



PRESIDENT'S MESSAGE: A NEW YEAR AND A NEW LEADER

by Julie Voeck
President

A new year is upon us and with that comes big some changes to PAVO leadership. Katy Meyer, deputy executive director for the past two years, assumed the top job at PAVO on Jan. 1, becoming the organization's executive director.

Meyer and I have been diligently preparing for this with nearly weekly calls since she joined PAVO in December 2014. Meyer, who replaced retired executive director Marcia Alterman, brings new energy and vision to PAVO and is excited to take us into the next era in volleyball officiating. I am excited to have been part of this journey and look forward to the coming months.

So where is Alterman, who has been the face and voice of PAVO for so long? She will be with PAVO for a few more months. She is helping with the leadership transition to make sure PAVO continues to have the benefit of her years of expertise and learning experiences that got PAVO to where we are today. And for the foreseeable future, Alterman will continue to work on special projects and serve PAVO as a clinician and member of the camp staff.

I am excited to look at the year ahead. PAVO continues to enhance and grow its existing programs and services and looks forward to adding more meaningful programs for its members. Here are some highlights to look for in the year ahead:

- The new PAVO website will continue to be developed and refined. It will be the go-to website for volleyball officiating information.
- The PAVO spring training camp program continues to offer a variety of camps serving officials at all levels. This year PAVO is adding more training for line judges and skills targeted for second referees.
- PAVO will release the 300-level *iREF* courses this summer. I am excited for our members to have access to the new modules that will showcase the expertise and experience that has gone into creating the next level of *iREF* courses.

The PAVO board meeting will meet in early March. I'll give you an update next time on what else you can expect from PAVO in the coming months. See you on the volleyball courts!



USA Volleyball.

by Bill Thornburgh
Director, Indoor Referee Camps and Training

USAV PREMIER REFEREE TRAINING CAMPS

Two Premier Referee Camps are being offered by USAV in 2016.

The first camp will take place at the National Collegiate Volleyball Federation tournament (NCVF) in Louisville.

- Location: Kentucky Fair & Exposition Center, Louisville, KY 40209
- Arrival and pre-tournament meeting on April 6th
- Camp competition days on April 7th and 8th
- Departure on April 9th (at end of competition) – *Recommended* campers will officiate on the final day for pay

The second camp will take place at the Girls Junior National Championships (GJNC) in Indianapolis. This will be a three-day camp prior to the Junior National Referee Candidates rating session.

- Location: Indiana Convention Center, Indianapolis, IN 46225
- Arrival and pre-tournament meeting on June 25th
- Camp competition days from June 26th to 28th
- Departure from camp after 5pm on June 28th (*or attend JN candidate meeting later in the evening*)

The registration fee for these USAV Premier Training Camps is \$250*. Priority for campers at the NCVF camp will be given to any USAV national-level referees, as we anticipate that most campers will be candidates in Dallas. All applicants for the GJNC training camp must have at minimum, a USAV Regional certification with Referee Chair recommendation, as we anticipate that most campers will be either existing Junior National Referees, Junior National candidates in Indianapolis, or Regional Referees looking to upgrade to a Junior National certification in the near future.

Based on the criteria above, acceptance for each camp is on a first-paid basis, so be sure to submit registration and fees in a timely manner. New in 2016, all camp registration fees can be paid online by visiting Webpoint → USAV clinics → USAV Ref/Score clinics. Prior attendance at a 2016 USAV National Referee Clinic and successful completion of the 2016 examination are requirements for camp applicants.

General camp structure:

- Campers will attend a classroom session/meet & greet the evening before the camp begins
- Campers will have three evaluations in the first and second referee positions on competition days
- Campers will be debriefed, have the opportunity to discuss the matches, and ask questions of the USAV National Trainers
- Campers will have the opportunity to participate in other activities (line judging, scoring, observations, etc...)

Differences between NCVF and GJNC:

- NCVF has faster play and an opportunity to work on men's matches
- NCVF activities are packed into 2 very busy days
- NCVF is the last opportunity for National candidates to tune-up before their rating session
- GJNC has the same activities spread over 3 days and provides a chance for campers to referee with National Training/Rating Team members
- GJNC allows campers to settle into the event and fine tune immediately before the Jr. National rating session

*Note:

- NCVF Campers will be responsible for their own travel costs. Depending on the number of campers a portion of lodging and meal expenses will be paid for by NCVF during this two-day event
- GJNC Campers will be responsible for their own travel costs, meals, and lodging expenses during this three-day camp.

Don't miss this opportunity to learn the latest techniques and rules from some of the top trainers and referees in the country. Space in the camp is limited, so register now! If you have questions, please contact Bill Thornburgh (wthornbu@yahoo.com) or submit the application form with payment for consideration.



IT'S WINTER NOW, BUT PAVO CAMPING SEASON IS FAST APPROACHING

by Suzanne Dodd
Camp Director

Spring is an annual time of renewal, and a perfect opportunity for volleyball referees and line judges to improve their skills and learn the latest techniques by attending a PAVO training camp.

The 2016 schedule features advanced referee camps in Indianapolis and Houston, referee training camps in Spokane and Atlanta, a line judge camp in Indianapolis, and PAVO's first-ever camp focused on second referee techniques.

