



PRESIDENT'S MESSAGE

Reflections of 2017 PAVO Convention

by Julie Voeck
President

As I begin to prepare for the upcoming 2018 season, my thoughts reflect on the 2017 PAVO Convention held in Kansas City in December in conjunction with the NCAA Women's Volleyball Championships. Although some would say I am biased, I think convention this year was one of best PAVO has offered.

I find that convention is a time to reflect on the season—what worked well and what I can improve on for next year.

Planning for convention takes place throughout the year. Initial preparations actually begin a year in advance beginning at convention in the previous year. Convention attendees are asked to complete a survey about their opinions on sessions including items such as topics and format. These responses inform the development of the content and format for convention for the following year.

Convention sessions include PAVO members, conference coordinators and guest speakers. Each speaker offers different information and experiences that resonate with attendees in individual and personal ways. Here are some of the sessions that provided me with some insight on the past as well as thoughts for the future.

Our keynote speaker, Dr. Lashbrook, has a strong background in sports management including recruiting pro-athletes. His presentation focused on changes coming to the future of sports – particularly in the area of technology. We have seen this as more training has become available on-line, including the PAVO *iREF* program. We have also seen the addition of the challenge review system (CRS), which I expect will continue to grow and expand.

Dr. Robert Doan, also a PAVO referee and line judge, emphasized the importance of deliberate practice.

Continual training with a focus on the specific area in which you are trying to improve, is the key to improved performance.

One of my favorite sessions is the coaches panel. Again this year, several coaches agreed to speak to attendees about their individual coaching philosophies, how they set the foundation for training their teams, and how they compete. It was also insightful to hear their thoughts on cutting edge volleyball issues such as the current state of CRS and where it should go in the future.

Another session I thoroughly enjoy is the video review of tough officiating decisions made by referees across the country. This year Anne Pufahl and Marcia Alterman teamed up to present video clips where our colleagues had challenging situations to address or decisions to make such as tight play at the net in the NCAA tournament. During the session this year there was some extensive discussion about the difference between a block and attack. Several videos showed plays where the referee needed to determine whether a player's first contact would be considered a block—giving that team three more contacts and allowing the same player to make the next contact—or whether the contact should be judged as an attack—leaving the team with only two more contacts. Stay tuned for additional guidance on this hot topic in 2018 clinics.

While I could continue with additional highlights, I'll close with the most important take-away for me. Convention provides a great time to spend with my friends and colleagues and offers opportunities to develop new friendships.

If you were not able to attend convention this year, you can still purchase the electronic version of the sessions by visiting www.pavoconvention.com See you on the volleyball courts.



THE LINE JUDGE'S CORNER

by Tom Berg

The season is now over, and, justifiably, you feel satisfied for achieving many of your goals. Congratulations (!), but now is not the time to ease back too deeply into the Barcalounger and relax too much—the next season starts all too soon! From Thanksgiving to the start of the next collegiate season, nine months will have passed, and we all have experienced how time seemingly, magically, slips through our fingers. Now is the time to initiate the actions that will result in the changes that you want before the next season's start. Just as a pilot reviews an extensive checklist before flight to maximize performance, promote safety, and enhance comfort, consider compiling your personal checklist of what you must and hope to accomplish before the season even starts. Nine months will pass all too quickly.

Starting with ideas that are outside the match itself, some obvious items come to mind that take time to manage. From securing the proper shirts and patches to having your vision checked, from purchasing the flags that you prefer to acquiring a better physique, these items take time and perhaps some extra money. Better to start now rather than three weeks into the season. While these items are easily identifiable, consider how you will improve your performance on the corner next season by working through the summer.

During the non-collegiate season, collegiate line judges have far fewer, and take far fewer, opportunities to hone their craft than their referee and scorer cohorts. Honestly, how many matches will you work on the corner during the off-season? On average, referees work between 35 and 50 matches during the collegiate season whereas line judges are extremely fortunate to work more than 10 matches, excluding postseason. We line judges must do a better job of finding matches to work during the off-season to ensure that our skills do not diminish. Many line judges also referee during the USA Volleyball club season, improving their R1 and R2 skill sets, which is admirable. However, how many line judges-turned-referees will, after working six, seven, or eight

matches a day during a week-long tournament, grab a flag and work the corner during an off-hour or especially on the last day when a long road trip or flight home awaits? We do our sport a disservice by thinking that our local university's or college's pre-season scrimmage is enough to grind off the off-season rust and consider ourselves ready to work.

