



Missouri Southern State University

**STUDENT-ATHLETE
HANDBOOK**

MISSOURI SOUTHERN ATHLETICS MISSION STATEMENT AND PHILOSOPHY

ATHLETICS MISSION STATEMENT

Our purpose is to empower the student-athlete with the confidence and ability to succeed. We feel our most important responsibility is to assist our student-athletes in reaching their highest potential as they strive for excellence academically, athletically, and socially within a diverse and challenging society.

PHILOSOPHY STATEMENT

Missouri Southern State University Intercollegiate Athletics

Missouri Southern State University recognizes that the welfare of the student-athlete is an integral part of a successful athletics program. We embrace the concept that the student-athlete is first and foremost a student who possesses the same individual rights, academic abilities and personal interests as the general student body. A truly effective athletic program produces student-athletes who succeed in their academic work as well as in their chosen sport, and who, following graduation, are a tribute to themselves, the University, and their communities. It is incumbent upon the Athletics Department to work in harmony with the values outlined in the Mission Statement of Missouri Southern State University.

The goal of Missouri Southern State University and its Athletic Department is for student-athletes to receive a quality experience both in the classroom and in their athletic pursuits. To ensure that each student-athlete reaches this goal, the University is committed to the academic and financial integrity of our athletics programs by exercising firm institutional control. It is the responsibility of the University and the Department of Athletics to adhere to all regulations set forth for the governance of intercollegiate athletics by the National Collegiate Athletic Association and the Mid-America Intercollegiate Athletics Association. Furthermore, it is the responsibility of the University to educate and enforce those regulations among all boosters, alumni, and any group or individuals who represent the University's athletics interests.

OBJECTIVES

The Missouri Southern State University has adopted the following objectives to serve as a guide to our participation in intercollegiate athletics.

- * The University will maintain institutional control of intercollegiate athletics at all times by vesting in the President the responsibility and authority for the administration of the athletics department including all basic policies, personnel, and finances.
- * The educational values and mission of the University determine the standards by which we conduct our intercollegiate athletics program.
- * The intercollegiate athletics program shall be conducted with the highest ethical standards reflecting sportsmanship by practicing such values as respect, fairness, civility, honesty and responsibility.
- * The University shall maintain compliance with all institutional, conference, and NCAA rules and regulations governing amateurism, recruiting, eligibility, playing and practice seasons, and finance.
- * The University will employ a coaching staff grounded in sound educational principles demonstrated by their active involvement as a teaching faculty member.
- * The intercollegiate athletics program will encourage and promote diversity and equity among its staff and student-athletes by providing a comfortable environment for the understanding of, respect for, and sensitivity to diversity and equity.
- * The academic welfare of the student-athletes including admission, satisfactory progress, and graduation shall be of primary importance to the University.
- * Concern for the physical welfare of the student-athlete shall be addressed through a comprehensive program of prevention, treatment, and rehabilitation of athletic injury and a substance abuse education and testing program.



MISSOURI SOUTHERN STATE UNIVERSITY

STUDENT-ATHLETE CODE OF CONDUCT POLICIES AND PROCEDURES

Statement of Purpose & Philosophy

The Missouri Southern State University Department of Athletics works to empower its student-athletes with the confidence necessary for success in reaching their highest potential as they strive for excellence academically, athletically, and socially within a diverse and challenging society. The Department of Athletics shall conduct their business with the highest ethical standards reflecting sportsmanship by practicing such values as respect, fairness, civility, honesty, and responsibility.

Participation in athletics is a privilege, not a right; and with this privilege comes additional responsibilities in the form of time commitments, physical demands, and public visibility. Student-athletes at Missouri Southern State University are expected to represent themselves, their teams, and the University with the highest degree of honesty, integrity, and character in all endeavors both academically and athletically. The very nature of being a student-athlete lends itself to public scrutiny. The actions of one student-athlete will positively or negatively affect the reputations of fellow student-athletes, coaches, staff, faculty, the University or the community as a whole; therefore, student-athletes conduct shall be held to a higher standard than that of a general student body member or citizen of the community.

Student-athletes are members of Missouri Southern State University's student body, and shall abide by the policies and procedures set forth in the Student Handbook. Student-athlete participation is also governed by policies and procedures set forth by the Department of Athletics, the University, the Mid-America Intercollegiate Athletic Association (MIAA), and the National Collegiate Athletic Association (NCAA). Furthermore, student-athletes are expected to adhere to any specific conduct policies established by the Department of Athletics' coaching staff.

The Student-Athlete Code of Conduct Policies & Procedures document is intended to define expectations for student-athletes as it relates to their obligations to the Department of Athletics, and serve as a guide for their conduct both on and off campus. It shall be distributed to all student-athletes annually and will be made available on the institution's athletics website. The Department of Athletics may take action under this Code of Conduct regarding student-athlete participation in the University's intercollegiate athletics program, and also regarding the awarding, renewal, and modification of athletics financial aid agreements. This Code of Conduct is intended to complement, not replace, conduct rules that each sport team has adopted, including consequences for violating those sport team rules. All student-athletes are responsible for reading, knowing, and adhering to the Student-Athlete Code of Conduct Policies & Procedures.

Responsibilities as a Student-Athlete at Missouri Southern

It is a privilege to be a student-athlete at Missouri Southern State University. Realizing that you are the face of the Department of Athletics and the University is vital to understanding the importance of how you carry yourself as you represent the institution. How you interact with the community is how the community will perceive the institution. As such, the expectations for your behavior, as an individual, are very high.

Your responsibilities as a **citizen**:

1. You are expected to behave in such a manner to represent yourself and Missouri Southern State University in a first-class manner.
2. You are expected to be neat and clean in appearance, including in class, on campus, and during team travel.
3. You are expected to assist in campus and community service efforts of the department.
4. You are expected to obey the laws of the State of Missouri and the Missouri Southern State University Student Handbook. You are subject to immediate dismissal from athletics, including the loss of any/all athletic financial aid, if you admit to, or are found guilty of, criminal conduct and/or breaking of university rules. Each case will be reviewed on an individual basis with consequences to be determined.



Your responsibilities as an **athlete**:

1. You are expected to follow all NCAA, MIAA, Missouri Southern State University Department of Athletics, training facilities, and team rules.
2. You are expected to be at all athletic department functions; team meetings, practices, and competitions, unless your attendance has been excused by your coach.
3. You are expected to be on time and give maximum effort during all practices and competitions.

Academic Integrity:

Student-athletes are expected to uphold high academic standards. Acts of academic dishonesty including but not limited to cheating, plagiarism, or knowingly aiding another in committing academic fraud, are strictly prohibited. Student-athletes are expected to be on time to class, attend all classes, and to be respectful in the classroom. Excused absences for athletic competition are granted at the discretion of individual instructors; student-athletes are responsible for informing instructors of any missed class time in advance. Student athletes are expected to follow the university's missed class policy. https://mssulions.com/documents/2021/8/10//Academic_Impact_for_University_91_.pdf?id=2456 Failure to meet classroom obligations and academic requirements of the institution, conference, and NCAA may affect eligibility to participate in intercollegiate athletics at Missouri Southern State University.