Camps are an excellent way to keep abreast of current officiating techniques and protocols, gain experience in a competitive, but non-threatening environment, and get exposure to conference coordinators and other assignors, Dodd said.

PAVO offers three levels of camps for referees:

- **Advanced Referee Camps** are highly competitive camps intended for the referee interested in breaking into the top tier conferences or to prepare referees pursuing a PAVO National rating. Video feedback with voiceover commentary is included. Applications must be submitted for full consideration by PAVO.
- **Collegiate Referee Camp** are intended to strengthen the knowledge and skills of a referee already officiating at any division of women's collegiate competition. Video feedback is provided.
- **Referee Training Camps** are intended to provide educational and on-court experience for referees looking to build their foundation of officiating skills. Video feedback is provided for some Referee Training Camps.

Line judges are not left out of the training process:

- Line Judge Training Camps coincide with referee training camps to provide opportunities for line judges to gain exposure and improve their skills working with a full crew in a competitive, but non-threatening, environment. These camps are designed for line judges interested in increasing

their fundamental skills, applying for a National Line Judge certification, and/or earning post-season assignments. Unique content will be presented at these camps with dedicated line judge trainers to observe and evaluate.

Camps pay big dividends, past participants have said. Camps have served as good preparation for advanced certifications (National or State), helped fine-tune mechanics and techniques, suppressed bad habits, and served to provide a refresher on collegiate volleyball officiating, they said.

Camp sites are carefully selected based upon geography, level of competition, and amenities. At present, six camps are scheduled for 2016. See next page.

Advanced camps require an application process; all others are filled on a first-registered, first-accepted basis.

Second Referee Focus Training Camp

The role of the second referee has been emphasized among NCAA coaches. To address this issue, PAVO has identified one site as an ideal setting to focus on elevating the role of the second referee. To that end, PAVO is holding its first ever Second Referee Focus Training Camp at Emory University in Atlanta. This camp is suitable for all referees with little experience as a second referee and for more experienced referees who want to improve their second referee skills and confidence. Campers will officiate as both R1 and R2. Video will be used at this camp, focused on the second referee.

Scholarships

PAVO wants to make training camps accessible to as many people as possible. Aside from offering camps with geographic diversity, scholarships are offered to minimize expenses. The application process is detailed on the PAVO webpage. For more information on scholarships, see PAVO website.

Please consider how the PAVO Camps fit into your career goals. You won't be disappointed!

DATE	LOCATION	LEVEL	MEMBER PRICE
March 25-26	Georgia Tech Spring Tournament Georgia Tech, Atlanta, GA	Collegiate Referee Camp	\$240
April 1-2	Emory University Spring Tournament Druid Hills, GA	Referee Training Camp (Second Referee Focus)	\$200
April 8-9	FAST Collegiate Invitational Houston, TX	Advanced Referee Camp	\$285
April 15-16	Indy Collegiate Invitational Academy Volleyball Club, Indianapolis, IN	Advanced Referee Camp	\$285
April 15-16	Indy Collegiate Invitational Academy Volleyball Club, Indianapolis, IN	Line Judge Training Camp	\$150
April 15-16	Gonzaga University, Spokane, WA	Referee Training Camp	\$150

Go to <https://pavo.org/Training/Training-Camps> for more information

or

contact Suzanne Dodd, Camp Director at camp.director@pavo.org.



USA Volleyball.

NATIONAL AND JUNIOR NATIONAL REFEREE RATING SESSIONS

by Michelle Prater - Director, Referee Evaluation & Certification

Michael O'Connor - Assistant Director, Referee Evaluation & Certification

The National Referee candidate rating session will take place at the BJNC in Dallas, TX on June 29 - July 1. There is a mandatory candidates' meeting on Tuesday, June 28 at 7 pm at the playing venue.

The Junior National Referee candidate rating session will take place at the GJNC in Indianapolis, IN on June 29 – July 1. There is a mandatory candidates' meeting on Tuesday, June 28 at 8 pm at the playing venue.

Junior National candidates, and existing Junior National or National Referees, may choose to participate in the Premier Training Camp on June 26-28 at the GJNC prior to the Junior National rating session. There is a mandatory meeting on June 25th for all campers. Camp details are on the VRT website.

Good luck on your quest and we look forward to seeing many of you this summer.



PAVO'S OWN DODD, DUBOIS CONVENTION FAVORITES

Make plans now for Columbus in 2016

*by Christina Fiebich
Board Delegate*

The 20th annual PAVO Convention in Omaha last December marked a historically significant and successful event. As the send-off for PAVO Executive Director Marcia Alterman's retirement marked the end of her amazing legacy, new officials made their mark on the scene. Fellow officials Suzanne Dodd and Wade DuBois, both new to the convention stage, combined their first-hand knowledge of collegiate volleyball officiating with their professional backgrounds to present powerful, well-received sessions.

Dodd's clear and concise explanation of the optimal attention zone and importance of mental preparation, paired with her data-rich, polished presentation and engaging volleyball situational video clips, gave attendees no doubt of her professional credentials. A professor of educational sport psychology, Dodd shared techniques to help mitigate stress and regain focus.