Line judge best practices direct us to “warm up the eyes” during the teams' individual pre-match court time starting at 11:00 on the clock. Consider doing more with the time than watching a team hit, especially when the team is hitting into the opposite court. Get your eyes to the top of the net to assess where the defenders' hands might be, notice how fast the ball ricochets from a defender or attacker into the antenna, and imagine how quickly you must move up the sideline or end line to see a ball drop and the potential pancake.

Personally, I use the opposite team's hitting drills as my personal “anti-flinching” drill and to assert my “steadiness” in the corner. If a team is using two (or three!) hitting lines, you have no appreciable means by which to judge a ball in/out on any line while simultaneously being worried about being beamed in the noggin. So, take the time to establish how close you can allow a ball to pass near you without flinching. If an attacked ball on a crucial line shot coming towards you truly does not pose a danger, flinching does not inspire confidence in your R1, not to mention, coaches, players, fans, or assignors. The only way to assess how you handle flinching is to have balls speeding past you in close proximity.

ust as the players have become faster, stronger, and more agile in executing complex plays crafted by coaches dedicated to the sport, we line judges must become increasingly more capable in our movement, judgment, and actions. We cannot sit idly for nine months and expect to perform at our best on day one, and we should not expect anyone who loves the sport to wait for us to reach our best potential midway into the season. Let us be deliberate in what we do!



POSTSEASON ASSIGNING AND PAVO

by Katy Meyer
Executive Director

Special Note: For a complete listing of all 2017 Collegiate Volleyball Championship Officials, please read, Kudos to Our Postseason Officials, in this edition of The Official Word.



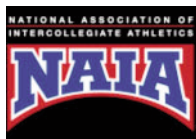
2017 National Invitational Volleyball Championship (NIVC) Tournament:

Revived in 2017 after its six-year run from 1989-1995, the 2017 National Invitational Volleyball Championship (NIVC) Tournament commenced its first rounds of competition in late November. The 32-team, DI Tournament culminated on December 12 when the Rebels of Ole Miss were crowned the 2017 NIVC Champions. And through it all, PAVO Certified Officials (both referees and line judges), along with highly qualified scorers and other support crew, were trusted to ensure a safe competitive environment and fair play for all participants! The assigning process was, in fact, a team effort, with Marcia Alterman serving the process as the Primary Assignor. A collaborative relationship with the National Coordinator was an invaluable tool in making the 2017 assignments; and, Conference Coordinators were offered an opportunity to recommend officials, in addition to those nominated to NCAA postseason. Anyone nominated to the NCAA who was not assigned to an NCAA site was made available to PAVO for NIVC assignment. Those efforts resulted in over 200 referees and 250 line judges in the potential assignment pool.

NIVC Assignments by the numbers:

Total Number of Matches Assigned:	31
Total Number of Individuals Assigned:	58
Men	39
Women	19
Total Number of Assignments Made	124
PAVO Certification Level (Referee):	
National	27
State	3
PAVO Certification Level (Line Judge):	
National	13
Basic	15

Finally, an added thank you to Rachael Stringer for all of her behind the scenes work, to the individuals who agreed to serve on the National Protest Committee (Anne Pufahl, Marcia Alterman, Steve Thorpe, Julie Voeck, and Rachael Stringer), and to the various officials who served as a Crew Chief at each site.



2017 NAIA Women's Volleyball Championship Tournament:

Again in 2017 and under the continued leadership of Julie Voeck, PAVO accepted the responsibility to assign the referees for the 2017 NAIA National Championship Tournament in Sioux City, Iowa. This nearly week-long volleyball journey, which culminated with the Blue Raiders of Lindsey Wilson (KY) claiming its first national title in the team's first ever trip to the national championship match, paired twelve well-qualified PAVO certified referees with some very exciting and challenging collegiate women's volleyball!

