



by Julie Voeck  
President

## PRESIDENTS MESSAGE

### Get the Word Out: Officiating Is Cool

Last year at its annual summit, the National Association of Sports Officials (NASO) held a session on recruiting officials. The session was moderated by PAVO board member, Joan Powell.

The session featured a panel focused on recruiting and getting more people interested in officiating. Here are some of the suggestions discussed during the session.

#### How They Got Their Start

The panel discussed how they got their start in officiating and offered suggestions on ways to get others to “catch the officiating bug.” The panel shared their personal stories with enthusiasm and excitement. Some started in college, while others started much younger including one panelist who began officiating with this father to spend more time together on weekends.

#### Reaching Out to the Young Crowd

The panelists talked about the need to reach out to the twenty-somethings and perhaps younger folks to consider officiating. Personalizing officiating is important – such as sharing your story on how you got started. Let people know that officials are an important part of the game—just like a coach or a player. The game needs someone to enforce the rules—that is why officials need to be part of the game.

Younger people may also be interested in a few extra dollars if they are just getting out of college or needing to pay bills. Officiating can provide some additional income to cover some of those expenses.

Also, use twenty-somethings to help recruit young officials. Recruiting should not come solely from retired officials—add some variety and people they can relate to.

#### Get the Message Out

It’s all of our jobs to recruit more officials. Recruit officials from other sports. Recruit friends and youth in your area.

Make sure you make them feel welcome. That means training them and providing a mentor. Don’t just send them to court 37 all day and expect they will survive. Use the people in your area that are interested in teaching and training.

Some of the best recruiters of officials are officials themselves. Younger officials who have been officiating for a few years and enjoy officiating can be great ambassadors for officiating.

#### Other Target Groups

Where else should we look for new officials?

Former players are a natural group to turn to for new officials. Players naturally love being on the court playing. Officiating provides the opportunity to be on the court in a different role.

Parents can offer another potential group of officials. Parents have some life skills to contribute to the game and have been part of watching their children compete as athletes.

#### Advice to New Officials

The session ended with the advice for new officials. One of the key suggestions included being patient. Officiating takes time to learn. Also, don’t focus completely on advancement. Take time to learn and enjoy officiating along the way. If you hit a plateau in your career, especially if you are always used to achieving, don’t let that be a deterrent. Remain positive in all your officiating.

We all need to get the word out that officiating is cool—come join us.



## 2017 HONOR AWARD RECIPIENT

by Tammy Dotson



Mary Faragher is a dedicated professional at the highest level in the volleyball community, and she is the 2017 PAVO Honor Award recipient. Over her volleyball career, Mary has contributed to promoting officiating with PAVO for over 20 years.

Mary became a PAVO National official in 1996 and has served on the ABO/PAVO Board of

Directors, PAVO/KAVO Board, and most recently served as the Co-Coordinator of Officials for the 2017 NJCAA Division I Championship. These positions are just the tip of the iceberg on the impact that she has had on the officiating community. Not only has Mary served on various boards, but she continues to mentor individual officials, provide training and ratings for officials, assist with line judge and scorers clinics, and write articles. She has also co-authored various published training materials in periodicals of national scope related to volleyball officiating.

On the court, Mary continues to officiate women's NCAA Division I volleyball. She has officiated in the NCAA Division I post-season tournaments and has received various accolades and awards over her career. In watching Mary officiate matches in the Big Ten, she handles the storm of a match with a quiet reserve and the highest level of professionalism. Her ability to navigate through a match gives credibility to

her leadership and knowledge of the game which in turn gives weight to the level of respect she has earned from her officiating colleagues, collegiate coaches, and players. To me, she is one of the nicest officials that I have had the pleasure to meet. She sets a high standard of conduct both on and off the court, and she does this by leading by example.

One of those colleagues is Marcia Alterman who had this to add on behalf of Mary. "Mary is the epitome of what we look for in an official. She's the consummate professional, conscientious, and knowledgeable. But even more importantly, she has always been willing to mentor others and give back – for example, through her PAVO leadership. For those reasons, and many others, she is very deserving of the PAVO Honor Award."

Mary currently resides with her family in Wichita, Kansas. She is a nurse practitioner and also teaches nursing at Wichita State. Mary's pleasant demeanor provides her with the ability to teach, train, and relate with individuals at all levels. This strength is demonstrated both on and off the court. Her dedication and enjoyment from officiating has had a direct impact on her daughter Molly. Molly has been affiliated with PAVO since 2015 and is a regular volunteer assistant at the annual PAVO Convention. Mary has gifted a great tradition and legacy to her daughter and to countless others in the officiating community.