In his role at the Hampden (Massachusetts) County Sheriff's Department, DuBois quickly learned how to achieve goals with minimal conflict. His experience has taught him how to gain compliance through the use of de-escalation techniques, rather than physical force. DuBois' quick smile and enjoyable sense of humor, paired with his self-deprecating, personal officiating stories, made his presentation enlightening, engaging, and educational.

Another well-received first-time presentation was a series of live on-court sessions. The ball handling and

overlap sessions taught convention attendees new techniques for evaluating difficult aspects of the game. The scorer/R2 interaction session focused on best practices to ensure effective communication. The line judge session focused on proper techniques and keys for improvement. The only complaints from attendees were that each session could have been longer, and that they had to select only three of the four breakout sessions to attend – they wanted more!!

Anne Pufahl and Joan Powell presented a session on CRS (instant replay) to a joint audience of coaches, and that combined with the always-popular coaches' panel brought valuable insight from the bench viewpoint. The honest, professional exchanges in both these sessions allowed for growth and understanding.

The semifinal analysis and video rules interpretation sessions are staples of the convention. And once again, attendees sat in rapt attention during both presentations. Wrapping up the last two days of the event with these sessions is inspiring.

If you missed the convention, or would like to relive one of the sessions, video-on-demand passes are still available for purchase. It's the next best thing to being there. For complete details, visit pavoconvention.com. And – watch the PAVO website for information on Convention 2016, when we join in Columbus, OH!



USA Volleyball.

by *Dave Spencer*
Associate Chair, Nat'l Indoor Referees

THINGS TO KNOW

Happy almost spring! Hopefully, the new month will bring warmer weather to all of you.

For this article, just want to put a few bullets together of things that you need to know as we move further into the USAV season.

Registrations for the national championships have opened. Along with the email you were sent, you can find all the pertinent dates for closing, notifications, contracts, etc on VRT at this URL: https://www.volleyballreftraining.com/resources_recent_news.php

- You will also find pay and OCRP information on VRT. If you have any questions, feel free to contact me, Kathy Ferraraccio, or Kurt Larson. A more detailed OCRP informational sheet will be put together shortly, and you will find that on VRT also.
- Remember that you can also register for HPC at this time. The information above includes all national championships.
- This year, registrations are limited to those who have a certain strength rating for each day of the event. If you look at the strength rating scale, found on VRT, you see that each level of play is associated to a referee SR. To referee a certain level, a referee must have one to two steps lower than the "allowed" on the spreadsheet. This allows for growth and learning of each referee.

Candidate applications are open for National and Junior National Referees, along with those for

National Scorers. All information can be found on VRT, with registration occurring through Webpoint.

Applications and information for reciprocity to PAVO National Referee will be sent out soon. If you wish to apply for reciprocity, you must be a current USAV National Referee in good standing, and send application and recommendations to me by the deadline. Again, watch for the email that will be sent shortly.

Registrations for the premier camp at the GJNC and NCVF are also open. These are both excellent camps, with each one offering something slightly different than the other. For more information, read the article in this edition of the Official Word; and check VRT for the application.

Finally, it is exciting to see that USAV has posted a job opportunity for a Director for Officials! This position should have beach, sitting, and indoor experience and knowledge, as the person hired will need to assist in building an entire officials department to serve all three of those disciplines. You can find the information for this position elsewhere in the newsletter, and also should have received an email from USAV.

I hope that all of you are having a tremendous season, and look forward to seeing you at an event during the spring and summer months.

Happy whistling!



APPLY NOW FOR PAVO CAMP SCHOLARSHIPS

*by Suzanne Dodd
Camp Director*

PAVO's training camps have been highly successful in increasing the quality and quantity of the officials' cadre. To help make camps more accessible, several scholarships available to PAVO members who are in good standing. Any PAVO member in good standing may apply. Scholarship award winners will be notified by April 30, 2016.

2016 Camp Scholarships

Lewis Development Scholarship for Advanced Referee Camp (\$285)

Long-time volleyball referee, trainer, mentor, and outstanding contributor to volleyball officiating, Crystal Lewis provides a scholarship worth the full amount of an Advanced Referee Training Camp (\$285). Additional expenses are the responsibility of the camp applicant. Lewis has had a long involvement in volleyball officiating, and her intent is to open opportunities to a deserving up-and-coming referee. She expects the scholarship recipient to "Pay it Forward" to help other worthy volleyball officials realize the great opportunities and experiences of volleyball officiating.

Matt Manliguis Scholarship for Referee Training Camp (\$250)

After losing a dear referee, line judge and friend to cancer on Dec. 15, 2007, a group of officials from Connecticut decided to memorialize Matt Kalani Manliguis with a camp scholarship. Manliguis, the Hawaiian warrior, or ikaika, fought his 2 ½-year battle with strength, courage, dignity and determination. Each year the Matt Manliguis Camp Scholarship in the amount of \$250 is awarded to a deserving referee attending a Referee Training Camp. Any PAVO member in good standing is eligible to apply.

Professional Associations of Volleyball Officials Scholarship (Two at \$250 each)

PAVO offers two scholarships to attend any of the training camps, with particular attention given to underserved geographic areas and populations.

