more people. The award will now be called the PAVO “Excellence in Service” award. This award is for someone who has truly gone above and beyond.

Please send your submissions to past.president@pavo.org, by Sept. 1. Submissions should include a brief volleyball biography of the person being nominated, and a letter outlining reasons for his/her nomination. Direct questions to the e-mail address above.

---

**The Ref Shop**

P.O. Box 3694
Seminole, FL 33775

3 Ways to Order
Phone 1-727-392-7294
Fax 1-727-392-4050

Or Online at our website therefshop.com

Mini Fox Whistles
Pearl Whistles
Lanyards
Air Gauge
Pocket Pumps
Mikasa Line Judge Flags

All Major Credit Cards Accepted

**Back Pack**

**Duffle Bag**

---

**Page Two**
Congratulations to all who obtained or renewed PAVO line judge or scorekeeper certification in 2004! These programs have been great successes – we now have 207 certified line judges and 52 certified scorekeepers. Several local boards got involved in training and improving the competency of the support officials in their areas.

Don’t forget – all line judge and scorekeeper certifications expire on June 1 annually. The basic requirements for renewing your certification are (please see the PAVO web site for forms and other details – www.PAVO.org):

- Annually, attend a PAVO Line Judge/Scorekeeper Training Session where the current-year PAVO training materials are used, conducted by an approved PAVO instructor.

- Pass the current-year written Line Judge/Scorekeeper exam prior to each collegiate season corrected to 100%.

- Submit a member registration form, the corrected written examination (signed by your instructor), and $15 in annual dues (unless already a PAVO member of a local board as a referee or scorekeeper) directly to the PAVO central office (P.O. Box 780, Oxford, KS 67119). There is no requirement to join a local PAVO board.

- Obtain and submit three written recommendations within each two-year period with the above paperwork. If you submitted recommendations to obtain a certification in 2004, you do not have to submit recommendations to renew in 2005.

Recommendations will again be required to renew in 2006.

The 2005 Line Judge and Scorekeeper certification materials (videos, training booklets, and examinations) should be available by about April 25, 2005. The 2005 exams are only available in the 2005 Line Judge Training booklet and the 2005 Scorekeeper Training Booklet. These training booklets include updated information and techniques as well, and should be reviewed each year. Training booklets may be purchased separately from the training videos for a nominal cost, either on the PAVO web page e-store, or directly from the PAVO central office. Most Training Sessions are held by schools, conferences, or PAVO affiliated boards – contact those in your area to see if they plan to hold a Training Session before the 2005 season.

If you are interested in obtaining line judge and/or scorekeeper certification for the first time, the requirements are similar to those above – please refer to the PAVO web site for more details.

The PAVO Board of Directors voted this year to clarify the dues requirement for support officials. The policy remains that, if you already are a member of a local board as a referee, you may obtain line judge or scorekeeper certification with no further dues requirement. If you are not a member of a local board as a referee, and you become a certified line judge and pay $15 annual dues to PAVO, you may obtain scorekeeper certification for that year with no further dues requirement (and vice versa).

Also, the policy was clarified on the recommendations required for obtaining or renewing certifications. Any on-court experience that is observed within 90 days of the start date of the current year is acceptable for use by the individual completing the recommendation form. For example, a line judge who is observed by a National referee at a tournament in March 2005 can obtain a signed recommendation based on that performance and submit it for the June 1, 2005 – June 1, 2006 certification period. Finally, a change was made to the language regarding acceptable matches for line judge recommendations. Observations and resulting recommendations can be made on any women’s collegiate, men’s collegiate or sanctioned PAVO/USAV or High School events that are officiated with referees certified by PAVO or USAV. Scorekeeper recommendations must still come from observations on women’s collegiate matches.

If you have any questions about obtaining or renewing a certification, please contact the PAVO central office at PAVO@PAVO.org or 888/791-2074. Thank you!

---

Honor Award Nominations Sought

Submissions are being accepted for consideration for PAVO’s top award, the Honor Award. Candidates must be at least 30 years old and have worked in promoting officiating through PAVO for at least 10 years. Candidates should be persons of high moral character and personal integrity who, by their leadership and efforts, have made an outstanding contribution through officiating. Honor Award recipients are enshrined as members of PAVO’s Hall of Fame.