Join me in congratulating Mary on receiving the 2017 PAVO Honor Award and thanking her for her endless dedication and pursuit of promoting the education of officiating.

**PAVO Honor Award  
Recipients/Hall of Fame Members**

2017 - Mary Faragher

2016 - Verna Klubnikin  
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  
2003 - Cathy Davis  
2002 - Marcia Alterman  
2001 - Karen Gee  
2000 - Linda Fletcher  
1999 - Pete Dunn  
1998 - Ann Fruechte

1997 - Denise Izatt  
1996 - Milo Moyano  
1990 - Ann Casey  
1989 - Brenda Gelston  
1989 - Gale House  
1988 - No recipient  
1987 - Sue Lemaire  
1987 - Marty Orner  
1982 - Helen Parker



## 2017 EXCELLENCE IN SERVICE AWARD RECIPIENT

by Tammy Dotson



The PAVO Excellence in Service Award was established to honor PAVO members who give generously of their time. Please join me in congratulating the 2017 Excellence in Service Award recipient, Ray Mink.

Ray is a PAVO National official who currently resides in Fremont, California, and serves as chair of the PAVO Pacific Sierra Board of Officials (PSBO). He has been affiliated with PAVO/PSBO since 2008. During this time, he has been active in contributing in any way he can to enhance the education, training, and mentoring for current and new officials. Ray is high energy and uses that energy to increase the number of volleyball officials and line judges through organized training events and programs.

Ray was instrumental in the early establishment of line judge requirements, including encouraging PAVO membership and certification and providing on-court training and observation. In combining his love for officiating and dedication to enhancing the skill level for officials, Ray has incorporated creative ways to advance the level of training. One example is the PSBO Guest Referee Program that provides the opportunity for a new member to receive training through on-court experience and feedback from a veteran official. This type of training allows for participation and growth for both the new and veteran official.

In speaking with Ray I asked him what words of advice he would share with new or current officials. He stated, "On or off the court, just be true to yourself and continue working hard." This is great advice from a veteran who continues to give of himself to help others achieve their goals.

Thank you Ray for your tireless efforts and contributions!



**USA Volleyball.**

*by Rachael Stringer*

## NATIONAL SCORER NEWS

The national scorer application is now available, if you are interested in becoming a USA Volleyball National Scorer. Instructions and samples are posted at [https://volleyballreftraining.com/resources\\_applications.php](https://volleyballreftraining.com/resources_applications.php) under National Scorer Apps. The deadline for applications is Sunday, April 1, 2018, at midnight.

The National Scorer ratings will be held at the Boys' Junior National Championships in Phoenix, Arizona,

on July 2-4. If you have questions or need additional information, please contact Rachael Stringer, Director, National Indoor Scorer Evaluation & Certification, at [rstringer12@gmail.com](mailto:rstringer12@gmail.com).

If you are a current National Scorer, I encourage you to join us for the 2018 Open National Championships on May 25-30 in Dallas, Texas. This is always a great event, and we look forward to your participation!



## PAVO CONVENTION – EVALUATIONS ARE IN!

by Donna Carter

After another great PAVO Convention in Kansas City, the contents of all evaluation sheets have been entered into a spreadsheet—yes, ALL OF THEM. Each and every comment from attendees are hand-entered into a spreadsheet, to be reviewed and analyzed, in order to help us know what we did right and discover how we can do better. During any Convention, there are some things that we can control, and many things that we cannot control. We wanted to address some of the concerns from the most recent Convention.

1. Location – We have no control over the location of the Convention from year to year, because the NCAA selects the host cities with no input from PAVO.
2. Cost – We realize that the expenses mount up at an event like this! PAVO strives to keep registration fees reasonable, and we are less expensive than most comparable conventions/seminars. Banquet and A/V costs at hotels are amazingly high and continue to rise. This year, each breakfast offered cost PAVO approximately \$26 per person, and the Social/Semifinal Analysis was approximately \$33 per person! And the cost for A/V averaged over \$100 per person. In fact, the cost per attendee is actually MORE than the registration fee, so rather than making money, PAVO actually subsidizes the convention. We will continue to try to find sponsors who can absorb some of those expenses.
3. Line Judge content – Several folks pointed out that our educational content was lacking in the line judge area—great comments, and we plan to make that a priority next year!
4. Handouts available on some/all presentations – We really like this idea, and we will try to work with presenters to see if a summary document or copy of their PowerPoint can be obtained so that their valuable information can go home with you.
5. Not a lot of info for new attendees – We had a new handout this year on how to make the most of your convention experience, but we agree that we can better prepare first-time attendees on what to expect overall. Plans are already in the works to improve pre-convention communications to membership and registered attendees.
6. Convention speakers and content – For each comment about the content being too advanced, there will be one about the content not being advanced enough. Our membership runs from the first-year official to the 20-year veteran. We do our best to obtain speakers who will cover topics that are relevant to us as volleyball officials, with the entire PAVO membership and potential convention attendees in mind. For each session, there are some officials that will come away with that “pearl of wisdom” that makes them a better official, rater, assignor, or administrator. Unfortunately, there may also be an official that will think that session is a waste of time. Our goal is to keep the latter to a minimum and to offer a variety of topics, including concurrent sessions, so that attendees have more choices. Rest assured that your comments and feedback are taken to heart by every member of the Convention Committee and every member of the Board of Directors.