Application materials can be found at <https://pavo.org/Training/Training-Camps>. Submit all materials by April 15, 2016 to:

Email is preferred: camp.director@pavo.org

OR

Suzanne Dodd
PAVO Camp Director
8 Canvasback Trail
Greenville, SC 29617



USA Volleyball.

by Donna Wigton
Director, International Indoor Scorers

NOW'S THE TIME TO PRACTICE ON THE INTERNATIONAL SCORE SHEET

The Olympics, High Performance and the 2016 Open/PVL championships are fast approaching and now's the time to shake off the rust and get reacquainted with the International score sheet.

Certified and qualified scorers wishing to receive assignments at any of the upcoming competitions should spend some time practicing and getting re-familiarizes with the procedures. Scorers can download the scoresheet and instructions from the internet (Google "FIVB score sheet" and it pops right up) and practice at any tournament. Scorers are highly encouraged to review the instructional Power Point presentation and current USA-International Scorer Manual on VRT (www.VolleyballRefTraining.com). Scorers can also visit www.dataproject.com for training materials on the E-score sheet. Be sure to keep a copy of these practice sheets.

National scorers who want to become qualified on the international sheet should do the same by following the procedures above to learn the score sheet and try it out at a match.

The steps necessary to become a qualified scorer can

be found by visiting the VRT website and clicking on the "Certifications" tab on the tool bar, then the red "Indoor" square, then under the green "scorer" rectangle click "International Indoor Scorer." Once there, read the "To become qualified" section.

Scorers who want to become certified should plan to attend the International Rating and Training Commission clinic, usually given on the day before the USA Volleyball Open Championships start. This year's tournament runs May 27 to June 1 in Orlando.

Watch the April edition of the Official Word for specifics on date and time for the clinic. At that time scorers wishing to become qualified will fill out a short application form. There is no fee for candidates since you are required to print out and bring your own manual. Sometime on May 28, 29, 30 or 31, on the Open or PVL matches, candidates will need to do two practice matches - one on the FIVB sheet, and one on the experimental 6-U sheet - and turn them in to Donna Wigton for review.

I'm looking forward to seeing all of you at one of the tournaments this summer!



It's About Time

by Corny Galdones

Time is money. Invest it well in times of import. Time off is all yours. Besides putting in time to study the rulebook, rules interpretations and nuances of the game in your spare time, feel free to have the time of your life devoid of disgrace. When it's crunch time however, how you spend your time has a major bearing over the course of time on whether you're considered small-time or big-time especially as a first referee.

In our pastime, time is too valuable to waste. Once lost, it's seldom recovered. Arrive ahead of time for a match. On time is late. You can't go wrong following this philosophy. Avoid being known to be tardy or show up in the nick of time. That's a strike against you. What's more, you'll be rushing around pressed for time.

Time is of essence particularly in tournaments. Do you take your sweet time starting and completing matches time after time, leaving the court behind time? Whoever is last to inherit the delay you created probably won't have time for you after being forced to work overtime past supertime, much less bedtime, while in the meantime you left at a decent hour, benefiting from finishing up on another court that others worked hard to keep on time. Have you no consideration? It's high time you reformed your mode of operation. Think of your fellow officials, not just yourself.

Managing a court during pre-match isn't limited to examining the net height, antenna placements and ball pressure. Rather than watching the clock or killing time, note conditions that could hold up the match, putting it behind schedule. Take care of every little detail without making a big deal about it or giving anyone a hard time. Is each playing side the correct dimensions? From time to time, it's been too short or too long. Are the required floor markings present? Are the team benches inside the attack zone, letting a coach sit in an improper area? Does the second referee have room to maneuver around the stanchions

and scorer table? Are there obstructions or safety hazards? Are towels handy in case anything gets wet? The checklist goes on. As the saying goes, a stitch in time saves nine. It saves thine, too.

Start the warm-ups pronto. Every minute adds up. Still, starting early may be restricted. College coaches may be looking at players as well. Feel out the situation. Are all teams involved eager to get going? Is any player being recruited? Can you rock and roll without repercussions? During warm-ups, multitask. Be short and sweet in briefing the work team and checking for legality of uniforms, presence of jewelry and if required, accuracy of team rosters. At the same time, keep an eye on the setters, hitters and passers in their drills to gauge their skill level and surmise the teams' officiating expectations for the match.

Up on the stand, take advantage of the quiet time when the second referee verifies the team lineups to start a set. Police the court periphery and analyze each team. Who's the setter? What's the setter's court position? Who's opposite in rotation to the setter? Add as needed more keys to detect overlaps. Who's adjacent in rotation to the setter? Who are the front row players in service order? You can never have too much information. The more you employ and deploy sensibly, the better official you'll be.

Gather additional data as a player goes back to serve. Is a libero replacement taking place correctly? Is the receiving team ready? What's its passing formation? Is an overlap possible? Similarly, survey the serving team, its defensive setup and a potential screen or overlap. Is its server the correct player? Furthermore, are the line judges in place? Is the second referee tending to a match interruption? If it's a substitution, ascertain who's replacing whom in what court position. By the time the server reaches the back line and turns around to face you, your full court scan should be completed. Blow your whistle immediately and beckon for serve. Biding your time until you and everyone else are good and ready would put even a

Corny's Corner Continued

snail to sleep. Hurry without rushing. Pick up your pace. Energize the action. Keep the players hustling unless they're wards of Father Time. Before you know it, the match is done.