Sportsmanship:

Missouri Southern State University student-athletes are committed to competition in an arena where sportsmanship and the sense of fair play take center stage. Whether on the field, within the community or in the classroom, those who make up Missouri Southern State University--its administrators, coaches, fans, and student-athletes--support the highest ideals in sportsmanship. Always compete hard, and always play fair. Unsportsmanlike conduct by your opponent never justifies retaliation with unsportsmanlike conduct on your part.

The following behaviors would be considered unsportsmanlike conduct:

1. Striking an opponent out of anger or frustration (outside the rules of competition).
2. Physically or verbally intimidating an opponent, official or fan.
3. Berating opponents, officials, or fans.
4. Behaving in a manner that draws unnecessary attention to you and away from the team and competition.

In addition, always be courteous to and cooperative with fans, officials, and members of the community.

Harassment

Missouri Southern State University Department of Athletics is committed to fostering a safe and healthy work and learning environment for all student-athletes. Harassment is both unethical and unlawful, and is in direct violation with NCAA, Missouri Southern State University, and Missouri state law and policy. Harassment includes any offense motivated by bias in which an individual or group selects the victim because of their gender, race, creed, religion, marital status, national origin, sexual orientation or inclusion in any group. This may include but not be limited to: unwelcome remarks and degrading language, threats, or conduct that endangers a person's emotional, mental or physical well-being. Complaints of harassment should be reported to the athletics administration or the Dean of Students for prompt investigation.

Hazing

Hazing by any member of the Missouri Southern State University athletics community is prohibited. Hazing is prohibited whenever it occurs on University premises or in connection with any University-affiliated group or activity. Hazing is defined as "any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate." Student-athletes who violate the prohibition against hazing are subject to discipline. Individuals involved in any form of hazing will be held accountable for their actions and will be subject to disciplinary action by the



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athletics department, the University, and law enforcement. Such disciplinary action may include dismissal from team, expulsion from the University and/or criminal prosecution if warranted.

If a student-athlete chooses to file a hazing grievance against an individual or group, it should be reported to the Director of Athletics or Sports administrator. If requested, every effort will be made to protect the identity of the person reporting the grievance, where permissible under the law. A grievance need not be filed for a disciplinary action to occur.

Missouri Southern State University Athletics has an open-door policy in reporting hazing or harassment grievances. Student-athletes are encouraged to follow the grievance procedure directed in the MSSU Student Handbook, or report any concern or grievance against an individual or group to the Director of Athletics, sport administrator or any University official that the student-athlete deems appropriate.

Alcohol/Drugs/Tobacco/Gambling

Alcohol:

The use of any alcohol by student-athletes during a university sanctioned event including but not limited to practices, games, banquets, travel, meals and other activities is strictly prohibited regardless of age. Those student-athletes who are underage are expected to uphold city, state and federal laws. It is also expected that the consumption of alcohol by those student-athletes who meet the age requirement will behave in a manner which upholds the integrity of the team, department and University. In an effort to maintain the well-respected reputation of Missouri Southern State University Department of Athletics, we expect all student-athletes to refrain from wearing team and department apparel in during social functions where alcohol is involved. The actions of student-athletes who are determined to be in violation of the expected behavior in regards to the use of alcohol can result in consequences determined by the head coach, the Director of Athletics and/or the University. In addition, student-athletes who are alleged (having been arrested or charged) to have broken city, state or federal consumption laws, including but not limited to underage use and driving under the influence will face immediate investigative suspension.

Drugs:

Missouri Southern State University believes in promoting the health and wellness of all its student-athletes therefore, the use of mind-altering, illicit or illegal drugs is strictly prohibited. It is assumed that all student-athletes have read, understood and agreed to refrain from using all drugs outlined on the banned substance list given out each year by the NCAA. In addition, by signing the Drug Testing Consent form student-athletes agree not only to the possibility of random drug tests conducted by the NCAA and the institution but also the resulting consequences if a test should return positive. (Bylaw 31.2.3)

Tobacco:

Per NCAA Bylaw 17.1.9 Use of Tobacco Products, it is prohibited for any student-athletes to use tobacco products during practice or competition. Any student-athlete who engages in the use of tobacco products during a practice or competition shall be disqualified for the remainder of that practice or competition. Other sanctions may be imposed for additional offenses. In addition, University policy states that the use of tobacco products of any kind is prohibited within University buildings and vehicles.

Gambling:

Sports wagering by student-athletes undermines the integrity and purity of sport and competition and is regarded as a severe breach of conduct. As outlined in NCAA Bylaw 10.3, gambling of any kind in regards to intercollegiate, amateur or professional athletics competition is not allowed. Those student-athletes who are found to be involved in sports wagering face penalties up to permanent loss of remaining eligibility. NCAA prohibition against gambling includes but is not limited to:

- Providing information to individuals involved in organized gambling activities such as injury reports, game plan strategy or player discipline;
- Soliciting a bet on any intercollegiate team;



- Accepting a bet on any team representing any institution;
- Soliciting or accepting a bet on any intercollegiate game or any item that has tangible value – like a dinner, cash, T-shirt; or
- Placing or taking bets on intercollegiate athletics or those professional sports in which the NCAA also sponsors. This includes working with a bookmaker, parlay cards, or any other method employed by the organized gambling industry.

Local, State and Federal Laws

Student-athletes who are alleged (arrested or charged) to have broken local, state and federal laws will be subject to team and department sanctions upon a case by case review. The procedure is:

1. Student-athletes are required to inform their head coach or the head coach's designee of any interaction (citations or arrest) by any law enforcement agency within 24 hours of the citation or arrest.
2. A student-athlete who is cited or arrested by any law enforcement agency (or than minor traffic violations) will be placed on investigative suspension until the Head Coach and Athletics Director or their designees have investigated the allegations and circumstances leading to the citation or arrest. Investigative suspension removes the student-athlete from all practice and competition.
3. Citations and arrests for crimes which are misdemeanor under Federal, State or Local law shall be referred to the Chair of the IAC (Intercollegiate Athletic Committee), an IAC committee member as appointed by the IAC (or designee of the President of MSSU) and Athletics Director to determine an appropriate corrective action, if any, for the conduct which led to the citation or arrest. This committee shall hereafter be known as the "S-A Code of Conduct Infractions Committee". Compliance shall be present as a non-voting member to assist with historical references and NCAA legislative issues. Citations and arrests for crimes that are felonies under Federal or State law will require the student-athlete to complete the entire judicial process before any proceedings. A copy of the S-A Code of Conduct Infractions Committee decision shall be mailed to the parties, and deemed final the date of mailing. The decision of the S-A Code of Conduct Infractions Committee shall be final.

In matters where athletic scholarship revocation is recommended, that recommendation will be submitted to the Compliance office. Once a recommendation is made, the Financial Aid Review Committee has full authority in determining whether the scholarship shall be revoked or continued based on the rights of the individual through the scholarship appeal process.

Sanctions that may be implemented here under are separate and apart from those that may be imposed by other regulatory or legal authorities. Sanctions imposed under the Code of Conduct adopted by the Missouri Southern State University Board of Governors or other Board of Governors University rule, for behavior that constitutes a violation of this code, does not prohibit additional sanctions from being rendered hereunder. However, those additional sanctions may be taken into consideration when punishment is being considered pursuant to this code.