Nominations should be submitted to past.president@pavo.org, by Aug. 1. Questions? Contact Dale Goodwin at (409) 323-6133.
Jump on the Convention 2005 Chuck Wagon in San Antonio!

We’re told the weather is nice and the sights are splendid in December along the Riverwalk in downtown San Antonio, Texas, site of the 2005 Officials Convention and NCAA Division I Women’s Championships, Dec. 15-17.

Join us. Make plans to spend a week with us. There are some Joan Powell stories you have yet to hear. Listen to Marcia Alterman talk about her vision for college officials to do, and our best officials to handle certain situations. Save the dates, and make plans now to see us in San Antonio. More details in the next Official Word. Details on the hotel and schedule will be available soon on the PAVO website (www.PAVO.org).

LINE JUDGE & SCOREKEEPER TRAINING TOOLS

ORDER THESE GREAT TOOLS TODAY!

- NEW LINE JUDGE TRAINING VIDEO – 2005!!
  Updated, user-friendly, easy to watch!
- 2005 LINE JUDGE TRAINING BOOKLET – Parallels the information in the video, and includes the 2005 exam, which must be submitted to obtain line judge certification for June 1, 2005-June 1, 2006.
- SCOREKEEPER TRAINING VIDEO – updated for 2005 to cover all the new rules and techniques.
- 2005 SCOREKEEPER TRAINING BOOKLET – Covers all aspects of being a scorekeeper and accurately marking the events of a match. Includes the 2005 exam, which must be submitted to obtain scorekeeper certification for June 1, 2005-June 1, 2006.

These items will be available for distribution around April 25, 2005. To order, please call 888/791-2074, or use the “Estore” on the PAVO website (www.PAVO.org). ORDER NOW to avoid the rush just before the season!

North Texas Hosts Training Camp

By Gloria Cox

Steve Robb organized the first USAV Training Camp, which the North Texas Region hosted, on March 4th through 6th at the Texas Advantage Sports Center in Arlington, Texas. The twelve campers, Traci Belton, Brian Borski, Johnathan Daclison, Olia Davis, Jeff Johnson, Michelle Kellen, Chad Klunck, Bryan Larson, Chris Mares, Greg Milam, Melanie Murdock and Chris Tobey arrived Friday evening for the training session. Gloria Cox presented short modules on scorekeeping, line judging and first referee duties and then the training continued as the campers and the other trainers, Mary Blalock, Steve Owen and Joan Powell shared the fun in the interactive second referee module. After the two-hour session, everyone felt comfortable with one another, so they were ready to begin Saturday with the matches.

Steve Owen organized the schedule so that each camper worked as a scorekeeper, line judge, R1 and R2 and received evaluations and suggestions for improvement in each of those positions. Every trainer saw each camper as R1 and R2, so the campers were able to be evaluated several times and have many of their questions answered. All of the campers improved as the weekend progressed. The trainers also spent time talking to the campers about their goals and what they could expect as they worked to achieve those goals.

On Sunday afternoon, all of the participants met for a few last words. The trainers complimented the campers on their commitment to change and improvement and the campers thanked the trainers for their words of encouragement and advice. Everyone thanked Steve Robb for getting all of the people together and organizing the entire event. The North Texas Region proved to be a gracious host for this USAV Training Camp.
National Rating Team Sites Announced

By Mike Carter, PAVO NRT Director

The University of San Francisco and the University of Louisiana, Lafayette have agreed to host National Rating Team sites for a second consecutive year. Please note that Arkansas State University also hosted back-to-back in 2003 and 2004. The schools and assignors are seeing the value of hosting. They are interested in improving the level of officiating in their area/conference, and are aware of the importance consistency in officiating styles, techniques and rule interpretations are to the game. Here are the 2005 NRT sites:

University of San Francisco Sept. 2-3
Raters: Mike Carter/Tracie Brinkley/Larry Schwartz

To Be Announced Sept. 2-3
Raters: Mary Faragher/Brian Hemelgarn/Fish Gupton

Bradley University Sept. 9-10
Raters: Peggy Schaefer/Margie Ray/Julie Voeck

U. North Carolina, Charlotte Sept. 16-17
Raters: Kathy Ferraraccio/Mara Wager/Michael Hertz
*Head rater listed first.

Deadline for applications is May 1. Applications are on line at www.pavo.org. If you have any questions please feel free to contact me anytime at nrt.director@pavo.org.