After beckoning for serve, make time to find the setter for each team. Be on your toes, especially on an overpass, for an illegal back row block or attack at the net by a back row setter. Run through your additional rotation inspections. Be done in time to view the service toss for a possible fault.

When play ensues, pretend your eyes are a camera snapping away all the time. Widen your field of vision when the ball is in flight. Narrow it as the ball is being played. Your eyes tracking a ball going up or coming down serves no purpose except when the ceiling becomes a factor. This chasing of the action neither captures premium snapshots nor buys time. Situate so the action comes to you instead. Get ahead of what could occur next by flashing your eyes forward to where the ball is headed, putting imaginary blinders above your eyes. In no time flat after (not during) an attack hit, center on the blockers' hands for the possibility of the ball deflecting off them. Most of the other times, you'll have time to discern the player movements and identify who might play the ball next, preparing you for the offensive and defensive actions that develop. Stop your lens before the ball is contacted to zoom in and focus on only the body surfaces actually touching the ball. Monitor the contact its entire time. Else, it's only a matter of time before you miss a vital call.

Standing the test of time, this visual routine mentally helps to slow time down, enabling you to adapt to the speed of the game and make split-second decisions on ball handling. Ignore efforts and outcomes unusual or ugly along with resultant spin or sound. Basically, the ball cannot be double contacted (i.e., bobbled) except on the first contact of an attack, caught or thrown. Obtain a clear, timely picture every time then read and react. Timing is everything.

When a rally ends, confirm the scoreboard is current and the coaches have no issues. Oftentimes, a coach merely wants to know what happened. Communicate with subtle hand motions to convey what you saw from the stand. This may placate the coach. Then again, it may not, depending on the coach's mood. If you're given a bad time at any time, the coach may need a time-out in one form or another for the time being.

When the match is over, take time to examine the scoresheet even if you're racing against time. Verify at least the scores of each set, match winner and how many sets each team won before signing off on it. Sometimes, the results are missing or recorded wrong, causing heartburn all around. Save yourself the reprimand. Get it right. Finally, secure the game ball. It has legs.

Plenty of time is at your disposal in a match. Are you spending it wisely? Is your officiating prosperous or poor? Time will tell.



PAVO AFFILIATED BOARD CHAIR ASSEMBLY

by Katrina J. Meyer
Executive Director

Each year the annual PAVO Convention is host to the Affiliate Board Chair in-person meeting. In 2015, in Omaha, some 40 of our Board Chairs, 7 members of our Board of Directors, and the entire staff convened to discuss several items of relevance that are affecting our Affiliated Boards, nationwide.

After a few opening comments by Marcia Alterman and a room full of introductions, the floor was turned over to our esteemed legal colleague, Mr. Alan Goldberger. For the second year running, Al has been a primary speaker at this meeting. In 2015 Al focused his presentation on topics related to what he titled "How to be a legally empowered Board Chair." Specifically, Al detailed seven bullet points that included:

- Knowing your board's governing documents.
- Monitoring your board's legal relationships.
- Keeping a toolbox.
- Knowing the difference between a member and an employee.
- Remember that your members have rights, too.
- Defend our board, defend your officials.
- Taking control of your output.

Rounding out the meeting, were in-depth updates with questions and answers related to PAVO's proprietary on-line training program – *iREF* and the newly released PAVO website.

The overall content of this year's meeting was quite informative. About three weeks ago the Central Office distributed a website link to all of our Board Chairs that allowed them 24/7 access to the replay of the meeting. Now we'd like to share it with all of you. If you are interested in hearing, first hand, the full details of the meeting, please visit <http://www.pavoconvention.com/board-chair.html>

If you are a PAVO Affiliate Board Chair and were able to join us in Omaha...thank you. It was great to have you in attendance. If you were unable to attend in 2015, for whatever the reason, I'd like to ask you to consider attending in 2016 when the BCA will once again convene in Columbus, Ohio.



HONE YOUR CRAFT THROUGH PAVO'S MANY TRAINING OPPORTUNITIES

by Donna Carter
Membership Development Director

For volleyball officials, there's never an off season. Even when the whistles and uniforms are put away, training continues year round.

PAVO offers myriad of opportunities for officials to improve and develop their craft, in season and out, from online modules, to camps and clinics to in-person training sessions.

Here are some of the opportunities PAVO members can take advantage of:

Local Association Training Events – Most PAVO-affiliated boards offer grassroots training and certification for referees, line judges and scorers. Many boards hold training events during spring collegiate play dates. Some offer line Judge and/or scorer clinics during the spring that count towards fall certification, including initial certifications, renewal of present certifications, or maintenance requirements for National line judges. The bulk of training events occur in the late summer or early fall, in order to prepare officials for the college season in the fall. You can locate a Board near you by visiting PAVO.org and clicking on the “PAVO Resources” tab.

iREF – PAVO members have free access to *iREF*, a collection of online educational modules on the PAVO website. *iREF* is modeled after a college curriculum, with 100-level modules aimed at entry-level and Apprentice referees, 200 level courses aimed at Local referees, 300-level courses for State referees and 400-level course for National-level officials. Currently, only the 100- and 200-level modules are available with 300-level to be launched soon. When available, State and Local referees will have access (local referees can use the 300 level modules to prepare to obtain a

State certification.) Once the 400-level modules are launched, it will be available to State- and National-level officials.