Corrective Actions if Failure to Comply

Failure of the student-athlete to comply and adhere to these standards of conduct, either on or off campus, could result in one or more of the following sanctions:

1. Counseling
2. Suspension from the intercollegiate team
3. Dismissal from the intercollegiate team
4. Loss or reduction of athletic scholarship
5. Such other action as deemed appropriate by the head coach of YOUR sport or by the Director of Athletics.



It is important to note that the Department of Athletics philosophy regarding the use of sanctions is primarily one of education with a focus on the growth and development of students' potential through the encouragement of self-discipline and responsibility.

Right of Appeal

If a student is suspended or dismissed from participation by his or her coach, or by the Director of Athletics, he/she has a right of appeal. Any sanction, which does not include temporary or permanent removal from participation, is not subject to appeal (other than the sanctions under the purview of the Financial Aid Review Committee). The student-athlete must notify the Director of Athletics, in writing, of his/her intent to appeal within ten (10) calendar days of the suspension or dismissal. Upon receipt of the appeal request, the Director of Athletics shall schedule a hearing before the S-A Code of Conduct Infractions Committee. The hearing shall occur within ten (10) business days of the request.

The student-athlete shall have the right to have an advisor appear with him/her at the hearing. As these are not legal proceedings, and in order to avoid an adversarial relationship, the advisor may not represent the student-athlete. The student-athlete will be provided with a written notification of the time, date, and location of the hearing as well as the reasons for his or her suspension or dismissal. This notification will be provided to the student at least five (5) calendar days prior to the hearing. The S-A Code of Conduct Infractions Committee shall hear the appeal with all hearing proceedings being held in executive session. The chairman shall conduct questioning of all witnesses appearing before the S-A Code of Conduct Infractions Committee and members of said committee.

The hearing committee will, after deliberation, forward a recommendation for action to the Director of Athletics. The Director of Athletics shall then approve, disapprove, amend, or otherwise issue a final decision in writing, no later than five (5) business days after receiving the recommendation from the hearing committee.

A copy of this final decision shall be mailed to the parties, and the date of mailing shall be the effective day of the decision.

Participation in athletics is a great privilege which carries with it certain responsibilities. The intent of the Code of conduct is to outline those expectations, as well as the rights of the student-athlete.

Felony Charge:

Any student-athlete arrested and charged with a felony or a crime involving gambling under Missouri or federal law or any other jurisdiction, absent extraordinary circumstances as determined by the administration, shall be automatically suspended from practice and playing until the charges are dropped, dismissed or otherwise resolved.

Felony Conviction:

A student-athlete convicted of, or pleading guilty or no contest to any felony charge or a charge involving gambling under the Missouri law, Federal statute, or any other jurisdiction, absent extraordinary circumstances as determined by the administration, shall be permanently dismissed from the team.

Misdemeanor Charge / Conviction:

A student-athlete who is charged / convicted of a misdemeanor charge (other than gambling / game fixing which are addressed above; or minor traffic violations) will be subject to an Athletic Department review process indicated above.

Sanctions:

Team or Department of Athletics disciplinary sanctions may be imposed in advance of any campus disciplinary and/or criminal actions. Disciplinary sanctions may include, but are not limited to: admonishment; counseling; written reprimand; suspension from the team; reduction, cancellation or non-



renewal of athletics scholarship aid; and dismissal from the team. Additional sanctions may be imposed by the broader University, including probation, suspension from school, or expulsion.

For the purposes of this code of conduct, suspension from the team means that student-athletes may not practice, compete or travel with any Missouri Southern State University Intercollegiate Athletics team. However, suspended student-athletes may, with the approval of the coach, designated sport administrator and athletic director, attend team meetings and retain privileges to access training table, the athletic training room, academic support services and individual use of weight training.

Public Media and Social Network Policy for Student-Athletes

Public Media: Public media refers to technologies used to communicate messages and whose mission is to serve or engage the public. Public media domains include print outlets, traditional broadcasts, and digital. When utilizing any public media outlets student-athletes are expected to conduct themselves responsibly as members of their respective team, the Athletics Department, the University and the community.

Social Media: Social media sites such as Facebook, Twitter, Instagram, Snapchat, Tiktok and other new digital platforms and distribution mechanisms facilitate students communicating with other students. Participation in such networks has both positive appeal and potentially negative consequences. It is important that Missouri Southern State University student-athletes be aware of these consequences and exercise appropriate caution if they choose to participate.

Student -athletes are not restricted from using any on-line social media sites and digital platforms.

However, student-athletes must understand that they must make their page available to their coach(es) if they request it. Furthermore, any content made public via online social media or digital platforms is expected to follow acceptable social behaviors and also comply with federal government, state of Missouri, Missouri Southern State University, Mid-America Intercollegiate Athletics Association Conference (MIAA) and National Collegiate athletic Association (NCAA) rules and regulations.

Student athletes must be aware that all social media sites are public domain and images and statements placed on such sites are NOT private.

It is incumbent upon student-athletes to be aware of University regulations. Ignorance of these regulations does not excuse student-athletes from adhering to them.

Guidelines for Student-Athletes for Social Media:

The following guidelines are intended to provide the framework for student-athletes to conduct themselves safely and responsibly in an on-line environment. As a student-athlete at Southern you should:

1. Be careful with how much and what kind of identifying information you post on-line social network sites. Virtually anyone can access your page. It is unwise to make available information such as full date of birth, social security number, address, residence hall room number, phone number, cell phone numbers, class schedules, bank account information or details about your daily routine. All can facilitate identity theft or stalking. Social media sites provide numerous privacy settings for information for information contained in its pages: use these settings to protect private information, However, once posted. The information becomes the property of the website.
2. Be aware that potential current and future employers often access information you place on on-line social media sites. You should think about any information you post on these sites potentially providing an image of you to a prospective employer. The information posted is considered public information. Protect yourself by maintaining a self-image that you can be proud of years from now.
3. Be careful in responding to unsolicited emails asking for passwords or PIN numbers. Reputable businesses do not ask for this information in e-mails.
4. Do not have a false sense of security about your rights to freedom of speech. Understand that freedom of speech is not unlimited. The on-line social media sites are NOT a place where you can say and do whatever you want without repercussions.



5. Last, but not least, anything that could reflect on you or your team and the University in a negative manner will be deemed inappropriate content and can be subject to disciplinary action.

MSSU Department of Athletics Drug Testing and Education Policy

The Missouri Southern State University Department of Athletics is firmly committed to the physical and mental health and well-being of its student-athletes. The University holds a strong belief that the use of drugs and alcohol has a negative effect on the academic and athletic performance of its student-athletes. This testing and education policy is designed to be in accompaniment to, and not supersede NCAA drug testing and their findings. All substances banned by the NCAA are also banned by Missouri Southern State University. This policy is intended to set a minimum standard by which sanctions are to be enforced. Additional team policies, or past rules infractions may increase the severity of incurred penalties.