NAIA Assignments by the numbers:

Total Number of Individuals Assigned:	13
Referees	12
Coordinator of Officials	1
Men	5
Women	7
PAVO Certification Level (Referee):	
National	11
State	1



by Donna Carter

This fall the *IREF* committee began developing several new modules that focus attention on helping us interact with other members of our team. These modules include:

- 2 new modules for referees working with line judges
- 2 modules to help referees find errors on written scoresheets
- A module designed to help us get the most out of our post-match debriefings
- A great module on rotations that will help us visualize normal rotations and find problem areas quicker.

In addition to these modules, we are also working on a handful of new REF Talks which were recorded at the 2017 PAVO Convention in Kansas City along with several new Master Class modules.

We hope to have the new modules up during the spring or summer of 2018. Thank you to the committee members for their diligence and hard work in finishing these modules.

We have a great team full of hard workers!



PAVO CAMPS

Scholarships Contribute to Continued Growth

by Suzanne Dodd

One of PAVO's main training arms is the Camps Division. Every year, up to 80 campers pay their way to attend a training camp. Participants are responsible for all expenses. That's why scholarships are awarded at all camp levels—to make this experience affordable to anyone who wants to attend.

In 2017 the PAVO Board of Directors approved three additional scholarships to be awarded to younger, newer officials. These new scholarships added to the previous PAVO scholarships and two privately funded scholarships made a total of seven scholarships available for 2017. The total value was \$2100!

Congratulations to the following 2017 camp scholarship recipients!

Lisa Paull	Lewis Development Scholarship for Advanced Referee Camp (\$300)
Paula McNerney	Matt Manliguis Scholarship for Referee Training Camp (\$300)
Alex Grycowski	PAVO Scholarship (\$300)
Dave Jones	PAVO Scholarship (\$300)
Ashley Howerter	PAVO Scholarship (\$300)
Mary Gray	PAVO Scholarship (\$300)
Erin Johansson	PAVO Scholarship (\$300)

Details regarding the 2018 camps will be coming soon. PAVO is excited to return to Houston for an Advanced Referee Camp on April 13-14. This tournament is held in a great facility with tough competition from numerous Division I teams. Start making your plans now!

Look for other camps scattered around the country to emphasize new rules (if any), points of emphasis, and CRS training. Announcements will be made just as soon as the schedule is confirmed.



KUDOS TO OUR 2017 POSTSEASON OFFICIALS

by Katy Meyer
Executive Director

Postseason assignment is a tremendous professional achievement and is the result of the hard work and commitment required to progress so deep into a season. These are earned opportunities and are the result of an entire body of work. It is an honor to recognize the eight individuals who earned selection as referees and line judges for the 2017 NCAA DI Women's Volleyball National Championship. These men and women demonstrated the very essence of officiating professionalism while displaying their confidence, humanity, and humility. CONGRATULATIONS on a job well done!

Championship Officials (L-R)

- Michael O'Connor, Referee
- Margie Ray, Referee
- Ruchelle Dunwoody, Line Judge
- Rena Smith, Line Judge
- Devonie McLarty, Referee
- Brian Hemelgarn, Referee
- Tom Ulibarri, Line Judge
- Henry Chen, Line Judge



**Semifinal Match 1
Penn State and Nebraska
Referees and Line Judges**



Devonie McLarty



Brian Hemelgarn

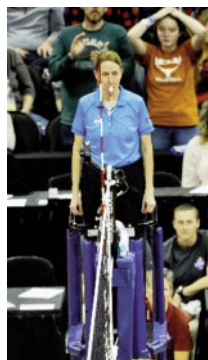


Henry Chen

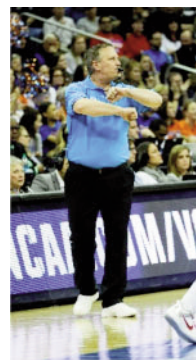


Ruchelle Dunwoody

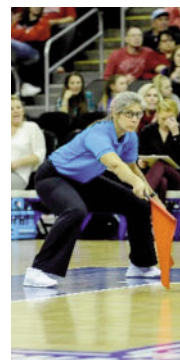
**Semifinal Match 2
Florida and Stanford
Referees and Line Judges**