We have already started thinking about this year’s Convention in Minneapolis. We are always open for suggestions for topics, speakers, and presenters to help educate and enhance the experience for our attendees. It is always our intention to make the next year’s Convention better than ever!



## PAVO BOARD CHAIR ASSEMBLY RECAP

*by Katy Meyer*

Each year at the annual PAVO Convention, we hold an Affiliated Board Chair Assembly. In December, nearly 60 people attended the Assembly, including Board Chairs, PAVO Board Members, and PAVO staff. After making a few opening comments and introductions, I gave the floor to our legal counsel, Mr. Al Goldberger. Al titled his presentation, "Official Business: Legal Issues for PAVO Boards and Board Chairs." He emphasized the following main topics:

- Boards must operate according to their bylaws or operating code, and the PAVO Code of Professional and Ethical Conduct must be enforced by PAVO Affiliated Boards.
- Procedures for handling grievances and possible outcomes.
- Suggestions for dealing with a threatened lawsuit, when asked for a statement on a situation that occurred, or when asked for information from a government agency.

- Boards should always get legal help when facing a legal situation.

Following Al's presentation, PAVO's web developer, Tim Stevens, discussed enhancement projects on the PAVO website related to Affiliated Board Chairs. He updated the Board Chairs on progress made on previous projects and also detailed several projects that are planned for 2018. Tim opened up the discussion for requests from Board Chairs and gathered helpful information for additional website improvements.

The meeting concluded with some basic PAVO updates and a time for questions and answers.

If you are a PAVO Affiliated Board Chair and were able to join us in Kansas City...thank you! It was great to have you in attendance. If you were unable to attend in 2017, I hope you will consider attending in 2018 when the Board Chair Assembly will once again convene in Minneapolis.





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 2018.

The first camp will take place at the National Collegiate Volleyball Federation tournament (NCVF) in St. Louis, MO.

- Location: America's Center Convention Complex, St. Louis, MO 63101
- Arrival and pre-tournament meeting on April 11th
- Camp competition days on April 12th and 13th
- Departure on April 14th (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 Detroit, MI. This will be a three-day camp prior to the Junior National Referee Candidates rating session.

- Location: Cobo Center, Detroit, MI 48226
- Arrival and pre-tournament meeting on June 27th
- Camp competition days from June 28th to 30th
- Departure from camp after 6pm on June 30th (*or attend JN candidate meeting later in the evening*)

The registration fee for these USAV Premier Training Camps is \$275\*. Priority for campers at the NCVF camp will be given to any USAV national-level referees, but Regional referees with Region Referee Chair recommendation may apply.

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 Detroit, 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. These camps fill up quickly! As in previous years, all camp registration fees can be paid online by visiting

Webpoint → USAV clinics → USAV Ref/Score clinics. Prior attendance at a 2018 USAV National Referee Clinic and successful completion of the 2018 examination are requirements for camp applicants.

\*Note:

- NCVF Campers will be responsible for their own travel costs. 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.

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
- 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

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 quickly! If you have questions, please contact Bill Thornburgh (wthornbu@yahoo.com) or submit the application form with payment for consideration.





## PAVO BOARD MEMBER CHANGES

*by Julie Voeck  
President*

There are a few changes to the PAVO Board of Directors for 2018 that I would like to share with you.

First, I would like to thank Donnie Goodwin for serving as the Director-at-Large for two terms. Donnie brought great perspective to the board through the many relationships he has with officials across the country. The Director-at-Large position is limited to two-terms.

At the same time, I would like to welcome Suzanne Lowry to the board as the elected Director-at-Large. Suzanne was elected in the PAVO election last August, and her term began on January 1, 2018. Suzanne attended her first PAVO Board Meeting in early March.