General Principles

1. As a requirement for any student to be a member of a Missouri Southern State University sponsored intercollegiate athletics team, he/she must agree to participate in the Athletic Departments drug testing program. Such monitoring is considered an extension of the ongoing physical examination of our athletes and is in the best interests of a comprehensive drug testing program.
2. Multiple testing may be done with each student-athlete.
3. All positive test results are considered cumulative (annually carried over) for the career of the Missouri Southern State University student-athlete.
4. Any student-athlete cited for selling or delivering any drug shall be immediately referred to the Code of Conduct Infractions Committee.
5. Any drug not specifically listed on the penalty chart is subject to classification by the team physician and/or his designate for inclusion on the chart.
6. Missouri Southern State University will not be liable for any expense incurred from drug/alcohol counseling and treatment as this is not considered an athletic related injury or illness.
7. Any athlete who does not report for scheduled drug testing or counseling will be subject to suspension or dismissal. It is possible that a formal drug rehabilitation program (in-patient) will be recommended for the student-athlete.
8. The Athletic Department will make every effort to keep the test results confidential and will oppose disclosure thereof to any unauthorized persons within or outside the university.
9. The Athletic Department's drug and alcohol program and its sanctions serve as a MINIMUM penalty for violations. Team policies and past discipline issues may provide more severe penalties.

Purpose of Drug Testing

Although education is the main emphasis of this program, the University feels that it is important to hold the student-athletes accountable to the drug policy. The Drug testing is to be used as a deterrent to drug and alcohol use. It is also to be used to identify those who are addicted to substances so they may be referred for treatment. Finally, it is used to protect the integrity of Missouri Southern State University.

Entertaining Prospects

Student-athletes may be chosen to host prospective student-athletes during the recruiting process. Host student-athletes are strictly prohibited from, whether on an official or unofficial visit, encouraging, arranging, providing, or placing a prospect in an environment for drug or alcohol use regardless of age.

Eligibility

Drug testing and education encompasses any one on current official NCAA squad lists, including all red shirts, those who are academically or medically ineligible, those who are receiving fifth year athletic financial aid, student managers, student athletic training assistants, student coaches, and student helpers (who will all be referred to as student-athletes in the body of this document).



Compliance

Student-athlete compliance, in full, with this program is mandatory in order to participate in Intercollegiate Athletics for Missouri Southern State University. Student-athletes will sign the Drug Testing Consent form as part of the yearly pre-participation orientation. The student-athlete will submit to any and all tests ordered by the Missouri Southern State University Department of Athletics. Failure to produce a sample for testing will result in being considered positive and incur the same penalty as a positive drug test.

Safe Harbor

A student-athlete may come forward (in confidence) prior to being notified of any type of test to an administrator, head coach or Athletic Trainer admitting to the abuse of banned substances, or street drugs without such admittance being considered a positive test. A baseline test will be performed immediately. The student-athlete will be required to submit to, and complete drug/alcohol counseling. The student-athlete will then be required to follow the drug testing protocol and is subject to team and /or individual random unannounced drug tests. In the event that the level of drug concentration in the urine does not decrease in subsequent tests, the student-athlete will be considered positive and face the consequences of a positive test. If the drug concentration decreases in subsequent testing and counseling continues it will not be considered a positive test because the student-athlete came forward asking for help. A student-athlete may only use safe harbor once. A student-athlete is not eligible for safe harbor after they have been informed of an impending test or after they have a prior positive drug test notification.

Selection

All Missouri Southern State University student-athletes listed on current NCAA squad lists are eligible for drug testing. Random numbers will be selected from a numbered (not players game or practice numbers) roster. The student-athletes whose names correspond to these selected numbers will be tested.

Reasonable Suspicion Testing

In addition to random drug testing, the Missouri Southern State University Department of Athletics reserves the right to screen a student-athlete anytime there is reasonable suspicion that he/she may have engaged in the use of banned substances. The term reasonable suspicion means that information has been received by a member of the coaching staff, Sports Medicine Staff, and/or athletics administration, in good faith, from reliable source, or sources, regarding student-athletes use of banned substances. Furthermore, a student-athletes possession of, or use of a prohibited substance, arrest or conviction related to the possession of, or use of or trafficking of banned substances, all rise to the level of reasonable suspicion.

Method of Testing

Student-athletes will be informed about the drug testing program. A copy of this program will be available to the student-athlete as part of the Student-athlete Hand Book, and is available on the MSSU Athletics website. Athletes are required to sign a drug testing informed consent form annually.

Tests will be primarily conducted for, but not limited to, drugs of abuse, such as, amphetamines, cannabinoids, cocaine, and other controlled substances. All other substances on the NCAA Banned Substance List may also be included in testing. Testing will be conducted on urine samples provided to the selected lab by the individual student-athlete. Athletes must provide proper required identification and given samples will follow a strict chain of command as dictated by the athletic department and selected lab.

Student-athletes may be inconvenienced during practices, meetings, strength and conditioning sessions, etc. The student-athlete may even be tested in off hour times such as early morning, meal times, and/or late evenings.

Team collection will be coordinated by the Head Athletic Trainer. The urine will be collected by a staff Certified Athletic Trainer, administrator, or lab professional and the sample will be numbered. The Head Athletic Trainer will match the individual student-athlete with a master list, so that the signature of the



student-athlete will correspond with the number on the matching sample. The samples may be pre-screened before they are sent to the lab. The samples will be transported to the selected clinical laboratory where the director of the lab will oversee the testing of the samples. The master list of student-athlete signatures and their matching sample numbers will be given to the Athletic Director or his administrative designate for the purpose of identifying positive and negative tests results.

Individual collection will be directed by the Head Athletic Trainer. Identified student-athletes will be notified and transported to the selected lab by a member of the Athletic Department. The individual student-athlete will then submit to all policies and procedures of the lab pertaining to the conductance of the drug test. The test results will be delivered to the Athletic Director or his administrative designate.

All students refusing to provide a urine sample will be considered to be positive and sanction will be assigned as outlined.

Positive Drug Tests

The Head Coach, Head Athletic Trainer, Sports Supervisor, Athletic Director and Parents or Guardians will all be notified of all positive drug tests or alcohol related infractions. The test results will be delivered by the director of the lab to the Athletic Director or his administrative designate. The Athletic Director will inform the student-athlete of the presence of a substance in his/her urine sample. The Head Athletic Trainer will be present and a witness to procedure. The Head Athletic Trainer will advise the student-athlete of the nature of the substance, negative health effects of the use of the substance and their right to an appeal hearing.

Samples may be collected at any time after a positive test infraction to determine whether the student-athlete is continuing to use banned substances.

The banned substances are divided into three categories. Each category will be assigned different levels of sanctions.

Group I:

Alcohol Infractions

Group II:

Marijuana, Hashish (THC), and related compounds

Banned substances found in dietary supplements and over the counter medications- Androstenediol, Androstendione, Ephedrine, Synephrine, Caffeine, Pseudoephedrine and other related compounds.