PAVO Training Camps – PAVO camps are held in a variety of venues, including NCAA collegiate spring tournaments and USAV events. Campers get in-person feedback from experienced officials during and immediately after officiating. Advanced camps also provide videos for campers that include a running dialog by the evaluator, and the ability to go through highlighted clips. In addition evaluation summaries are sent to college conference assignors that the campers request.

NCAA/PAVO Training Clinics – Each summer, just before the start of the collegiate season, PAVO, in conjunction with the NCAA, presents clinics across the country to educate, improve and prepare officials for the upcoming season. The clinics focus on new NCAA rules, techniques and protocols, professionalism, and points of emphasis. Most conferences highly recommend or even require clinic attendance. Clinic attendance is also a requirement for officials hoping to work NCAA post-season play.

PAVO RefSchool – PAVO offers the online testing program to help officials prepare for the women's collegiate season and the NCAA rules exam. For just \$10, referees can practice by answering questions from past and current exams. Practice exams and rule-specific quizzes are available, and the program will track performance and progress. This gives the official the ability to focus on any rules that give them trouble, and the best chance for success on the exam. RefSchool is not included in your PAVO dues.



USA Volleyball.

JOB ANNOUNCEMENT – DIRECTOR, OFFICIALS DEVELOPMENT

About USA Volleyball

Want to work in the Olympic Movement with one of the most successful organizations serving one of the fastest growing and exciting sports in the world? USA Volleyball is the national governing body for beach, indoor and sitting volleyball in the United States with over 300,000 members, responsible for selecting the Olympic and Paralympic volleyball teams. USA Volleyball also supports a network of regional associations, youth and junior programs, national championships, coaching and officials training, grassroots development, and the SafeSport initiative. Visit www.usavolleyball.org for more.

Job Description

The Director, Officials Development shall oversee the creation of a new department for Officials Development to include all disciplines (Beach, Indoor, and Sitting). The Director will lead Officials Development operations, manage the departmental staff, oversee the budget, develop policies, procedures, support systems, and operational programs that will effectively assist all areas of the programs and services. This position is located in Colorado Springs, CO.

Summary of Duties and Responsibilities include but are not necessarily limited to:

- Provide leadership, vision and direction to the department toward the achievement of USAV's Strategic and the Department's Operating Plans
- Supervise staff and provide oversight to those direct reports that have supervisory responsibilities.
- Supervise, manage, and direct the officiating programs and operations of the organization
- Develop, manage, and provide financial oversight of the Officials Development department budgets
- Oversee Officials Development event management for domestic and international events which may include selection of officials, contracts, assignments, housing, and other logistics in cooperation with event staff, consultants and commission chairs
- Oversee the Officials Development Program to include camps, clinics, training, and online learning.
- Serve as a liaison to the Rules Commission, the Officials' Assembly, Administrative Council, and various Commissions
- Seek regular input from all Officials Development stakeholders regarding the quality and relevance of programs and services
- Work with staff members in identifying professional development opportunities
- Conduct at least one informal midyear performance review and an end of year formal performance review meeting with each direct report
- Other duties and projects as assigned

Minimum Qualifications

- Minimum BS/BA in sports management or related field or equivalent work experience
- Minimum 7 years of relevant experience
- Demonstrated supervisory experience
- Possess solid leadership skills with an ability to work effectively and accomplish tasks, projects, and goals through influencing others within a complex organizational structure
- Excellent oral and written communication skills and ability to effectively use office computer programs
- National level officiating experience
- Must successfully pass a USA Volleyball background screening

Desired Qualification

- International and/or multiple disciplinary officiating experience
- Strong understanding of sports and its functions within a complex structure both internationally and domestically
- Previous Regional Volleyball Association (RVA) or other USA Volleyball Affiliate Leadership experience
- Familiarity with database systems for registration, and E-Learning Management Systems (LMS)

Minimum Salary:

\$ 58,600 - Commensurate with experience

USAV also offers a comprehensive benefits package to all full-time employees.

Applications accepted online only. Applications must be received no later than Tuesday, 15 Mar 2016.

<http://usngbjobs.teamworkonline.com/teamwork/jobs/jobskey.cfm?s=volleyball>



USA Volleyball.

by Steve Robb

Chair - USA Indoor International Referees Commission

REPORT FROM THE USA INDOOR INTERNATIONAL REFEREES COMMISSION

The 2015 Indoor International Season proved to be very busy with many events and opportunities for our International Referees.

USA Volleyball hosted many events, including three World League Intercontinental Rounds, the NORCECA Men's Champions World Cup Qualifier, USA Cup and ultimately the World Grand Prix Finals in Omaha this past season. We provided excellent support with not only International Referees, but all other staff inclusive of Referee Managers, Reserve, now called "Challenge Referees", International Scorers, and support staff such as Line Judges, Ball Retrievers and numerous staff to ensure very successful events. Our local organizers and support staff performed very admirably at preparing and completing the events. Reports from the FIVB regarding the USA events were all very positive.

The FIVB Challenge System, Referee and Scorer headsets, coach's bench tablets linked to e-scoresheets were used for many events, and in the initial stages, afforded USA Volleyball to give valuable feedback to the FIVB for improvement.