The PAVO board also approved reappointments of the following board members for another term:

- Suzanne Dodd was reappointed as Director of Officials' Training – Camps
- Donna Carter was reappointed as Director of Membership Development
- Tammy Dotson was reappointed as Interim Director

For more information about the PAVO Board of Directors, check out the [PAVO website](#).



## CAMP TESTIMONIAL FROM ASHLEY HOWERTER

*by Chuck Fleet*

Ashley attended a PAVO Referee Camp at Eastern Michigan University last March. When she registered for the camp, she was hoping to receive feedback about the second referee position as well as learn some new techniques for dealing with coaches. She also looked forward to connecting with other officials and receiving feedback from the camp staff.

When asked to reflect on her 2017 PAVO Camp experience, Ashley said “The camp had different levels of play from NCAA Division I and Division II and NAIA schools. The referees in attendance had a variety of experience, from those who were just starting out to those who had been officiating for more than 10 years.”

The first night of camp was a classroom session, and the evaluators went over what to expect during the camp. They shared some of their experiences (the good, the bad, and the ugly!) and provided advice to

help us continue to grow as referees. One of the coaches also came in and gave us his perspective on different scenarios, and we were able to ask him questions as well.

Day two of the camp was all on-court experience. We worked as first referee and second referee and then received feedback from the evaluators. If we did not understand the feedback, the evaluators were very willing to explain it a different way. They helped us identify what we needed to work on and made sure we focused on the right things.

In a final reflection on her Camp experience, Ashley said, “I would recommend and encourage anyone to attend a PAVO Referee Camp. I enjoyed attending the camp because I was able to meet and work with some awesome officials, and I received feedback from some of the best officials in the game.”

## 2018 PAVO Camps Schedule

DATES	LOCATION	CAMP TYPE	REGISTRATION DEADLINE
March 30-31	Georgia Tech Atlanta, GA	Collegiate Referee Training Camp	March 20
April 6-7	University of Northern Iowa Cedar Falls, IA	Collegiate Referee Training Camp	March 27
April 6-7	Army West Point West Point, NY	Referee Training Camp	March 30
April 6-7	University of Southern California Los Angeles, CA	Collegiate Referee Training Camp	March 30
April 6-7	University of Southern California Los Angeles, CA	Line Judge Training Camp	March 30
April 13-14	Houston FAST Complex Houston, TX	Advanced Referee Training Camp	March 5
April 13-14	Houston FAST Complex Houston, TX	Line Judge Training Camp	April 3
April 20-21	Indy Collegiate Invitational Indianapolis, IN	Advanced Referee Training Camp	March 5
April 20-21	Indy Collegiate Invitational Indianapolis, IN	Line Judge Training Camp	April 10
April 20-21	Upward Star Center Spartanburg, SC	Referee Training Camp	April 13
April 20-21	Stony Brook University Stony Brook, NY	Referee Training Camp	April 13

[2018 PAVO Camp Schedule](#)



## NCAA RULES COMMITTEE NEWS

by Anne Pufahl

In January, the NCAA Women's Volleyball Rules Committee held their yearly meeting in Indianapolis. The committee spent a great deal of time reviewing the survey results submitted by coaches, administrators, conference coordinators, and officials. Here are the following rules changes that will be implemented starting in the fall of 2018.

With the changes to uniform manufacturing process, the committee voted to eliminate the "solid-color" jersey rule and replace it with a new "libero" jersey rule.

### Libero Jersey

- 7.1.1.2 Libero Jersey: The body and sleeves of the libero uniform must clearly contrast from the predominant color(s) of the body and sleeves of the jersey of the teammates. Predominant colors are those that appear on approximately half of the body of the uniform. The libero jerseys may include a sublimated design or insets of a similar color, provided clear contrast from the teammates' jersey is maintained.
- 7.1.1.2.2 At least 50% of the libero's sleeve color must be different from the body or sleeve color of the teammates' jersey.
- 7.1.1.2.3 Numbers on the libero jersey must be a contrasting color and meet all other specifications in Rule 7.1.2.
- 7.1.1.2.4 The sleeve(s) and front and/or back of the libero jersey can each contain a single mascot and/or school reference. The mascot/school reference should not exceed 3"x5" or 4"x4".

The committee also discussed the amount of time that occurs during a match without any volleyball being played. The committee decided to reduce the maximum allowable time for the intermission between sets two and three to no longer than 5 minutes for all matches. This allows the athletes to stay warm and keeps the continuity of intermission from match to match.

### Interval Between Sets

- 8.4.2.3 If an intermission is used, it occurs between the second and third sets and is no longer than 5 minutes in duration.