Diuretics and Urine Manipulators- Bumetanide, Probenicid, Finasteride (Propecia), Lasix and related compounds

Group III:

Anabolic agents, Peptide Hormones, Anti Estrogens- Anabolic Steroids, Human Growth Hormone, Clomiphene and other related compounds

Stimulants- Cocaine, Methamphetamine, Amphetamines, Ritalin, and related compounds

Depressants- Methaqualone, Barbituates, Diazepam, and related compounds

Hallucinogens- LSD, PCP, Mescaline and related compounds

Non Prescribed Narcotic Medications- Codeine, Morphine, OxyCotin, Percocet, Darvon, Darvocet, Lorcet, Vicodin and related compounds

Other street drugs- Heroin, Ecstasy, GHB, Ketamine and other related compounds



Alcohol infraction Sanctions

Alcohol infractions that would lead to sanctions include but are not limited to:

Sanctions for Alcohol Infractions (Drug Group I):

- Mandatory counseling and testing

Sanctions for Drug Group II:

First Positive Test Result (minimum sanctions):

- The Athlete, Athletic Director, Sport Supervisor, Head Coach, and Parents or Guardians will be notified of the test result.
- The student-athlete will be required complete drug counseling.
- The student-athlete will be suspended from competition for one contest immediately following the positive result.
- The student-athlete will be required to submit to mandatory Drug testing.
- Additional team sanctions may apply.

Second Positive Test Result (minimum sanctions):

- The student-athlete will be suspended from all sports related activity for a minimum of six months except for attendance at strength and conditioning sessions and non-athletically related activities such as compliance meetings, academic sessions and study halls.
- The student-athlete will be evaluated by a drug counselor and complete all treatment recommended.
- The student-athlete will be required to submit to mandatory Drug testing.
- Reinstatement will be considered after the above conditions are met in addition to a negative drug test result.
- The student-athlete may immediately incur a reduction or elimination of athletic grant-in-aid.
- Additional team sanctions may apply.

Third Positive Test Result (minimum sanctions):

- The student-athlete will be suspended from all sports related and athletic department activity for a minimum of one calendar year.
- The student-athlete will have all athletic grant-in-aid cancelled immediately for a minimum of calendar year.
- The student-athlete will complete a drug rehabilitation program.
- The student-athlete will submit to required drug testing during the duration of their suspension to be considered for reinstatement.
- A student-athlete will be eligible for reinstatement if all of the above requirements are met and ALL of the urine samples collected and tested during the suspension are negative for drugs. Permanent expulsion from participation in Missouri Southern Athletics will result if all conditions are not completely met.



Sanctions for Drug Group III:

First Positive Test Result (minimum sanctions):

- The student-athlete will be suspended from all sports related activity for a minimum of six months except for attendance at strength and conditioning sessions and non-athletically related activities such as compliance meetings, academic sessions and study halls.
- The student-athlete will be evaluated by a drug counselor and complete any and all treatment recommended.
- The student-athlete will be required to submit to mandatory Drug testing.
- Reinstatement will be considered after the above conditions are met in addition to a negative drug test result.
- The student-athlete may immediately incur a reduction or elimination of athletic grant-in-aid.
- Additional team sanctions may apply.

Second Positive Test Result (minimum sanctions):

- The student-athlete will be suspended from all sports related and athletic department activity for a minimum of one calendar year.
- The student-athlete will have all athletic grant-in-aid cancelled immediately for a minimum of calendar year.
- The student-athlete will complete a drug rehabilitation program.
- The student-athlete will submit to required drug testing during the duration of their suspension to be considered for reinstatement.
- A student-athlete will be eligible for reinstatement if all of the above requirements are met and ALL of the urine samples collected and tested during the suspension are negative for drugs. Permanent expulsion from participation in Missouri Southern Athletics will result if all conditions are not completely met.

Appeal Hearing

1. All student-athletes who incur sanctions under the terms of this program will be entitled to an appeal hearing before the Drug Education and Testing Council.
2. Appeals will only apply to sanctions under the terms of this program and will not apply to individual team sanctions.
3. Members of the Drug Education and Testing Council shall include the Director of Athletics, Head Athletic Trainer, Team Physician, Director of Compliance, NCAA Faculty Athletic Representative (FAR), and the drug and alcohol counselor who conducts the evaluation on the student-athlete. The Council will meet at the convenience of all members' schedules.
4. The request for an appeal must be made in writing by the end of the second business day after the student-athlete is notified of their results.
5. The Director of Athletics will notify the athlete of the Council's decision in writing.
6. The results of the hearing are final and binding.



COMPLIANCE AND ACADEMIC SERVICE FOR STUDENT ATHLETES

The compliance office is charged with enforcing the rules and regulations of the NCAA, the MIAA, and MSSU. The NCAA requires annually that the compliance office furnish to the student athlete a NCAA Division II Summary of Regulations found here:

https://ncaaorg.s3.amazonaws.com/compliance/d2/2021-22/2021-22D2Comp_SummaryofNCAARegulations.pdf

In addition to the Summary of Regulations, student athletes must also annually sign the student athlete statement and drug-testing consent form. These forms are sent to the student athlete through ARMS and must be signed prior to the compliance office clearing the student athlete for participation in intercollegiate athletics. There are additional requirements that the student athlete must meet, but no student athlete can practice without clearance from the compliance office, which requires completed NCAA documents.

The following pages will outline many common questions and issues.

10 SEMESTER RULE

This provides the student-athlete with 10 semesters of full-time collegiate enrollment in which to participate in a maximum of four seasons of competition (with very few exceptions to this). Under this system, a student who attends college as a full-time student for two semesters and then withdraws from school for two years may return to a Division II school and have eight semesters of eligibility remaining.

DECLARING A MAJOR

The NCAA states that all student-athletes must declare a major before the start of their fifth semester of collegiate enrollment. If you wish to change your major, you may fill out an online request with the registrar's office. <https://webapps.mssu.edu/FormWizard/FormViewer.aspx?Id=130>

COUNTABLE ATHLETIC RELATED ACTIVITY

The NCAA limits the number of hours a student-athlete may be involved in Countable Athletic Related Activity (Bylaw 17.02.1). When you are in season, you may only be involved in 20 hours per week and must have one day off. During the off-season, you are limited to 8 hours per week and have two days off. Many sports also have a nonchampionship segment when they can practice 15 hours per week with two days off. However there are limited days available in the nonchampionship segment.

Countable Athletic Related Activities include any meeting, activity or instruction involving sports-related information and/or having an athletics purpose, held for one or more student-athletes at the direction of, or supervised by, any member or members of an institution's coaching staff. This includes, but is not limited to, practice, meetings, competition, weight training, conditioning, individual skill instruction and participation in a recruit's tryout. A list of CARA activities can be found on the NCAA site https://ncaaorg.s3.amazonaws.com/about/d2/ed_res/D2_CARARapidResponse.pdf and is also made available in ARMS (CARA Worksheet in Workflows).



If you have questions whether CARA issues are occurring, or whether an activity is considered CARA, please speak with the athletic compliance administrator.

FULL TIME ENROLLMENT

The NCAA requires that all student athletes be enrolled as a full time student in order to practice and compete. For undergraduate degree seeking students, that is 12 credit hours per semester. For graduate degree seeking students, that is 9 credit hours per semester. During the first two weeks of a regular semester, you may be dropped from a class administratively for not confirming your enrollment or for non-participation (for summer school, it is during the first week). After the third week of a regular semester, you will have to fill out a drop form on the registrar's site. Compliance will be informed and must approve the drop. <https://webapps.mssu.edu/FormWizard/FormViewer.aspx?Id=1381> If you are withdrawing from all classes during the semester, you must fill out a total withdraw form found on financial aid's site <https://www.mssu.edu/student-affairs/financial-aid/withdrawal-information.php>

Please keep in mind that withdrawing from any class may have not only academic and athletic consequences, but financial aid consequences as well. You are encouraged to visit with your financial aid counselor prior to withdrawing and read the financial aid information on the link above.

