

# Upper Iowa University

Department of Intercollegiate Athletics  
Student-Athlete Handbook  
2023-2024

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Dear Upper Iowa Student-Athletes,

On behalf of Upper Iowa University and our Athletic Department coaches, administrators and staff, I would like to welcome you all back for the 2023-2024 academic year. I hope you had a safe, relaxing and productive summer and that you are ready to have the best possible academic, social and athletic year moving forward. It is great to have you back!

As of July 1, we became a member of the Great Lakes Valley Conference (GLVC)! We transitioned to Division II in 2003, and have been proud members of the NSIC since 2006. We enter this year excited for the mark we can make in this conference. We have so much confidence in the conference office and we fully expect to be competitive members of the GLVC!

I would ask you to be sure to take care of the most important things first.....and in this case that is your academic work. We have a strong record of academic excellence in this program with high grade point averages, some of the nation's best graduation rates in Division II and many notable academic honors through our league affiliations. Your first and most important responsibility is your academic work. The administrative staff can be used as a resource for anything, but especially your academics. Reach out to any of them, if you need some help.

Your social life is very important as well. We would ask that you treat everyone with respect and dignity. We may have different opinions or lifestyles but respecting each other, looking out for one another and being kind is something that each of us can do in order to make Upper Iowa an even better place. I would urge you to have fun, get out and about on campus, be engaged in as many activities as possible and make some life-long friends. We have an amazing Student Life Department that works every day to put on events to make your UIU experience one of the best.

If you have any questions or concerns, there are several of us, beyond your coaching staff, who will be happy to help you. You can stop by our Dorman Gym offices or you can email, call or text at any time. We are here to support you and to make your UIU experience the best it can possibly be. I wish you a great 2023-24 year and we all look forward to your growth and success in the GLVC.

All the best, Go Peacocks!

Rick Hartzell  
Vice President for Athletics  
Upper Iowa University

# Staff Directory

NAME	TITLE	EMAIL ADDRESS	PHONE
<b>Administration</b>			
Rick Hartzell	Vice President for Athletics <i>Program Administrator For: Men's Basketball, Football, Men's Wrestling, Women's Wrestling, Athletic Training, Rec Center</i>	hartzellr53@uiu.edu	563-425-5293
Howard Thompson	Senior Associate AD for External Affairs <i>Program Administrator For: Baseball, Women's Basketball, Softball, Volleyball, Strength &amp; Conditioning, Video Production</i>	thompsonh@uiu.edu	563-425-5307
Matt Rueckert	Associate AD for Sports Medicine <i>Program Administrator For: Athletic Training</i>	rueckertm@uiu.edu	563-425-5364
Willie McGowan	Assistant AD for Compliance & Business Services <i>Program Administrator For: Men's Golf, Women's Golf, Men's Soccer, Women's Soccer</i>	mcgowanw97@uiu.edu	563-425-5184
Emily Jorgensen	Interim SWA / Director of Academic Success & Student-Athlete Development <i>Program Administrator For: Cross Country / Track &amp; Field, Cheer / Dance, SAAC</i>	jorgensene81@uiu.edu	563-425-5336
Reanne Kietlinkski	Sports Information Director	kietlinskir71@uiu.edu	563-425-5211
Kaity Adamov	Director of Internal Operations	TBD	TBD
<b>Athletic Training</b>			
Matt Rueckert	Head Athletic Trainer	rueckertm@uiu.edu	563-425-5364
Rachel Caspers	Assistant Athletic Trainer	caspersr@uiu.edu	563-425-5888
Ryan Fonkert	Assistant Athletic Trainer	fonkertr47@uiu.edu	563-425-5664
Abby Vaughn	Assistant Athletic Trainer	vaughna61@uiu.edu	563-425-5880
Blake Chadwick	Assistant Athletic Trainer	chadwickb96@uiu.edu	563-425-5382
<b>Baseball</b>			
Brian Voigt	Head Coach	voightb11@uiu.edu	563-425-5290
Alex Jorgensen	Assistant Coach	jorgensena72@uiu.edu	563-425-5219
Gabe Pilla	Graduate Assistant, Coach	pillag43@uiu.edu	NA
Cody Hartman	Graduate Assistant, Coach	TBD	NA
<b>Men's Basketball</b>			
Brooks McKowen	Head Coach	mckowenb@uiu.edu	563-425-5294
Trevor Hook	Associate Coach	hookt@uiu.edu	563-425-5176
Danny Tabaska	Graduate Assistant, Coach	tabaskad10@uiu.edu	NA
<b>Women's Basketball</b>			
Justin Maass	Head Coach	maassj76@uiu.edu	563-425-5781
Bridgette Griffin	Assistant Coach	griffinb40@uiu.edu	563-425-5292
Kam Elzy	Graduate Assistant, Coach	TBD	NA
<b>Cheer/Dance</b>			
Bri Dahring	Head Coach	Dahringb31@uiu.edu	563-425-5877