PAVO Members Will Pay Late Fee for Dues Paid After July 1

By Marcia Alterman, PAVO Executive Director

In 2004, the PAVO Board of Directors changed the policy on dues collection for renewing members. Currently, any renewing member whose dues are not received in the PAVO central office by July 1, 2005 will be charged a $5 late fee before their membership is acknowledged. The PAVO Operating Code and Board Handbook state clearly that dues are payable to the central office by June 1 each year. The late fee will only be charged after a 30-day grace period has passed (June 1–July 1). Please note that the late fee is charged based on when the dues are received by the PAVO central office, not by when you pay your board chair. Encourage your board chairs to submit dues on a timely basis, or the individuals involved may incur these late charges. This change does not affect any new member who joins after July 1. The late fee will not be charged any member paying dues after July 1 unless s/he is renewing PAVO membership from the previous year. If you have any questions, please contact Miki in the PAVO central office at pavo@pavo.org or 888/791-2074.
By Mara Wager  
PAVO Board Delegate

The first weekend of February 2005, I had the opportunity to attend my first annual board meeting for the PAVO Board of Directors. What better place to take a break from the daily grind of a northeast winter than Wichita, Kansas. While my friends and relations were sharing plans to escape the winter blues by heading to warmth and sunshine, I had to figure out if I could actually find a flight that would take me from Albany, NY, to Wichita, KS, in a reasonable amount of travel time - say, less than 8 hours.

Despite being the capital of New York and staking claim to an “international” airport, my flight options out of Albany are limited, at best, and I was uncertain of flight options to my actual destination, Wichita. I thought, ‘Wichita, can I actually fly into that city?’ So, like most modern Americans, I “Googled” Wichita. Lo and behold, up came 4,900,000 results. Little did I know that Wichita is actually the largest city in Kansas. It boasts 40 museums and galleries, 10 performing arts theatres, 14 musical organizations and one zoo. This new board member is thinking, ‘not bad, we may even have a chance to get out and see a few sites while meeting in Wichita.’

Well, travel plans turned out to be easy in and out of the largest city in Kansas, but sight seeing didn’t make the meeting agenda, or the pre-agenda for that matter. Despite the fact that Kansas actually ranks 6th among states in average number of tornados per year, When I arrived, I thought for sure I was experiencing one. Board members got swooped up at the airport, set down at the hotel to freshen up, swooped up, set down for a bit of lunch, swooped up again and set down in a meeting room of a hotel I can’t seem to recall the name of.

The meeting got quickly underway. President Joan Powell presented a “pre-agenda” of 10-plus items outlining a task for each member during the meetings. Joan then continued to introduce the actual meeting agenda for the weekend. The agenda was well organized, really well organized ………three pages of agenda items!! I think it was about this time that I began to recite Dorothy’s mantra, “There’s no place like home, there’s no place like home.” Off we went, gaining speed with every turn.

As we moved through the agenda on Friday and each board member gave their report it became apparent to me that I was surrounded by some of the hardest working, most dedicated people I have ever worked with. And, it became obvious that there would be no sight seeing on this trip to Wichita. We were right back to work early Saturday morning. It didn’t take us long to gain the speed with which we ended on Friday. It seemed for awhile we were adding more items to the agenda than we were able to cross off. I wasn’t sure if I had made the appropriate travel plans. I was due back in Albany on Sunday, not Monday right?

Despite the additions to the agenda, this group continued to move along with the help of our task master Dale Goodwin. Many items prompted interesting discussion and Dale did a fine job keeping the group on course. Saturday was very productive and was actually interspersed with a few games like “Buzz Word Marcia Bingo” and our White Elephant gift exchange. I think the board members actually let this newcomer win the bingo game to make me feel a bit more welcome. Their warmth and kindness was greatly appreciated.

