



PRESIDENT'S MESSAGE

The Importance of Continued Professional Development

by Julie Voeck
President

I am often asked by referees at all levels whether they should attend the annual PAVO Convention or attend a spring PAVO training camp. The PAVO Convention and the spring training camps are two of PAVO's premier programs that provide continued professional development. So, my answer is always, "Yes! You should attend these events."

But why is professional development important? Why does it matter?

Professional development is important because it ensures you continue to be competent in your profession. It is an ongoing process and should continue throughout a referee's career. It delivers benefits to you as an individual and to your profession. It can deliver a deeper understanding of what it means to be in our profession, along with a greater appreciation of the implications and impacts of your work.

This is true for referees of all certification levels. You have not completed your learning and training because you have finally reached that ultimate goal of obtaining a national patch. Nor is your work complete once you've been selected to be part of the staff in collegiate conferences or received a post-season assignment.

It's fair to say the first part of your mission is well and truly accomplished by achieving these goals. It's okay to congratulate yourself for achieving those goals. Find time for humility in your officiating accomplishments, and remember that professional development can keep you from lagging behind your colleagues. This applies to new national officials and referees with many years of experience.

Professional development ensures your personal capabilities keep pace with the current standards of others in the same field. This means keeping up with online training such as *iREF* and regularly reviewing and studying of training materials and information posted on the NCAA Central Hub. By committing to continuing development throughout your career, you maintain and enhance the knowledge and skills to meet the expectations of customers and the

requirements of our profession.

Continued development ensures that you and your knowledge stay relevant and up to date. The pace of change is probably faster than it's ever been. Take the new challenge review system (CRS) that has been added to our game. If you don't embrace the changes to our game and just stand still, you will get left behind, as the currency of your knowledge and skills will become outdated. Continued change is the new normal that we live and work in.

PAVO and the NCAA require certain training such as attending an annual clinic, taking the exam, and reviewing material on the NCAA Central Hub. It remains a core personal responsibility of referees to keep their knowledge and skills current.

But professional development should also be engaging and fun. Besides additional opportunities for learning, attending the PAVO Convention is fun and provides excellent social and networking opportunities. The PAVO Convention includes evening social opportunities to meet with industry colleagues and the opportunity to watch some of the best women's volleyball teams as they compete in the semifinal and final matches of the NCAA Division I Women's Volleyball Championship. It provides numerous opportunities to maintain existing relationships and create new ones.

Besides great volleyball matches and fun social opportunities, the Convention offers three days of great training sessions and opportunities for referees to share their experience. Experience is a great teacher. Exposure to experiences of others in our industry opens you up to new possibilities, new knowledge, and new skill areas.

The importance of continued professional development should not be underestimated—it is a career-long obligation for all referees. I hope to see many of you at the PAVO Convention in Kansas City in December. "IT'S SHOWTIME! ~ You Deserve This.

See you on the volleyball courts.

It's SHOWTIME!



2017 PAVO Convention

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**KANSAS CITY, MO
DECEMBER 13-16**

REGISTER TODAY ▶

Early Bird Registration Ends 11/15/17



USA Volleyball.

by Michelle Prater - Director Referee Evaluation & Certification
Ross Erickson - Assistant Director Referee Evaluation & Certification

NEW NATIONAL AND JUNIOR NATIONAL REFEREES

Another rating session in the books. The National Rating Team certified 17 new national referees in Columbus, OH and 42 new junior national referees in Minneapolis, MN. Ross and I would like to thank everyone for their continued support and the raters for a job well done.

The Shadow a Rater Program continues to be a success. We had six national referees shadow for two days. This program is design to help national referees that are leaders in their region to gain knowledge to take back to their region and help up and coming referees.

Participates: Joya Teter, Rebecca Johannes, Chad Zimmerman, Sergio Gonzalez, Scott Thompson, Jim Feickert

The re-evaluations continue to be a high priority. The National Rating Team was able to complete 206 evaluations over the four national championships this year.

THANK YOU TO THE NATIONAL RATING TEAM:
Devonie, McLarty, Brian Hemelgarn, Paul Albright, Darin Clark, Stacey Weitzel, Kathy Ferraraccio, Carlos Rodriguez, Scott Atkinson, Doug Darling, Denis Bergdstedt, Jung Park, Bill Thornburgh, Clark Radcliffe, Carla Bunner, Stephen Shepherd, Wade Brence, Jeff McKinney, Eric Hoffman, Thomas Joseph, Mark Prater, Steve Kenyon, Steve Webster, Bob Kyle, Ryan Tighe, Brett Myres, Angelle Simms, Brad Aaberg, Kevin Cull

On behalf of the USAV Officials' Commission, please join me with a great big "Congratulations!" to our new Junior National and National referees. Your journey has just begun. We encourage you to continue working hard to improve your officiating skills and to reach other officiating goals. Remember you did not do this on your own. Make sure to thank the people that helped you along the way and to continue to give back to your region.