Our commission, once again, hosted an International Referees Seminar at the Open Championships in Detroit. Special thanks to Dr. Neill Luebke for organizing the seminar. This year we had the opportunity to incorporate our Seminar with the first morning of the Referee Meeting of the International Referees for the NORCECA Champions World Cup Qualifier. All of the Referees, President of the Referees Commission, Technical Commission, and Delegates were in attendance and provided valuable feedback and interaction with our cadre at the seminar.

With Doug Wilson's valuable assistance, as a Referee Delegate and Member of the NORCECA and FIVB Commissions, we provided many recommendations and subsequent nominations to events hosted by both organizations. It's with great pride that we can report that we had many confirmed nominations and international referee representation for: Women's World Club Championships / SUI, NORCECA Men's Champions World Cup Qualifier in Detroit, five USA

and overseas World League intercontinental rounds, USA Volleyball Cups, 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 U18 World Championships/Peru, Women's U23 World Championships / TUR, and representation by our USA International Referees at both the Men's and Women's World Cups.

Robyn Filimaua, Michelle Prater, and Nathan Mahaven were confirmed as International Referees by the FIVB at the 2015 Congress and have received their badges and letters. Congratulations to each of them. Also, at the most recent January Meetings of the FIVB in Lausanne SUI, Bill Thornburgh was confirmed as our newest USA International Referee after completing all the certification requirements.

Last Spring, Doug Wilson also worked as part of the USAV Official's Strategic Planning Group, led by Devonie McLarty, as Chair of the Officials' Assembly, to develop initial planning documentation for an Official's Development Department for USAV in Colorado Springs. Other Group members, representing USAV stakeholders, were USAV officials Suzanne Lowery (international beach officials), Dave Spencer (national officials), and Chad Klunck (regional national officials).

Their work product included an initial overall plan with objectives for the Department for officials' recruitment, training, development, and events' support... with intent for the Department to cover everything from initial officials' start to the end of career at whatever national or international level the official can attain. The Group provided draft position description for the Director first hire; draft organization chart for the Department; and initial year and multi-year implementation suggestions, etc. With the able distilling assistance of Kurtis Larson and Margie Mara, and the advocacy of Doug Beal, the USAV Board has approved this new Department and hires.

I must also commend our International Scorers for their incredible performances and feedback for the most recent international events that have occurred in

the USA this year mentioned above. Their feedback re: the e-score , coach's tablet, and challenge system have proved very beneficial for not only USA Volleyball, but NORCECA and the FIVB as well.

I would be remiss if I did not take a moment to acknowledge the tremendous support of the Indoor International Commission Members: Tom Blue, Doug Wilson, Dr. Neill Luebke, Fred Buehler, and other advisors, for their continued guidance and support.

Finally, just recently, Pati Rolf was nominated and confirmed as a Referee for the 2016 Olympic Games

in Rio, an achievement that is well deserved and for which our Commission is very proud

We're at the early part of a very busy season for 2016. Paul Albright and Pati Rolf have already worked the 2016 NORCECA Men's and Women's Olympic Qualifiers. We anticipate many more nominations of our very well respected USA International Referees for the 2016 NORCECA and FIVB season.

Congratulations are in order for our entire cadre of USA Indoor International Referees and their successes.



LAWTON STILL TREND SETTING

Longtime official named PAVO Honor Award recipient

by Dale Goodwin
Interim Board Member



Terry Lawton is “old school,” but even long time veterans can learn new tricks. Lawton has seen many changes to volleyball during her 36-year career and has kept up with them nicely, thank you.

Lawton began her volleyball officiating career in 1980 and continues today as one of the country’s foremost experts in computerized scoring. She was named the 2015 PAVO Honor Award recipient and in December was inducted as the 25th member of the PAVO Hall of Fame during the PAVO Officials Convention held in conjunction with the NCAA Division I Championship.

One of the lessons Lawton learned early in her career was that giving back to the sport and the friends she loves so much is the best part of the volleyball officiating family.

“I serve as lead official at the annual Volleyball Festival,” Lawton said. “The tradition is to select a junior player to score their age division championship match. One year I noticed a 14-year-old, Alyssa Tate, and selected her that year to score. By chance, the next year I chose a scorer for the 15 year olds, and I chose Alyssa again. She became so indispensable to the tournament that she was hired as an assistant to [tournament head referees]Gloria Cox and Steve Robb.

“She loves scoring and has set as her goal to earn an International scoring certification. In the meantime, she attends college while working as a referee and scorer in the Phoenix area. Last year Alyssa earned her National scoring certification and served as scorer at the 2015 Special Olympics World Games in Los Angeles. I am very proud of my contribution to her achievements and I know she will reach her goals.”

Lawton had her own mentors growing up in the sport,

including Sue Lemaire, who is recognized as one of this country’s most revered referees.

“I moved to Los Angeles in 1979 to work at Cal State Los Angeles, and Sue was the volleyball coach,” Lawton said. “She was an ABO (Affiliated Board of Officials) and USVBA National Referee and the first woman in the world to receive her FIVB (international) rating. She became my mentor.”