We actually did reach the bottom of the agenda prior to our departure late Sunday afternoon. I had read the memos correctly; our departure from Wichita was Sunday, not Monday! It wasn’t until a few days after my return from Wichita that I realized I had just spent 22 hours in meetings with an amazing group of people. Each board member willingly shares their areas of expertise to work together to accomplish the goals of PAVO. I am grateful to have the opportunity to work with such a talented array of individuals and look forward to my next visit to Wichita: Air Capital of the world, birthplace of the Coleman lantern and mentholatum, stomping ground of Carrie Nation famed prohibitionist and Wyatt Earp, fearless frontier lawman. Who would have guessed?
Are You Ready For Prime Time?

By Corny Galdones

March 2005
Anyone with a general idea of the sport and knowledge of the rules can blow a whistle and claim to be a volleyball referee. Upper echelon referees have to do better. Much better. The following assessment will give an aspiring referee a good gauge of being ready to move up the ladder. This technical checklist, which may be useful to all, isn’t inclusive. Performance standards of local jurisdictions aren’t covered.

- Can you cite chapter and verse of every rule? Do your common sense and “spirit of the rule” prevail over “going by the book”?
- Do you know the game? Do you know how every current player skill and technique is executed? Can you explain today’s defensive and offensive team strategies and alignments?
- Do you act, look and talk professional? Do you know what causes conflicts of interest and wrong perceptions? Do you avoid these situations? Are your uniform and appearance spic and span? Do you treat everyone with respect and courtesy? Do you converse with coaches and players only on matters pertinent to conducting the match?
- Do you take care of every logistical and administrative detail of your matches?
- Are you punctual? Do you show up at courtside prepared for your matches by the report time? Do you end warm-ups in the period allotted? If the preceding match ends on time, is your first service beckon no later than the scheduled match time?
- Do you have a commanding presence? Are your signals not only mechanically correct, but also strong and crisp? Is your whistle prompt and authoritative in sound? Do you project a poised “I know what I’m doing” aura without being overbearing?
- Are you battle tested? Are you court wise? Have you made tons of mistakes and been yelled at countless times by players and coaches to know how to handle any situation under fire quickly and properly in a calm manner?
- Are you at ease officiating at the highest competition level? Can you keep up with the action?
- Is your ball handling judgment correct? Are you comfortable with your standard? Is it consistent throughout a match? Have you officiated innumerable matches to tell instantly between an ugly or weird but legal set and a pretty but illegal set? Do you no longer draw questioning looks and negative reactions from the teams on ball handling?
- Are you catching all violations besides ball handling violations?
- Are your errors now far and few between, and not repeats of previous ones?
- Are you approachable to explain calls? Are these talks short and sweet? Do you know what to say to placate the different but common questions that may be asked? Do you cut off ongoing conversations? Do you do it with tact and finality?
- Do you take preventive control measures? Do you recognize the difference between venting of frustrations and abusive behavior? Do your matches rarely get out of hand? If they ever do, do you regain control immediately? Can you do it without sanction cards?
- Are you a team player and communicator and not a Lone Ranger? Do you coordinate duties with your line judges and R1/R2 partner before the match, have them do their jobs and solicit their input through eye contact throughout the match?
- As an R1 or R2, do you know all the places to look and what to look for before a serve? During a rally? At the end of a play? During warm-ups? Before start of a game?
- As an R2, do you know where to be positioned and when to be there before a serve? During a rally? At the end of a play? For bench requests? Do you minimize damage from coaches disputing calls and protect the R1? Do you resolve scorekeeping problems promptly?
- As an R1 or R2, do you know what hand (and maybe whistle) signals to make and how to display them for specific situations during a rally? For a violation? At the end of a play? For sanctions? For match interruptions? For bench requests?
- Can you track player rotations and quickly detect an overlap no matter what formations the teams are in?
- Do you keep your matches moving at a lively pace regardless of playing caliber? Have you stopped from causing match delays?
- Do you accept criticism without having to defend or explain yourself? Do you implement suggestions and advice right away and not get messed up?