<b>Women's Cross Country/Track &amp; Field</b>			
Nate Rucker	Head Coach	ruckern@uiu.edu	563-425-5892
<b>Football</b>			
Jason Hoskins	Head Coach	hoskinsj449@uiu.edu	563-425-5342
Heath Parling	Assistant Coach, Offensive Coordinator	parlingh69@uiu.edu	563-425-5228
Rhett Mizer	Assistant Coach, Linebackers	mizerr73@uiu.edu	563-425-5226
Earnest Tucker	Assistant Coach, Defensive Backs	tuckere77@uiu.edu	563-425-5989
Tommy Gerhard	Assistant Coach, Offensive Line	gerhardt29@uiu.edu	463-425-5327
Matthew Sauser	Assistant Coach, Wide Receivers	sauserm71@uiu.edu	563-425-5389
Ju'Wan Murphy	Graduate Assistant, Defense	murphyj47@uiu.edu	NA
Kayln Lowe	Graduate Assistant, Operations / Equipment	lowek22@uiu.edu	NA
<b>Men's &amp; Women's Golf</b>			
Mike Lewis	Head Coach	lewism@uiu.edu	563-425-5820
Chris Black	PT Assistant Coach	TBD	TBD
<b>Rec Center &amp; Intramurals</b>			
Nate Rucker	Assistant AD for Campus Recreation	ruckern@uiu.edu	563-425-5892
Dalton Baker	Graduate Assistant, Intramurals	bakerd65@uiu.edu	NA
<b>Men's Soccer</b>			
Jason Carlson	Head Coach	carlsonj@uiu.edu	563-425-5998
Roberto Hernandez	Graduate Assistant, Coach	hernandezr70@uiu.edu	NA
<b>Women's Soccer</b>			
Josh Davis	Head Coach	davisj639@uiu.edu	563-425-5369
<b>Softball</b>			
Aubrey Honeycutt	Head Softball Coach	honeycutta29@uiu.edu	563-425-5174
Kyle Honeycutt	Assistant Softball Coach	honeycuttk73@uiu.edu	563-425-5705
<b>Sports Communication</b>			
Jim Lowery	Director of Video Production / Broadcasting	loweryj43@uiu.edu	563-425-5178
Reanne Kietlinski	Sports Information Director	kietlinskir71@uiu.edu	563-425-5211
Ryan Truskowski	Graduate Assistant, Sports Communication	truskowskir27@uiu.edu	NA
<b>Strength &amp; Conditioning</b>			
Matt Vargas	Head Coach	vargasm92@uiu.edu	563-425-5183
Alex Iverson	Assistant Coach	iversona71@uiu.edu	563-425-5179
<b>Volleyball</b>			
Aaron Nelson	Head Coach	nelsona@uiu.edu	563-425-5763
Megan Flaherty	Assistant Coach	flahertym44@uiu.edu	NA
<b>Men's Wrestling</b>			
Heath Grimm	Head Coach	grimmh@uiu.edu	563-425-5291
Jordan Roths	Assistant Coach	rothsj94@uiu.edu	563-425-5317
Carl Broghammer	PT Assistant Coach	NA	NA
Jordan Rinken	PT Assistant Coach	NA	NA
<b>Women's Wrestling</b>			
Rich Manning	Head Coach	manningg33@uiu.edu	563-425-5904

# Introduction

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## **PHILOSOPHY**

Intercollegiate athletics at Upper Iowa University plays a vital and valuable role on-campus; as such, it is critical that we serve as an integral part of the university and support the educational mission. We commit to operating with the same philosophy values, and goals of the university in regards to integrity, academic excellence, outreach, leadership, equity, and diversity.