Margie Ray



Michael O'Connor



Rena Smith



Tom Ulibarri

**2017 Championship Match Officials
Nebraska and Florida**

Margie Ray (R1), Brian Hemelgarn (R2), Ruchelle Dunwoody (LJ), and Rena Smith (LJ)
Lisa Madsen (SK), Lisa Kresha (AS)



2017 PAVO CONVENTION ~ IT'S SHOWTIME, YOU DESERVE THIS!

by Donna Carter
Director of Membership Development



A personal note of THANKS to the 200 attendees at this year's event! Thank you for taking time away from your families and other responsibilities to join your comrades-in-arms for 3 days of education, networking, and fellowship! As an organization, PAVO is very fortunate to have such a passionate and caring membership. To those attendees who made time to complete the evaluations, I also say thank you. We are listening.

Kansas City was a fabulous host city for the 22nd annual PAVO Convention. Over 200 attendees shared in this unique professional setting while learning and networking together, and being treated to some of the most spectacular women's volleyball competition that the collegiate sport has to offer.

The annual PAVO Convention offers a series of presentations targeted at an official's personal and professional growth, and it is my hope that all who participate do so with an open mind and an engaging spirit. Attendees are assured to hear from great minds and influential people from across the collegiate volleyball and elite sports landscapes.

This year's Wednesday night Welcome Reception and Social was a great success, thanks to the invaluable support of the Greater Kansas City Board of Volleyball Officials, Brian Heaton Software, LLC, the Greater Kansas City Officials' Association, and Southwest Missouri Collegiate Volleyball Officials. Nestled atop the Crowne Plaza Downtown Kansas City (...and that view...) guests were kept entertained by a live DJ and drawings, while indulging in a seemingly endless buffet of tapas. The evening's activities were topped off with a complimentary Plaza Lights excursion.

Thursday kicked off with a welcome from our Executive Director, Katy Meyer, and our President, Julie Voeck. The Executive Director's commencement included an 'Opening Rewind', as well as a video message from Mr. Jeff Fisher (former NFL player and head coach). A very well received President's welcome included an abbreviated 'meet-and-greet' icebreaker. The remainder of Thursday's convention scheduled included presentations from our Keynote

Speaker, Dr. Lynn Lashbrook, and featured speakers, Dr. Robert Doan and Attorney-at-Law, Mr. Alan Goldberger.

Derived from his over 40 years of professional and teaching experience in the Sports Management industry, Dr. Lynn Lashbrook's high-energy, multi-faceted keynote presentation centered on helping others strategize and reach their career goals in the world of sports. Up next was Dr. Robert Doan. Using fundamental principles and content of the deliberate practice framework, Dr. Doan dedicated his time with the audience on how to improve their volleyball officiating skills. Then came one of the most provocative and popular sessions at convention, the moderated coaches panel. Thoughtfully, Suzanne Dodd (moderator) guided a panel of three head coaches (Michaela Franklin from Clemson University, Chad Hanson from Dordt College, and Danny Miller from Averett University) in discussion involving the major issues of the day. Coaches were encouraged to speak openly about their philosophies, expectations, and likes and dislikes ~ in an effort to allow the audience to see the game from their point of view. After a much-deserved break for lunch, the afternoon sessions commenced with a presentation from Mr. Al Goldberger. Al is a veteran presenter at the PAVO Convention and is committed to providing attendees with an experienced legal perspective on issues that officials are sure to encounter. 2017 was no different. The final convention sessions of day one were the three bonus sessions. Mary Faragher and Harold Webber shared 'tricks-of-the-trade' for memorizing complete line-ups and tracking setters (in a classroom setting), Suzanne Lowry and Keith Murlless shared their insights on the opportunities and expectations of beach volleyball officiating, while Michelle Prater and Kim Jackson concentrated their discussion on the 'nuts-and-bolts' of CRS.