This isn’t a pass/fail questionnaire. Be realistic for your own good. It might not be a bad idea to consult a candid, learned colleague. Your skills must be developed so that every answer is “yes” to these criteria similar to the formal evaluation process. Here’s the bottom line. Are you an official anyone would be confident and willing to have as a partner on any given match?

You can fool yourself, but not the expert raters who will determine your fate in being promoted to the next officiating certification level. Why take chances? Admit and fix all deficiencies now. Or pay the price later.

Reprinted with permission from Chesapeake Region Volleyball Association. Archives - www.vball-life.org/officials/referees.htm
With the NCAA agreeing to experiment with the USAV signal sequence, adopting the USAV back row attack rule for sets, and an overall open dialogue between the two organizations, we have eliminated some areas of concern for officials. Although officiating two rule sets can be a challenge, for the most part we overcome the obstacles and apply the correct rule in accordance with the correct rule set. I am anxious to see how we react to the back-row "setter save" rule now. While in the front zone, if a back-row setter contacts a ball that is completely above the height of the net and sets it into the plane of the net, and it is blocked, it is a violation. No more copping out saying the ball was going in the direction of a hitter; often when the ball was blocked so quickly, we never had time to decide, we just didn’t make a call.

From a mechanics standpoint, not much is changing. We will NOT adopt the multiple substitution technique of USAV this year. We will continue to allow multiple subs for one team to enter the sub zone simultaneously. We will examine the success of this change during USAV and make a decision prior to the 2006 season. All things considered, I would assume adoption.

With the college game going to 15 subs, we will notify teams on subs 12-15.

This year all PAVO National referees must have their exam scores reported to me NO LATER THAN September 15. As I stated previously, it is imperative that all referees have taken (and passed) the exam, prior to the season starting. It is each officials’ responsibility to ensure that the results are sent to me. If not received by the due date, you could be placed on probation for one year just as if you failed both Form A and Form B, and no points would be accepted for this year. Your responsibility:

— Get with Board Chair, take test proctored or online
— Report test scores to me ASAP, but no later than September 15.
— Ensure this is done; do not leave it to your board chair; it is your responsibility

Putting the National Referee point survey on the web has been a big hit. There have been great comments from everyone so far, one slightly negative one, which was quickly resolved. I have approved or declined all points from anyone expiring in 2004 and renewal/non-renewal letters have been distributed.

I am entering all past points earned in your current cycle. I am entering past points and approving new points by expiration year, so if you expire in 2005 you should have received your updates by the time you receive this letter. Those expiring in 2006 and 2007 will be getting their totals last.

I look forward to seeing many of you at our OTP Clinics. If you can, make plans to attend the 2005 PAVO Convention in San Antonio. Rumor has it I know some great Mexican restaurants. Adios.

PAVO to Elect Director-at-Large in Fall

Just a reminder to consider running for a Director-at-Large (DAL) position on the PAVO Board of Directors. Nominations are due by Aug. 15. The PAVO Nominating Committee will submit a list of top candidates to the membership for balloting on Oct. 1. The DAL position is a three-year term, which begins Jan. 1, 2006. Nominees must be PAVO members in good standing. This position serves as a liaison with local PAVO boards, assists with member needs, helps plan the annual convention and attends the annual Board meeting in February.

Send nominations or questions to past.president@pavo.org.
The NCAA Playing Rules Oversight Panel (PROP) approved all of the 2005 rules change proposals from the Women’s Volleyball Rules Committee except the overhead clearance requirement, which will be forwarded for review through the NCAA’s governance structure and will not be part of the 2005 rules.

The rules proposal added a minimum overhead clearance of 25 feet, although teams could play in these facilities by consent of both institutions. The rules book had not previously listed a minimum.

“(PROP) was concerned that we don’t know how many institutions do not meet the minimum standard,” Jill Willson, PROP chair and athletics director at Texas A&M-Kingsville, said. “Although schools could agree to still play in these facilities, it does not allow for these facilities to serve as a championships host.”

If the rules proposal were to be passed by all three divisions of the governance structure, the rule could be instituted for the 2006 season.