NAME, IMAGE, LIKENESS (NIL)

Missouri Southern has partnered with Icon Suite for Name, Image, and Likeness support. The Icon Suite provides both a local and national marketplace where student-athletes can be matches with brands that wish to participate in NIL activity. It also provides easy disclosure of NIL deals and allows us to remain compliant. You can sign up for Icon Source by downloading the Icon Source app on the Apple app store or Google Play store (logo below). Sign up for your free account. There are absolutely NO FEES for the student athlete. Once you have logged in, select athlete, then college athlete. Create your account by entering your first name, last name, university email, and password. You will then be verified by Icon Source.

The MIAA has partnered with Opendorse for Name, Image, and Likeness support. Similar to Icon Suite, Opendorse provides both a local and national marketplace where student-athletes can match with brands that wish to participate in NIL activity. You can sign up for Opendorse by downloading the app on the Apple app store or Google Play store (logo below).

https://s3.amazonaws.com/sidearm.sites/themiaa.sidearmsports.com/documents/2022/9/22/Getting_Star_ted_on_the_Opendorse_Marketplace_MIAA.pdf



Information on NIL can be found on the NCAA website <https://www.ncaa.org/sports/2021/2/8/about-taking-action.aspx> as well as on the MIAA website https://themiaa.com/sports/2021/7/1/GEN_0701214401.aspx

[You are required to disclose NIL contracts in ARMS on the NIL Disclosure Workflow. You MUST disclose prior to entering into a NIL contract. You may not use MSSU intellectual properties \(i.e. logos, fonts\) or be pictured in issued gear or use our facilities to endorse products or services. Any use of MSSU intellectual property or property will result in disciplinary measures.](#)



MISSOURI SOUTHERN STATE UNIVERSITY

ARMS

Missouri Southern uses ARMS as its compliance and team management software. All your required compliance forms, financial aid documents, comp ticket requests, and communications from athletics will come through ARMS. You can sign on to ARMS by using your Missouri Southern email address and password. Go to www.sso.armssoftware.com and choose Missouri Southern State University from the menu.

TRANSFER PORTAL

If a student athlete currently attending MSSU desires to transfer, they must contact, in writing, the compliance administrator of their intent to transfer. The student athlete must also complete an assigned training module prior to entering the portal. Information on the notification of transfer can be found here http://fs.ncaa.org/Docs/eligibility_center/Student_Resources/Notification_of_Transfer.pdf

FINANCIAL AID

If you are awarded an athletic scholarship, the amount of other forms of financial aid you receive (MSSU Foundation, patrons, academic scholarships, and outside grants) cannot exceed your total full grant in aid as calculated by the NCAA Compliance Coordinator and the Missouri Southern Financial Aid Department. On-campus employment, work-study, student loans, off-campus employment earnings (which athletics does not intercede) Pell Grants and SEOG are exempt from this figure.

ATHLETIC SCHOLARSHIPS

An athletic aid agreement is given to student athletes to participate and compete in intercollegiate athletics. The aid agreement originates from the head coach and is drafted by the compliance office. The conditions of the aid are clearly stated on the agreement, which is signed by the student athlete and is binding between the student athlete and the athletic department. Athletic aid can be cancelled or reduced if the student athlete fails to uphold their end of the contract. Athletic aid cannot be cancelled during the academic year based on the student athlete's athletics ability, performance, or contribution to a team's success, because of an injury, illness or physical or mental medical condition (except as permitted by 15.5.4.1 https://web3.ncaa.org/lstdbi/reports/pdf/searchPdfView?id=114298&businessCode=BYLAW_SEARCH_VIEW). Any cancellation or reduction of athletic aid during the academic year is given the opportunity to appeal to the Director of Student Financial Aid and request a hearing. The athletic aid agreement is a contract and will be used by the appeal committee as they consider if the cancellation is a permissible cancellation or reduction. Please read the agreement carefully and abide by the rules and regulations of the agreement.

To comply with NCAA regulations, the renewal (or non-renewal) of an athletic grant-in-aid scholarship must be made on or before July 1 prior to the academic year in which it is to be effective (the next academic year). In the case of a non-renewal or reduction of athletic grant-in-aid, the student-athlete will be given the opportunity to appeal to the Director of Student Financial Aid and request a hearing. (Bylaw 15.5.5.1)

FEDERAL FINANCIAL AID

All financial aid recipients must meet the appropriate GPA as published in the University Catalog, (Standards of Progress Toward Graduation). After the second year, federal regulations require the student to have a cumulative 2.0 GPA or the required GPA as published in the university catalog for graduation, or in cases where a higher GPA is required for graduation, the student must meet that higher GPA. Students receiving financial aid must meet federal guidelines. If the GPA falls below the minimum standard of progress; the student will be placed on probation.



The maximum time in which a student is eligible to receive financial assistance is 12 semesters for a full-time student. Students receiving aid must complete 21 hours per year to remain in good standing.

All aid will terminate immediately under the following situations:

- * Withdrawal from all classes;
- * Failure to meet special requirements of academic progress imposed by the Financial Aid Committee;
- * Default on any federally funded student loan or over payment of any Title IV funds; or
- * All "F" grades in a semester.

Federal and institutional guidelines take precedence over NCAA. If you have any questions, please see your coach or the NCAA compliance administrator or your assigned Financial Aid Counselor. Refer to the University Catalog for more information regarding the institutional guidelines set by Missouri Southern.

ACADEMIC SUCCESS

Our goal is to maximize academic potential by providing an atmosphere that enhances learning skills, career development and personal counseling. Each student-athlete is held accountable for his/her academic performance. We utilize campus support services to provide the support needed for student-athletes to be successful students. Please contact the compliance administrator should you need academic services and support. Your eligibility and your progress toward degree is your responsibility.

GOOD STANDING AND ELIGIBILITY

Students enrolled at Missouri Southern are in good academic standing when they meet the standards of progress toward graduation as described below. Those falling below the prescribed norm will be placed on academic probation. Persons failing to achieve normal progress toward graduation during the probationary period are subject to academic suspension. Students receiving financial aid must meet the good standing criteria described below.

Those students competing in intercollegiate athletics or in organizations representing the University off campus shall be required to satisfy minimum standards of progress, as indicated herein, following the completion of the first academic year in order to maintain future eligibility in these programs.

MSSU STANDARDS OF PROGRESS TOWARD GRADUATION*

A student's cumulative grade point average (GPA) is used to evaluate progress. If the grade point average falls below the minimum standards of progress, the work is considered unsatisfactory. Progress toward a degree is computed on the following grade point averages:

For Baccalaureate Degree		GPA
Hours Attempted		
1-22	semester hours.....	1.5
23-44	semester hours.....	1.6
45-66	semester hours.....	1.7
67-88	semester hours.....	1.8
89-110	semester hours.....	1.9
111 & above	semester hours.....	2.0

**Students who receive financial aid must comply with federal standards. The above may not reflect those standards.*



GRADUATION

The responsibility for satisfying all requirements for a degree rests with you. Your advisor will provide assistance in determining required coursework. You may also find this information in your Degree Works audit, found on Lionet. Graduation candidates must make degree applications prior to the beginning of their final semester. Applications are initiated on Lionet
<https://sungard02.mssu.edu:9001/StudentSelfService/ssb/graduationApplication#!/term>

Athletics Grievance Procedure

The following grievance procedure exists to address concerns (other than sexual harassment) of a student-athlete that may arise from the relationship between the student-athlete and the athletics staff personnel. Due to the complexity of the student-athlete/coach relationship, each grievance procedure will be handled on an individual basis.