### Team Lineup

The committee looked at the lineup submission and the libero. The committee decided to make the following two changes:

- 10.1.1.3 Six players are listed on the lineup sheet in the floor position they will occupy at the start of the set. A team may also list one specialized defensive player called the "libero" on the lineup sheet for each set (see Rule 12). If a libero is not designated on the lineup sheet for a set after lineup submission, the coach may add the libero to the lineup as long as there is no delay.
- 10.1.1.3 and 10.1.1.6 Allows a coach to change their lineup if a duplicate number was submitted in the libero position and another position. They may only change the duplicate numbers.

### Challenge Review System (CRS) – Rule Changes

The committee thoroughly reviewed the rules related to CRS and decided on the following changes to help enhance the matches using CRS.

#### Reviewable Decision

Combine the rule 18.1.4.1, 18.1.4.2, and 18.1.4.2.1. This allows the referees to use CRS to determine the correct call regarding in/out/touch.

The committee decided to add an additional area for challenge. The attack line is now a reviewable decision. This challenge is limited to the foot/feet contacting the attack line. This does not include a back-row setter or blocker.

The committee also added that an additional challenge will be added to each team if the match goes to a 5th set. Each team would receive the additional challenge regardless of how many remaining challenges they currently have.

Finally, as a reminder, there are two uniform rules that were passed in 2016 that will go into effect in 2019.

**Uniform Numbers**

7.1.2.4 Beginning in 2019, the jersey number must be of a color that is clearly in distinct contrast with the color of the jersey, irrespective of any border around the number.

**Conference Logos**

7.1.3.3 Beginning in 2019, the jersey may contain a single conference logo. The logo may not exceed 3x5 or 4x4 square inches. The conference logo must not obstruct the player's number.



## PAVO Board of Directors/Staff

[www.pavo.org](http://www.pavo.org)  
1-888-791-2074

<b>Julie Voeck</b> , President	<b>Donna Carter</b> , Member Development Dir.	<b>Suzanne Dodd</b> , Camp Director
<b>Tammy Dotson</b> , Interim Board Member	<b>Christina Fiebich</b> , Board Delegate	<b>Chuck Fleet</b> , Board Delegate
<b>Donnie Goodwin</b> , Director-at-Large	<b>Brian Hemelgarn</b> , Examinations Dir.	<b>Suzanne Lowry</b> , Director-at-Large (2018)
<b>Jung Park</b> , Finance Director	<b>Joan Powell</b> , NCAA/PAVO Clinic Co-Dir	<b>Anne Pufahl</b> , NCAA/PAVO Clinic Co-Dir.
<b>Bill Thornburgh</b> , Director-at-Large	<b>Mara Wager</b> , National Rating Team Dir.	

### Staff

<b>Katy Meyer</b> , Executive Director	<b>Miki Kennedy</b> , Membership Services	<b>Marcia Alterman</b> , Executive Consultant
<b>Rachael Stringer</b> , Executive Coordinator		



## USAV Officials Commission/Assembly

[www.usavolleyball.org](http://www.usavolleyball.org)

<b>Devonie McLarty</b> , Chair, Officials Assembly	<b>Steve Owen</b> , Chair, Int'l Beach Officials Comm & Consultant
<b>Michael McPoyle</b> , Chair, National Indoor Officials Comm	<b>Keith Murlless</b> , Chair, Nat'l Beach Officials Commission
<b>Steve Robb</b> , Chair, Int'l Indoor Officials Comm	<b>Steve Kenyon</b> , Director, Nat'l Beach Officials Eval & Cert
<b>Becky Brockney</b> , Director, Int'l Indoor Scorers	<b>Ryan MacDowell</b> , Director, RVA Beach Officials Development
<b>Michelle Prater</b> , Director, Nat'l Indoor Ref Eval & Cert	<b>Suzanne Lowry</b> , Director, Beach Materials & Training Dvlpmt
<b>Chad Klunck</b> , Director, RVA Indoor Officials Development	<b>Tony Chan</b> , At-Large Beach Assembly Officials Representative
<b>Bill Thornburgh</b> , Director, Indoor Materials & Training Dvlpmt	<b>TBD</b> - At-Large RVA Beach Officials Representative
<b>Donnie Goodwin</b> , At-Large RVA Ref Representative	
<b>Pati Rolf</b> , At-Large National Indoor Referee Representative	<b>Kathy Ferraraccio</b> , Indoor Officials Consultant
<b>Lynne Updegraff</b> , At-Large RVA Scorer Representative	
<b>Glo Bailey</b> , At-Large National Indoor Scorer Representative	