The list below includes all of the rules proposals that were approved and will be implemented into the 2005 Volleyball Rules Book, which should be available in June. Copies may be purchased by calling 888/388-9748 or going to www.ncaa.org.

Complete details and interpretations of the rule changes and other point of emphasis will be covered in the 2005 OTP Clinics. All women’s collegiate referees should plan to attend.

2005 Volleyball Major Rules-Change Proposals
(Note: All rule references are from the 2004 rule book)

Attack Line. Rule 1-2.2c. It will be highly recommended for 2005 that the attack line be extended beyond the court-boundary line with five, 15-centimeter lines spaced 20 centimeters apart to a total length of 1.75 meters. This will be required starting in 2006.
Rationale: The extended line will assist referees determine infractions. The line can be created with tape so there will be no financial impact.

Ball Size. Rule 3-1. The ball specifications are incorrectly converted in the rules book from centimeters to inches, allowing for balls to be 25 ½ inches to 27 inches. The tolerance should only be 25.6 to 26.4 inches. All balls used for NCAA play will need to be within the correct specification starting with the 2007 season.
Rationale: Technically, this is an editorial rules change, but it is significant and cost related and will be included with the list of major rules changes for emphasis.

Memorial Patches. Rule 7-1. Information about memorial patches will be added to the rules book. The patch must not obstruct the player’s number. If numerals are included in the patch, they should not be larger than one inch within the logo or patch to avoid confusion.
Rationale: The rules book will list guidelines for the first time. This information is frequently requested.

Scheduled Match Time. Rule 8-5.2a. The words, “scheduled match time,” will be removed or modified from the current rules to allow for the referee to determine the start time.
Rationale: If the referees or the facility is not available at the schedule match time, this gives the referee the authority to make decisions regarding whether a team is actually late to a match. This rule is listed as an administrative rule, which allows for coaches to mutually agree on how to move forward in this situation.

Scheduled Match Time. Rule 8-5.2a-1 and Rule 9-1.1. If a team arrives late to a match without prior notice, and at least one game is forfeited, the warm up period for any subsequent games will be the remainder of the 10-minute interval that started with the forfeit. Each team will be allowed one-half of that warm-up period for exclusive use of the court.
Rationale: This situation was not previously covered in the rules book.

Mutual Consent for Warm-Up Time. Rule 9-1.1. If both coaches agree, the shared court portion of the warm-up period may be reduced from 41 minutes to 10 minutes for a combined event (for example, a volleyball match following a non-volleyball event).
Rationale: This gives the coaches flexibility in the pre-game protocol, if desired.

Warm-Up Protocol. Rule 9-1.2c. When one team has exclusive use of the court, the other team cannot warm up behind the court or adjacent to the court.
Rationale: The safety of the team that has access to the court could be compromised by errant balls from the other team warming up at close proximity. Now that shared serving time has been eliminated, allowing the team that is not on the court to warm up behind the court may be troublesome to a team that decides to serve in the middle of their on-court warm-up period.
Tell Us Your Views

By Lisa Paull
PAVO Director-at-Large

A little over one year ago we added two new elected positions to the PAVO Board of Directors in an attempt to better represent our constituents. Today we encourage you to use any one of us to share your ideas and suggestions, whether it be on the direction of PAVO, its programs, convention, communications, or getting answers to any questions you might have.

Our two Board Delegates and our two Directors-at-Large are here to represent and address the issues presented by our individual members and local boards. So let us have it. Tell us what's on your mind and we'll try to help you reach a satisfactory solution to your quandary.

Our Directors-at-Large are Lisa Paull and Fono Fisaga. Our Board Delegates are Crystal Lewis and Mara Wager. Between the four of us, we are responsible for communicating with local board chairs throughout the year, and we encourage you to communicate back to us. Our contact information is available at www.pavo.org by clicking on the Contact PAVO tab.

Perhaps you have a general question about the organization that our member services coordinator Miki Kennedy can answer. She can be reached at pavo@pavo.org, or by calling our toll-free number at 888-791-2074.