Higher education has a lasting importance on an individual's future success. As well, intercollegiate athletics teaches valuable lessons and values that will influence an individual in a positive manner throughout his/her life. The values of grit, pride and growth will be instilled in our student-athletes, coaches and staff.

All stakeholders associated with and serving the Department of Athletics will be encouraged to embrace the responsibilities and principles for conducting intercollegiate athletics as stated in Article 2 of the NCAA Division II manual.

## **VISION**

We will be leaders that promote resourcefulness, inclusion and ambition to create a family atmosphere, develop our student-athletes, coaches and staff, and excel academically and athletically.

## **MISSION**

We strive to inspire growth and empower the student-athlete journey toward personal excellence.

## **CORE VALUES**

### **Grit**

- We commit to working together and constantly pushing each other to achieve more • We will identify our purpose and exert the effort, courage, passion, and toughness necessary to excel no matter the situation.
- We will adopt a competitive mindset, embrace the challenges, persist in the face of setbacks, and strive to reach higher levels of success.
- We will be inspired and motivated by the success of our teammates, coworkers, and fellow teams and will give our all for each other, for the team, for the department.

### **Pride**

- I AM A PEACOCK! We will actively and consistently demonstrate allegiance to Upper Iowa University.
- We will always support our fellow Peacocks, the UIU Campus, Fayette community, and northeast Iowa.
- We will support and respect everybody within the Peacock Family and keep that as the backbone of our department.
- We understand that being a Peacock is being a part of something bigger than ourselves.

## **Growth**

- We will invest in ourselves to be better students, athletes, coaches and staff members everyday
- We will have a passion for continuous improvement on and off the field of competition as we develop our skills, strength, mental toughness, leadership, and overall personality.
- We will take advantage of the opportunities we are given by being involved and leading on and off campus.
- We will embrace accountability, take ownership of our responsibilities, pay attention to the details, and remain committed to growth.

### **Strategic Goal 1: Improve Department Efficiency**

To explore opportunities for growth and improved efficiencies across the athletics department; enhance operational policies and standards; increase fiscal responsibility; elevate fundraising efforts; and improve communication within the department and across campus.

### **Strategic Goal 2: Brand Enhancement/Culture Development**

To raise the prominence of Upper Iowa Athletics brand through intentional communication of our story; enhance stakeholder engagement and deepen our community impact by collaborating with our partners across the university, alumni, local school districts, and the Fayette community; and deliver an engaging fan experience through improved gameday atmospheres and facility enhancements.

### **Strategic Goal 3: Diversity, Equity, & Inclusion**

To foster an inclusive community that promotes and values the contributions, perspectives and beliefs of all student-athletes, coaches, and staff members and to create an environment that allows all individuals to thrive.

### **Strategic Goal 4: Student-Athlete Success**

To fulfill our mission to inspire growth and empower the student-athlete journey toward personal excellence; to cultivate an environment where our student-athletes can consistently compete at the highest levels; to provide a preeminent student-athlete experience that places health, safety, and well-being at the forefront while providing opportunities for academic, athletic, professional, and personal excellence.

### **Strategic Goal 5: Program Athletic Success**

To develop a blueprint to raise the level of program success by educating coaches about the excellence standard, developing skills of all rostered student-athletes, increasing strength and conditioning plans, and creating a strong culture statement.

## HISTORY

Upper Iowa University was founded in 1857 in Fayette, IA. UIU is currently the only NCAA Division II school in Iowa, with degree programs offered on campus in Fayette, at 12 U.S. locations to go along with the online and self-paced programs.

The athletic department transitioned from NCAA Division III to NCAA Division II in 2006 and is a proud member of the Great Lakes Valley Conference.