Friday's convention activities were preceded by a continental breakfast and omelet station sponsored by USA Volleyball. Fully nourished, attendees were treated to some time with another of our featured speakers, Kathy Nelson. Kathy is the President and CEO of the Kansas City Sports Commission and her Sport of Leadership presentation both chronicled her

career in male-dominated fields such as sports reporting, and featured her key leadership tips, lessons, and mistakes. Attendees then headed to another section of the Kansas City Convention Center for three on-court sessions focusing on Ball Handling (Joan Powell and Rachael Stringer), Tracking Setters and Recognizing Overlaps (Mary Faragher), and Play at the Net (Julie Voeck, Landry Homsher, and Brett Myres). The on-court, multiple topic setting has fast become a popular addition to convention. All three sessions provided valuable, visible techniques that are hard to demonstrate in a classroom.

Friday night culminated with the Sports Imports Social and Awards Recognition and Semifinal Analysis presented by VolleyMetrics ~ powered by Hudl, where the recipients of the Excellence in Service Award (EIS) and the Honor Award were announced. The recipient of the 2017 Excellence in Service Award is Mr. Ray Mink. Ray is the Board Chair for the Pacific Board of Volleyball Officials (a PAVO Affiliated Board). The recipient of the 2017 Honor Award is Ms. Mary Faragher (member, Kansas Association of Volleyball

Officials). This evening pinnacle with video of the two semifinal matches coupled with analysis and discussion led by Marcia Alterman and Steve Thorpe (NCAA National Coordinator), and including the DI Championship Officiating Crew.

Saturday kicked off with the Tachikara sponsored breakfast, followed by a high-energy, no-holds-barred moderated panel titled, Media and Officiating ~ It Really Is Showtime! In an entertaining, insightful, and honest forum, Joan Powell guided this conversational journey with two of today's most visible volleyball sportscasters ~ Anne-Marie Anderson and Kevin Barnett. Another moderated panel followed. Designed to shed light on the impact of CRS on the various constituents of today's game of volleyball, Katy Meyer guided conversation with some of the most influential contributors to and experienced users of CRS. Rounding out a powerful lineup of speakers and content, the final session of the 2017 convention was the always-popular video analysis by Marcia Alterman and Anne Pufahl ~ Stranger Things.

Convention by the numbers

Number of Attendees:	200	Sessions (individual topic)	17
Full-Convention	189	Speakers/Presenters	22
Mini-Convention	11		

5 Most Popular Sessions (by topic, based on attendee evaluations)

Stranger Things

presented by Marcia Alterman and Anne Pufahl

Media and Officiating: It Really is Showtime!

presented by Joan Powell, Anne-Marie Anderson, and Kevin Barnett

CRS, The Nuts and Bolts

presented by Michelle Prater and Kim Jackson

The Challenge Review System, A View From My Seat

presented by Katy Meyer, Steve Thorpe, Melinda Voorhies, Kaili Kimura, and Mike Hamilton

Semifinal Analysis

presented by Marcia Alterman and Steve Thorpe

The PAVO Convention Committee is already back in action preparing for 2018's convention in Minneapolis, Minnesota. Save the dates NOW, and plan to join us December 12-15, 2018.



PAVO Board of Directors/Staff

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

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Jung Park , Finance Director	Joan Powell , NCAA/PAVO Clinic Co-Dir	Anne Pufahl , NCAA/PAVO Clinic Co-Dir.
Bill Thornburgh , Director-at-Large	Mara Wager , National Rating Team Dir.	

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Katy Meyer , Executive Director	Miki Kennedy , Membership Services	Marcia Alterman , Executive Consultant
Rachael Stringer , Executive Coordinator		



USAV Officials Commission/Assembly

www.usavolleyball.org

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Chad Klunck , Director, RVA Indoor Officials Development	Tony Chan , At-Large Beach Assembly Officials Representative
Bill Thornburgh , Director, Indoor Materials & Training Dvlpmt	TBD - At-Large RVA Beach Officials Representative
Donnie Goodwin , At-Large RVA Ref Representative	
Pati Rolf , At-Large National Indoor Referee Representative	Kathy Ferraraccio , Indoor Officials Consultant
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