Over the next several newsletters we hope to share with you more about our Board, its responsibilities and services offered. We hope you'll stay tuned.
PAVO will hold at least 25 clinics this summer, over six weekends. The planned sites and hosts are listed below. For details regarding locations, times, and costs, please contact the host directly. Hosts are responsible for submitting a registration fee to PAVO for each participant. For 2005, those fees are:
- PAVO current member (dues received in PAVO central office) $15.00
- Non-PAVO member, non-collegiate referee $20.00
- Non-PAVO member, active collegiate referee $75.00

Hosts may charge additional amounts to cover the cost of facilities, materials, etc.

<table>
<thead>
<tr>
<th>DATE</th>
<th>SITE</th>
<th>HOST</th>
<th>EMAIL</th>
<th>PHONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>23-Jul</td>
<td>St. Paul, MN</td>
<td>Dan Wagner</td>
<td><a href="mailto:DJWAGN@MSN.COM">DJWAGN@MSN.COM</a></td>
<td>651/773-6200 X2267</td>
</tr>
<tr>
<td>23-Jul</td>
<td>Omaha, NE</td>
<td>Marsha Rupert</td>
<td><a href="mailto:marsha@gpvb.org">marsha@gpvb.org</a></td>
<td>402/593-9670</td>
</tr>
<tr>
<td>24-Jul</td>
<td>Murfreesboro, TN</td>
<td>Elaine Mitchell</td>
<td><a href="mailto:ppaamise@comcast.net">ppaamise@comcast.net</a></td>
<td>615/596-4175</td>
</tr>
<tr>
<td>24-Jul</td>
<td>Indianapolis, IN</td>
<td>Ed Thornburgh</td>
<td><a href="mailto:ethornbu@yahoo.com">ethornbu@yahoo.com</a></td>
<td>317/259-0273</td>
</tr>
<tr>
<td>30-Jul</td>
<td>New Brunswick, NJ</td>
<td>Norb Psuty</td>
<td><a href="mailto:psuty@marine.rutgers.edu">psuty@marine.rutgers.edu</a></td>
<td>732/238-1443</td>
</tr>
<tr>
<td>30-Jul</td>
<td>Tampa, FL</td>
<td>Eric Vlahov</td>
<td><a href="mailto:evlahov@ut.edu">evlahov@ut.edu</a></td>
<td>813/908-7218</td>
</tr>
<tr>
<td>31-Jul</td>
<td>Dallas, TX</td>
<td>Carlos Rodriguez</td>
<td><a href="mailto:losref@aol.com">losref@aol.com</a></td>
<td>512/444-2559</td>
</tr>
<tr>
<td>31-Jul</td>
<td>Louisville, KY</td>
<td>Jim Williams</td>
<td><a href="mailto:swesky@juno.com">swesky@juno.com</a></td>
<td>270/782-0712</td>
</tr>
<tr>
<td>31-Jul</td>
<td>Marietta, GA</td>
<td>Bob Hume</td>
<td><a href="mailto:bhumes@charter.net">bhumes@charter.net</a></td>
<td>770/998-3753</td>
</tr>
<tr>
<td>06-Aug</td>
<td>Sacramento, CA</td>
<td>Kent Kitade</td>
<td><a href="mailto:kkitade@cdfa.ca.gov">kkitade@cdfa.ca.gov</a></td>
<td>916/207-0928</td>
</tr>
<tr>
<td>06-Aug</td>
<td>Chicago, IL</td>
<td>Mary Jo O’Donohue</td>
<td><a href="mailto:modonohue@bigten.org">modonohue@bigten.org</a></td>
<td>847-696-1010</td>
</tr>
<tr>
<td>06-Aug</td>
<td>Gulfport, MS</td>
<td>Rob Brecheisen</td>
<td><a href="mailto:febrkr@bellsouth.net">febrkr@bellsouth.net</a></td>
<td>228/255-7000</td>
</tr>
<tr>
<td>07-Aug</td>
<td>Denver, CO</td>
<td>Alan Suzuki</td>
<td><a href="mailto:asuzuki@wac.org">asuzuki@wac.org</a></td>