Lawton’s officiating experience was further enhanced by her California corps of officials, “who instilled in me a sense of professionalism and the idea of giving back. This naturally developed into a passion for me as I spent thousands of hours in the gym and on the stand. So when it was time to retire from officiating, it was made easier since I knew I could continue as a scorer, now as an e-scorer, teach digital computerized scoring and see my friends.”

Lawton was one of the early presidents of the Affiliated Board of Officials, which later morphed into PAVO. She worked hard to position ABO with the NCAA as its primary officials training affiliate, a relationship that remains strong to this day.

Lawton said she is delighted in seeing PAVO move to a staff-supported organization when Marcia Alterman was named executive director in 1995, not relying exclusively on volunteers as the organization had done since its inception. She also delights in seeing all the electronic training materials available today, such as PowerPoint modules, *iREF*, Ref School, exams, registrations and newsletters. She is grateful that clinics have extended their reach across the country, and training camps are offered every spring.

Lawton said her hope is that PAVO continues to deal effectively with computerized scoring, tablets, headsets, the challenge review system and television, “which make the score table personnel and those behind the cameras more important in the administration of the game. Calling the game seems to be the easiest part of officiating now,” she says.

Lawton is a longtime educator, who earned a Ph.D. in human movement in 1976 from the University of Massachusetts. Her dissertation was on a biomechanical analysis of an Alaskan Husky sled dog racing team.

Lawton served as a counselor at Century High School in the Alhambra Unified School District from 1986-2010, and continues to work for Los Angeles Community College. She has authored a number of publications and presentations in her various fields.

A trip down memory lane with Terry Lawton

Lawton remembers changes in volleyball officiating during her career, 1980-present.

1. Wearing a blue and white striped shirt or a white shirt with a blue collar before the white certified-official shirts along with the new grey and blue shirts
2. PAVO was ABO (Affiliated Board of Officials) and USAV was USVBA
3. Sets were games
4. Points were only scored only by the serving team (Side-out scoring)
5. College tournaments followed the AIAW pool play format
6. The Lawton scoresheet was used everywhere
7. Scorers became scorekeepers but are now scorers again
8. A serve could not touch the net and players could even block it
9. The DCR was a rule book
10. Touching the net at any time was a fault before it was not a net and is now again is a net fault
11. A player could not cross the center line and there was no pursuit rule
12. Line judges did not use flags
13. Officials tested the pressure in the ball by feel and the height of the net by using a string one could reach
14. Coaches took stats by hand, if at all
15. Scorers needed a red and black pen to keep score, not a computer and tablet
16. Everyone had to serve and play every position
17. The Libero was just a substitute
18. Teams had unlimited substitutions or 6 or 12 or 15
19. Coaches could not challenge your calls
20. The Yellow Card was a Red Card and then became a Yellow Card again
21. Everyone attended a clinic with a real person speaking
22. The test was taken with a pen and paper
23. Registration was done by mail
24. Officials paid with cash or check at the match
25. Junior volleyball was in its infancy stage with only a few clubs and small tournaments

PAVO Honor Award Recipients/Hall of Fame Members

2015	Terry Lawton
2014	Anne Pufahl
2013	Steve Thorpe
2012	Crystal Lewis
2011.....	Wally Hendricks
2010	Joan Powell
2009	Mike Carter
2008	Dale Goodwin
2007	Ben Jordan
2006	Pati Rolf
2005	Patti Barrett
2004.....	No recipient
2003	Cathy Davis
2002	Marcia Alterman
2001	Karen Gee
2000	Linda Fletcher
1999	Pete Dunn
1998	Ann Fruechte
1997	Denise Izatt
1996	Milo Moyano
1991-1995.....	No recipient
1990	Ann Casey
1989	Brenda Gelston
1989	Gale House
1988	No recipient
1987	Sue Lemaire
1987	Marty Orner
1983-1986.....	No recipient
1982	Helen Parker



FROM PARENT TO OFFICIAL TO MENTOR, ALBRIGHT WINS 2015 EIS AWARD

*by Chuck Fleet
Board Delegate*



Michael Albright developed his eye for the game as for years he watched his daughter play volleyball. When she stopped playing, Albright kept watching while making the leap from the bleachers to the stand.

His conversion from volleyball parent to referee took place more than 20 years ago and that began his career as a high school, USAV and collegiate official. He took over the Philadelphia Board of Collegiate Volleyball Officials and ran it for 13 years ago until he stepped down last spring. His dedication to training and educating officials were among the reasons Albright was awarded PAVO's 2015 Excellence in Service Award.

"Mike leads by example. He is always prepared and professional," close friend Roy Benasaraf said during a presentation speech at the 2015 PAVO Officials Convention in Omaha. "His leadership is enhanced through his calm demeanor, his ability to truly listen, his capacity for fun and his innate ability to know the most helpful and valuable thing to say at most any time."

Drawing on his days as being a volleyball parent, Albright invested in officials to make them the best they could be. He went out of his way to help younger officials who struggled with rules and mechanics. He often ran local clinics out of his home, those who knew him said.

As technology crept into the game, Albright worked hard to learn and understand its implications and make sure his board members did, too. Albright guided and mentored his board and in the process earned the nickname "W."

"Mike made sure no ref [was] left behind," one board member said.

Although he retired as board chair, Albright remains active as an official, clinician and mentor. And, he's up to something new. This year he's entering his rookie season as a soccer referee.

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