1. The student-athlete should attempt to resolve the matter with the staff member on an individual basis.
2. If agreement cannot be reached, the student-athlete, within a reasonable time, may contact one of the members of the grievance committee; the Director of Athletics, the Assistant Director of Athletics, the Senior Woman's Administrator, the Faculty Athletics Representative, and the Assistant Athletics Director/Compliance.
3. The contacted member of the committee will arrange an informal meeting with the student-athlete and an additional member of the grievance committee. The two committee members will hear the complaint, collect information, and report their findings to the Athletics Director
4. If the situation cannot be resolved at this level, the student-athlete has the right to request that the Athletics Director shall write a formal grievance report. This report will be kept on file in the Missouri Southern Department of Athletics and may be used in the evaluation of the staff member. A copy of the report will be sent to the Assistant Athletics Director, the Assistant Athletics Director/Compliance, the Faculty Athletics Representative, and the Senior Women's Administrator.
5. The student-athlete has the right to further appeal to the Vice President for Business Affairs.



Campus Contacts

Provost and Vice President for Academic Affairs, Dr. Lisa Toms,

Dean of Admissions, Dr. Shellie Hewitt

Director of Financial Aid, Becca Diskin

Associate Vice President Student Success, Dr. Julie Wengert

- Director of Career Services, Alex Gandy
- Director of Advising, Craig Thompson
- Director of Student Success, Stephanie Hopkins
- Director of Student Engagement & Global Leaders, Ryan Orcutt
- ASC/Disability Services Coordinator, Lori Musser
- Director of Student Activities, Craig Gullett

Dean of Students/Title IX Coordinator, Tamika Harrell

Lead Mental Health Counselor, Heather Bullock

Director of Student Conduct & Residence Life, Samantha Quackenbush

Willcoxon Health Center

The Willcoxon Health Center is here to support the health and wellness of our student body. We are an acute care clinic located in Billingsly Student Center. Phone (417) 625-9323

Hours of Operation:

Monday – Friday 8:00AM – 5:00PM

Closed Daily 11:30AM-12:30PM

Some of our services include:

- Care for Acute Illness
- Tuberculosis (TB) testing
- Women's Health
- Sexually Transmitted Infection (STI) screening
- Physicals – Daycare, nursing and other health related students, police academy
- Vaccinations
- Titers
- Some blood tests

Traffic, Security and ID Cards

The University maintains its own traffic and security department to provide for the welfare and safety of the campus community. The department operates 24 hours a day, every day of the year to assist in matter pertaining to safety, crime prevention/reporting and security on campus. Additionally, the department is responsible for vehicle registration, University ID's, and enforcement of campus parking regulations.



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The student identification card which is issued at registration, must be carried by the student at all times for identification purposes, entry to the university cafeteria, for residence hall students and for student activity, as well as athletic event entry and library purposes. ID's must be surrendered to university officials upon request.

All vehicles must be registered in the Security Office in order to use campus parking facilities. Additional information about traffic on campus can be obtained from the Parking and Traffic Regulations booklet available at registration and in the security office.

Students are encouraged to be responsible for their own security and the security of others. The general and criminal laws of the United States, the state of Missouri and all city ordinances for Joplin, as well as parking and traffic regulations and rules of Missouri Southern State University are in full effect on campus.

Crime victim assistance is available on campus in the Student Services Office, with Residence Hall staff members, or in the Counseling Center. Referrals for off-campus assistance can also be arranged.



Athletic Training Room and Facilities

1. There are two Athletic Training Room on campus. One is located in the lower level of the New End Zone Facility and the other is in the Leggett & Platt Athletic Center.
2. This will be a CO-ED facility at all times.
3. All treatments, taping and rehabilitation work will be done in the athletic training room.
4. All athletes are to follow athletic training room policies and procedures.
5. All athletic training paperwork is available online at www.mssulions.com. All newcomers must fill out **ALL** paperwork and all returners must fill out a new insurance form twice a year. **ALL PAPERWORK MUST BE COMPLETED BEFORE ATHLETES ARE ALLOWED TO PRACTICE OR COMPETE – NO EXCEPTIONS.**

Athletic Training Room Policies and Procedures

1. Athletic training room hours are 8:00 AM to 11:30AM for **treatment by appointment only**; and 1:00 PM to 5:30 PM daily (5:00 PM Fridays).
2. An MSSU team physician shall give an annual pre-participation fitness exam with the assistance of the athletic training staff. The exam shall be for screening only. It shall focus on those aspects of medical health that relate to the specific sport activity, and it shall not in any way replace the student athlete's annual physical exam or supersede previously established doctor patient relationships. Once the screening exam is completed and the team physician grants clearance, the student-athlete may participate in MSSU supervised practice or competition. Subsequent to the initial pre-participation fitness exam, an updated medical history/health review shall be performed yearly. A follow-up exam will be performed as indicated.
3. The team physician and athletic trainers shall be available to the student-athletes for information or counseling about athletic injuries/illnesses and for evaluation, treatment and rehabilitation of athletic injuries/illnesses sustained from or related to MSSU supervised practice or competition.
4. MSSU shall provide secondary medical coverage to assist in the payment of athletic-related injuries/illnesses that occur during the MSSU supervised practice or competition. The student-athlete's family or personal insurance shall provide primary coverage in all cases; therefore, it is required that all student-athletes be covered under his/her parents' plan and/or purchase personal student health insurance during enrollment.
5. NCAA rules allow MSSU to assist in the payment of athletic-related injuries/ illnesses that are caused or aggravated due to athletic participation and occur during MSSU-supervised practice or competition. Examples of athletic-related conditions:
 - Traumatic internal injuries (e.g., kidney contusion, spleen rupture)
 - Musculoskeletal injuries (e.g., ankle sprain)
 - Skin conditions caused by protective equipment (e.g., football helmet rubbing skin raw)
 - Illnesses associated with participation (e.g., heat illnesses, upper respiratory infections)
 - Traumatic dental injuries (e.g., tooth fracture)
 - Traumatic eye or ear injuries (e.g., black eye, cauliflower ear)
6. MSSU shall not assist with payment of medical expenses for any injuries sustained to a student-athlete after his/her four years of eligibility are completed.
7. NCAA rules forbid MSSU to pay for non-athletic-related injuries/illnesses. This would include injuries/illnesses sustained by the student-athlete while not participating in MSSU-supervised practice or competition.
8. The school nurse at the Student Health Center in Billingsly Student Center will handle all general illness issues (phone: 625-9323). After you see Student Health, report illness to



athletic training staff.