<td>303/741-3565</td>
</tr>
<tr>
<td>07-Aug</td>
<td>Hartford, CT</td>
<td>Jung Park</td>
<td><a href="mailto:nwvoil@comcast.net">nwvoil@comcast.net</a></td>
<td>203/645-1583</td>
</tr>
<tr>
<td>07-Aug</td>
<td>Chapel Hill, NC</td>
<td>Keith Murless</td>
<td><a href="mailto:kmurles@bellsouth.net">kmurles@bellsouth.net</a></td>
<td>828-280-7170</td>
</tr>
<tr>
<td>13-Aug</td>
<td>Phoenix, AZ</td>
<td>Norma Carr</td>
<td><a href="mailto:norma.carr@slcc.edu">norma.carr@slcc.edu</a></td>
<td>801/484-0936</td>
</tr>
<tr>
<td>13-Aug</td>
<td>Baltimore, MD</td>
<td>Arlene Geppi</td>
<td><a href="mailto:ageppi@aol.com">ageppi@aol.com</a></td>
<td>410/552-1055</td>
</tr>
<tr>
<td>13-Aug</td>
<td>Wichita, KS</td>
<td>Linda Frazier</td>
<td><a href="mailto:linfraz@swbell.net">linfraz@swbell.net</a></td>
<td>316/686-3013</td>
</tr>
<tr>
<td>14-Aug</td>
<td>Harrisburg, PA</td>
<td>Trevor Zahniser</td>
<td><a href="mailto:trevorz@paonline.com">trevorz@paonline.com</a></td>
<td>717/238-7429</td>
</tr>
<tr>
<td>14-Aug</td>
<td>Waltham, MA</td>
<td>Steve Webster</td>
<td><a href="mailto:steve@srwebster.com">steve@srwebster.com</a></td>
<td>617/512-8635</td>
</tr>
<tr>
<td>20-Aug</td>
<td>Bismark, ND</td>
<td>Sheryl Solberg</td>
<td><a href="mailto:sheryl.solberg@sendit.nodak.edu">sheryl.solberg@sendit.nodak.edu</a></td>
<td>701/845-2534</td>
</tr>
<tr>
<td>20-Aug</td>
<td>East Lansing, MI</td>
<td>Fusako Hines</td>
<td><a href="mailto:fusakoh@comcast.net">fusakoh@comcast.net</a></td>
<td>586-778-0490</td>
</tr>
<tr>
<td>20-Aug</td>
<td>Tacoma, WA</td>
<td>Marc Blau</td>
<td><a href="mailto:blaufarm@qwest.net">blaufarm@qwest.net</a></td>
<td>253/677-2872</td>
</tr>
<tr>
<td>21-Aug</td>
<td>Lorian, OH</td>
<td>Diane Plas</td>
<td><a href="mailto:jplas@prodigy.net">jplas@prodigy.net</a></td>
<td>440/647-5866</td>
</tr>
<tr>
<td>21-Aug</td>
<td>Albany, NY</td>
<td>Mara Wager</td>
<td><a href="mailto:mara_97@hotmail.com">mara_97@hotmail.com</a></td>
<td>518/439-8682</td>
</tr>
<tr>
<td>21-Aug</td>
<td>Spokane, WA</td>
<td>Dale Goodwin</td>
<td><a href="mailto:goodwin@gu.gonzaga.edu">goodwin@gu.gonzaga.edu</a></td>
<td>509/448-7319</td>
</tr>
<tr>
<td>21-Aug</td>
<td>Austin, TX</td>
<td>Carlos Rodriguez</td>
<td><a href="mailto:losref@aol.com">losref@aol.com</a></td>
<td>512/444-2559</td>
</tr>
</tbody>
</table>

Notable Items

- May 1 – Application deadline for PAVO National referee candidates
- June 1 – All PAVO referee, line judge and scorekeeper certifications from previous year expire (except National referees).
- June 1 – Due date for PAVO annual dues to be submitted to PAVO central office.
- July 1 – Late fees begin for all delinquent PAVO dues for renewing members
- Aug. 1 – Nominations for Honor Award due
- Aug. 15 – Nominations for Director-at-Large position due
- Sept. 1 – Nominations for Local PAVO Contributor of the Year Award due
- Sept. 15 – PAVO National referees exam scores due