NATIONAL REFEREES

NAME	REGION
Michael Allen	North Texas
Robyn Buck	Pudget Sound
Patrick Burns	New England
Torand Cheltenham	Southern Calafornia
Marek Fracz	Great Lakes
April Fricke	Lone Star
Dana Fuller	Pioneer
Antonio King	Rocky Mountain
Krystian Krzyzak	Great Lakes
Donald Leckey	Ohio Valley
Candida Mallo	Rocky Mountain
Andrew (Andy) Martin	Gateway
Eric Ngai	New England
Luke Reynolds	Lakeshore
Rene' Marcellus Simon	Southern California
Rachana Tan	Southern California
Matthew (Matt) Zatchey	Ohio Valley



JUNIOR NATIONAL REFEREES

NAME	REGION
Brian Acheson	New England
Rhine Almonacy	Garden Empire
Michael Aoa	Southern
Mark Berman	Badger
Kirsten Boessneck	Palmetto
Gerry Brisco	North Country
Robin Burton	Southern California
Daniel Carp	Florida
Steve Channell	Southern
Alfredo Cox	Florida
Lauren Dennard	Sun Country
Douglas Dunkle	Chesapeake
Ryan Feickert	Arizona
Julie Fortin-Klahn	Iowa
Rebecca (Becky) Garcia	Chesapeake
Deborah (Debbie) Garcia	Sun Country
Hyman Gibson	Southern California
Brian Guilford	Iowa
Johnny Guterwill	Palmetto
Bryan Hall	Northern California
Roger Heffner	Gateway
Thomas (Tom) Hurst	Columbia Empire
Sondra Johnson	Chesapeake
Mary Kylander	Old Dominion
Jens Lindner	North Country
Marcus Luna	Lone Star
James Mahlen	Lone Star
Julie Meining	Rocky Mountain
Christle Miersma	Lone Star
Kathy Nguyen	Southern California
Benjamin (Ben) Piper	North Texas
Wesley Radigan	Southern
Brent Reichert	Arizona
Amanda Rossman	Arizona
Michael Sanderson	Delta
Brian Saterfield	Ohio Valley
Michaelene (Micki) Soliven	Bayou
David Travers	Iroquois Empire
Deana Van Story	North Texas
Jim Vitro	Rocky Mountain
Steven Wohlschlaeger	Lone Star
Barry Woosley II	Pioneer



ELECTION RESULTS – DIRECTOR-AT-LARGE POSITION

*by Tammy Dotson
Board Member*

The election results are in! Thank you to everyone who voted in our multi-tiered election process.

Please join in welcoming Suzanne Lowry as the new Director-at-Large on the PAVO Board of Directors. Suzanne brings a great deal of experience in executive leadership combined with her years of volleyball achievements ranging from receiving a 2009 Hall of Fame induction at College of Charleston for volleyball to officiating the 2014 NCAA Women's Indoor Volleyball Championship and 2016 NCAA Women's Beach Volleyball Championship. Suzanne officially begins her first term of service on January 1, 2018.

In welcoming Suzanne, we say good-bye to Donnie Goodwin. Donnie has been with the PAVO Board of Directors for two consecutive service terms. During his time, he enjoyed working with the PAVO Board and values the relationships built over the last several years. Donnie's work with PAVO members has been evident in his dedication to every member interested in enhancing their skills and seeking continued growth in their officiating careers. Please join us in thanking Donnie for his outstanding service to PAVO.

Both Suzanne and Donnie will be in Kansas City for the 2017 PAVO Convention giving attendees the opportunity to provide a personal greeting to each of them!



ATTENTION NATIONAL AND JUNIOR NATIONAL REFEREE CANDIDATES

*by Michelle Prater - Director Referee Evaluation & Certification
Ross Erickson - Assistant Director Referee Evaluation & Certification*

It is again that time of year when you start wondering if you have what it takes to become a Junior National or National referee.

For National referee candidates, the rating session will take place at 2018 Girls' 18's Junior National

Championships at the Anaheim Convention Center in Anaheim, CA, on April 27 – April 29.

For Junior National referee candidates, the rating session will take place at GJNC in Detroit, MI, on June 25 - July 4, 2018.



2017 NCAA/PAVO EXAM WRAP-UP

by *Brian Hemelgarn*
Director of Examinations

I hope you found the 2017 NCAA/PAVO exams to be helpful tools as you prepared for this fall collegiate season. I'm pleased to say that there were a very minimal number of "technical" issues with the exams this year. That means our effort to improve the quality, presentation, and delivery of the exams is working! We'll keep moving in that direction so that access to our exams is as easy as possible. And with the help of the exam committees, we will continue to strive toward making the exam questions concise and straightforward—we don't want any "gotcha!" questions which might make test-takers stumble.

Regarding our exam question bank, I would like to thank those who have responded to the PAVO e-blast requesting folks to submit interesting match scenarios that they've encountered this season. Keep sending 'em in! Each situation an official encounters presents a learning opportunity for all of us.

Speaking of learning opportunities, don't let the exams be the only reason you do some studying during the season! As we get further into the season, many of us turn on the cruise control or autopilot and just coast through the end of the season. Don't fall into that trap! The end of the season is when we need to be at our best—just like the teams we are officiating. Continue

studying the rules book, especially as you encounter those unusual match situations. Additionally, the NCAA Central Hub is a key place to advance your rules study by scouring the rules interpretation bulletins, the Line Judge Corner, and the National Coordinator Notes, among other featured sections. (Incidentally, rules interpretation bulletins and other Central Hub resources are often the basis for future exam questions.) And don't forget **RefSchool!** It's a good way to stay sharp from the beginning of the season until the end.

In January, I will have some exam statistics to share with our cadre. The stats help the exam committee identify problem areas—either with the wording or clarity of a question, or in some cases with a rule itself. If there's a rule that people struggle with, that rule often becomes a point of emphasis in future clinics. So, our exams not only help our officials prepare for the upcoming season, they also help our National Coordinator and Secretary-Rules Editor, among others, determine where we might need to focus some extra attention.

Continue being a student of the rules and of the game. I wish you much success as you finish the season and head into post-season!



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