9. The team physician and the head athletic trainer will determine the type of treatment and duration of treatment to be given to the athlete. The team physician may authorize additional opinions or medical treatment from outside physicians or facilities. (If additional opinions are required by the student-athlete's insurance, MSSU shall agree to this process.) The student-athlete shall be responsible for payment of medical expenses if outside medical treatment or additional opinions were obtained without the consent of an MSSU team physician prior to services rendered.
10. DO NOT take it upon yourself to see a doctor, unless all attempts to locate the athletic trainers have failed. If you see a physician on your own without athletic trainer referral, the expense will be yours.
11. The in-season sports will have priority in utilizing all the services of the athletic training facilities and staff.
12. Physical therapist time is reserved for 1:00PM – 4:00PM Monday, Wednesday, Friday and is by appointment only. Injured athletes are required to receive two treatments per day. Other times scheduled as needed by the athletic training staff.
13. The athletic training room staff will handle all taping, bandaging, etc.
14. The athletic training room is a place of business – NO HORSEPLAY.
15. Shower before treatment or practice and DRESS APPROPRIATELY. This is a co-ed athletic training room.
16. All treatments are to be administered and concluded in the athletic training room.
17. NO PROFANITY.
18. As an athlete, you are not to return to full practice until cleared by the head athletic trainer and team physician. NO EXCEPTIONS.
19. All sick and injured players will be at practice unless excused by Athletic Trainer or position coach.
20. Finally, the student trainers are there to assist you. They are in charge of your health care until such time as the head athletic trainer can become involved. They are expected to conduct themselves professionally at all times. I ask you to respect their decisions.
21. No cell phones, cameras or media will be allowed in the athletic training room.

SUPPLEMENT/DRUG STATEMENT MISSOURI SOUTHERN STATE UNIVERSITY

In an effort to minimize health and safety risks to student athletes, maintain ethical standards and reduce liability risks, Missouri Southern State University personnel, coaches and contracted vendors will not endorse, recommend, or supply, performance enhancing agents, or energy supplements to the student athletes of Missouri Southern State University. NCAA/MSSU compliant nutritional supplements can be recommended by the MSSU Strength & Conditioning Director or the Head Athletic Trainer under the direction of a MSSU Team Physician. NOTE: The Missouri Southern State University Sports Medicine Staff reserves the right to supplement electrolytes, and recommend certain nutritional supplements where deemed medically necessary. In these cases, supplementation must be cleared through a Missouri Southern State University team physician and documented with the Head Athletic Trainer. Student athletes who are considering the use of ANY supplement are strongly encouraged to discuss the matter with the Head Athletic Trainer before use/consumption of any product.



Strength and Conditioning Training

Mission Statement

It is the mission of the resistance training facility at Missouri Southern State University to provide a safe, functional environment for the development of cardiorespiratory endurance, muscular strength, muscular endurance, and reductions in body composition in student-athletes utilizing the services of the Strength and Conditioning Performance Center. This mission is to be accomplished through the following means:

1. Maintain a qualified staff to administer and develop specific programs for the athletes' needs.
2. Adequate supervision of the facilities to provide guidance, instruction, rule enforcement, and to ensure safety measures are followed.
3. Daily monitoring and maintenance of the facilities.
4. Accurate record keeping to track injury and training trends for different sports through their weight room use.
5. Proper strength and conditioning training will directly reduce the risk of injury during practice and competition.

Strength and Conditioning Rules and Expectations

1. The weight room is not a health club. Access to the S&C services and programs is a varsity student-athlete privilege and the same proactive attitude, effort and execution which are expected during competition are expected away from it as well.
2. All teams will have a scheduled time they will work out. You are expected to be on time. If you have a conflict, call the S&C staff before your scheduled work out time and inform us of the situation. You can contact us at (417)625-4078.
3. It is understood that academics come first, and that scheduling conflicts may arise. It is your responsibility to notify the S&C staff in advance in order to schedule a make-up workout, or to be excused in the event of an illness. Or otherwise to be scheduled for a disciplinary make-up workout.
4. Distinguish between the discomfort or exertion and the pain of an injury. Every athlete can expect to be hurt (or otherwise limited) at some point, and there are alternatives for every exercise. Injuries or other problems. Mean that we improvise, adapt or modify – not skip – exercise or workouts (unless indicated by the sports medicine staff).
5. Keep in mind at all times that we are interested in training effect, not strength demonstration. Although we have borrowed many of their concepts and methods, we are not training to be powerlifters or weightlifters.
6. Dress appropriately. Wearing spikes, cleats or unlaced/open-toe footwear as a matter of convenience is not an option when it hinders progress or safety.
7. Read your workout assignment, understand it, and do it. Ask questions if you do not understand.
8. Do the work prescribed on your worksheet, not your teammates or training partners.
9. Clean up your area when you are done. Put the benches and bars back in the racks. Leave it better than you found it.
10. Think safety! Clear your workspace of obstacles and people; and respect squat racks and platforms as work stations. No loitering or jaywalking in areas.



Missouri Southern Student Athlete Advisory Council (SAAC)

The SAAC is comprised of two representatives from each varsity team sponsored by the Department of Intercollegiate Athletics, which includes the athletic training and cheer programs. Each member must be an eligible student-athlete on his/her respective team.

The purpose of SAAC:

- Section 1: To streamline and promote efficient communication between the MSSU Athletic Department Administration and the Student-Athlete population; and provide suggestion on programs designed to serve their needs.
- Section 2: To actively encourage more involvement of the Student-Athletes in campus and community projects; to enhance the public relations of MSSU students.
- Section 3: To encourage communication and unity between and among MSSU athletic teams and athletic trainers.
- Section 4: To design and implement programs which will encourage academic achievement, health promotion, social responsibility, and general awareness.
- Section 5: To include other purposes as defined by SAAC.

2023-2024 SAAC Leadership Committee Members:

President:	Kara Amos	Softball
Vice President:	Dionnte White	Football
Secretary:	Hannah Allick	Volleyball
Pride Promotor:	Darin Oplotnik	Football
Treasurer:	Brendan Rozier	Men's Track and Field



Missouri Southern Intercollegiate Athletics Directory

625-XXXX

Athletic Administration:

Rob Mallory, Director of Athletics	9317
Cori Reid, Associate AD for Internal Operations, SWA	3576
Ryan Snyder, Assistant AD for External Operations	9815
Amanda Schmelzer, Compliance Officer	9712
Spencer Greathouse, Athletic Media Relations Director	9359
Kerry Stadler, Assistant Athletic Media Relations	3113
Markie McCoy, Game Management, Promotion and Community Engagement Coordinator	3075
Megan McCollough, Athletic Business Manager	3502
Maria Dermott, Academic Support Specialist	9324
Lisa Severe, Athletic Administrative Assistant	9317

Head Coaches:

Bryce Darnell, Baseball	9312
Jordyn Albright, Cheer	417-499-8241
Atiba Bradley, Football	3074
Mike Wheeler, Men's and Women's Golf	4747
Sam McMahon, Men's Basketball	9788
Ronnie Ressel, Women's Basketball	9613
Bryan Schiding, Men's and Women's Track and Field	5447
Hallie Blackney, Softball	9308
Sade Boswell, Women's Soccer	3014
Kalie Mader, Volleyball	3043



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