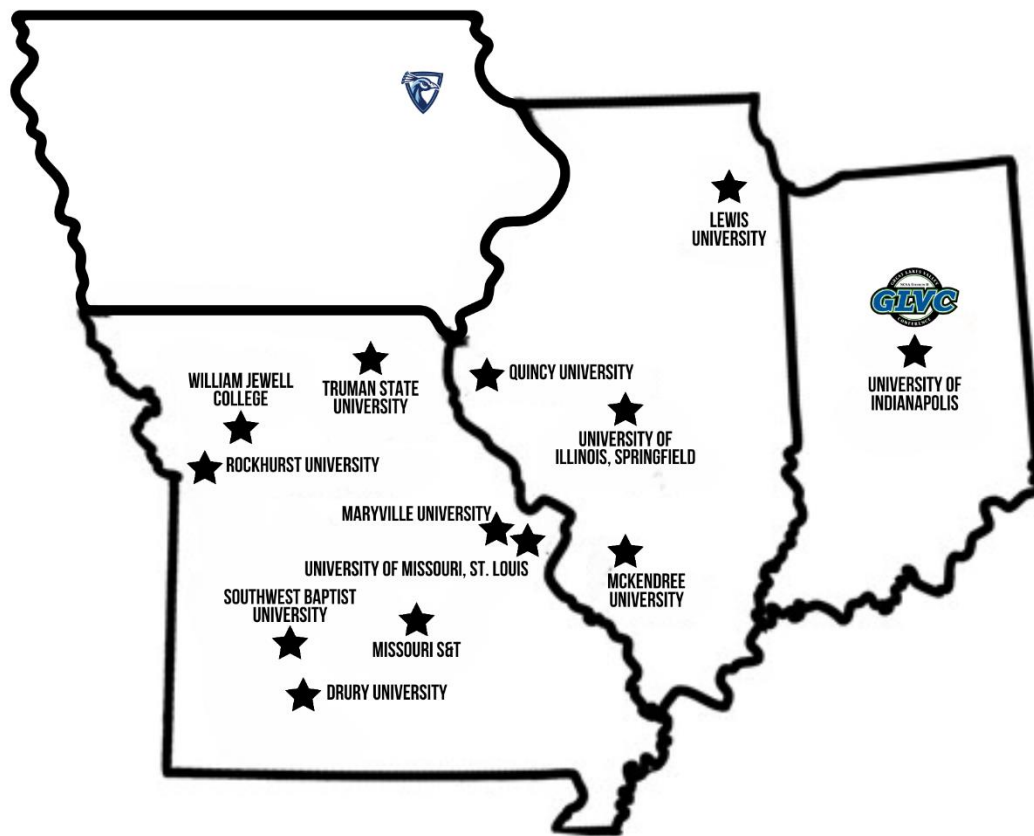
## CURRENT VARSITY TEAMS

Women's	Men's
Basketball	Baseball
Cross Country	Basketball
Golf	Football
Softball	Golf
Soccer	Soccer
Track & Field	Wrestling
Volleyball	
Cheer / Dance (CoEd, Not a NCAA Sponsored Sport)	



## CONFERENCE AFFILIATION

### Great Lakes Valley Conference



Established in 1978 with a commitment to the purposes, fundamental policies, and basic principles of the National Collegiate Athletic Association (NCAA), the Great Lakes Valley Conference (GLVC) has grown to embody the vision established by the founders of the organization and has melded athletic and academic excellence for more than 40 years.

The GLVC is comprised of 14 NCAA Division II member institutions, spanning four Midwest states. Although formed and developed as one of the nation's premier NCAA Division II basketball conferences, the GLVC now sponsors 24 championship sports. The GLVC will also begin sponsorship of men's volleyball in 2025-26 to increase sport sponsorship to 25.

#### ***Member Institutions –***

Drury University  
University of Illinois – Springfield  
University of Indianapolis  
Lewis University  
Maryville University  
McKendree University  
Missouri S&T

University of Missouri – St. Louis  
Quincy University  
Rockhurst University  
Southwest Baptist University  
Truman State University  
Upper Iowa University (2023)  
William Jewell College

# Student-Athlete Code of Conduct

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Participation in intercollegiate athletics at UIU is a privilege and there are responsibilities associated with that privilege. The purpose of this Upper Iowa University (UIU) Student-Athlete Drug & Alcohol Policy and Code of Conduct Policy is to outline certain procedures and potential consequences for not adhering to the high standards of personal conduct expected of UIU student-athletes. We reserve the right to drug test at any point throughout the year. In addition to this policy, UIU student-athletes are subject to the rules and regulations of their individual team, the NCAA, respective conferences, and Upper Iowa University.

## **UIU STUDENT-ATHLETE DRUG & ALCOHOL POLICY**

UIU student-athletes are prohibited from using or being under the influence of illegal drugs or other prohibited substances (as defined herein). The abuse of and/or dependence upon lawful substances (alcohol, prescription drugs, etc.) is also prohibited. It is the responsibility of the student-athlete to consult with Athletic Training staff to review the list of NCAA banned-drug classes whenever purchasing over-the-counter non-prescription medications. (i.e., many common cold medicines and medications for allergy treatment contain small amounts of banned substances.) In accordance with UIU Athletic Department policies and procedures, it is the student-athlete's responsibility to inform the Athletic Training staff of any and all prescription medications that are prescribed by a physician. Such information is maintained confidentially and shared with others exclusively on a need to know basis.

The Department of Athletics will inform student-athletes about the substance abuse policies (requirements and procedures) of both UIU and the National Collegiate Athletic Association (NCAA). To clarify, both UIU and the NCAA have policies and regulations regarding drug use and banned substances. Student-athletes will be given written information on both policies by an athletic administrator prior to their initial participation each year. All student-athletes must participate in the IADTP and NCAA Drug Testing program. Each student-athlete must sign an Institutional Drug Testing Consent form, along with the NCAA Drug Testing Consent form indicating understanding of/and agreement to comply with this policy in order to practice and participate in UIU intercollegiate athletics. Failure to sign these consent forms will preclude participation in intercollegiate athletics at UIU.

UIU Department of Athletics reserves the right to drug test. All student-athletes shall provide a urine sample for such testing when requested by Department of Athletics under this policy and when requested by NCAA. Samples will be collected in an environment that allows for reasonable degree of privacy for the student-athlete, and restricts the opportunity for tampering with or altering the sample. Failure to submit to a drug test will be treated in the same fashion as a positive test. Furthermore, if an individual attempts to tamper with or alter their urine sample, it will be considered an automatic positive test.

The Department of Athletics exercises discretion in the administration of the drug testing program and will make every effort to share information obtained in the administration of this policy only on a need to know basis. When the urine sample results are "positive", the Head Athletic Trainer will notify the VP of Athletics, the Head Coach, Senior Woman Administrator,

and the Director of Counseling in the Office of Student Life. Other individuals on-campus may be notified, only as needed.

UIU initiated random drug tests will be conducted on a minimum of ten student-athletes per minimum of three (3) times each academic year. Student-athletes will be selected randomly through our 3<sup>rd</sup> party testing company – Drug Free Sport.

Student-athletes also may be referred for testing by the Head Athletic Trainer, Head Coach, or VP of Athletics at any time a reasonable suspicion exists that a student-athlete is in violation of this policy.

Student-Athletes may be notified of their responsibility to undergo drug screening under this policy via communications such as: text, phone, personal notification, etc. Once a student-athlete has been notified of a scheduled drug screening, it is the student-athlete's sole responsibility to follow all instructions, to report to the designated drug testing location, & at the designated time.

For the purposes of this policy, an offense is a serious accusation that comes to the athletic department from local police authority, campus security, the Office of Student Life (including RA's), or athletic training. A student-athlete who receives formal punishment from law enforcement, campus security, residence life or student life will be subject to the penalties in this policy. Strikes are accumulated over a student-athlete's career at Upper Iowa University, but are subject to the discretion of the VP of Athletics, SWA, and athletic department senior staff.

### **Tobacco**

- Upper Iowa University is a Tobacco-Free campus
- 4 Strike Penalty
  1. First Strike
    - a. Written warning from Head Coach and VP of Athletics
  2. Second Strike
    - a. One-week suspension (defined below)
  3. Third Strike
    - a. Two-week suspension (defined below)
    - b. Parents notified
  4. Fourth Strike
    - a. Lose scholarship
    - b. Dismissed from team

### **Alcohol / Marijuana**

- Consumption of alcohol and/or use of marijuana within 24 hours of a practice or competition is prohibited.
- The consumption of alcohol or use of marijuana while on University-sponsored athletic travel is strictly prohibited, regardless of age.
- Examples include but are NOT limited to:
  - Underage drinking and/or purchasing of alcohol
  - Minor in possession (MIP) / Minor Consumption
  - Public Intoxication
  - Public Urination

- Manufacturing, distribution, or sale of marijuana
- Drunk and disorderly conduct
- Consumption of alcohol or use of marijuana by a student-athlete host and/or their assigned prospective student-athlete during an official recruiting visit
- Consumption of alcohol or use of marijuana on University-sponsored team travel
- Any violation of the Upper Iowa University Student Code of Conduct or other University policy involving alcohol or drugs.
- 3 Strike Penalty
  1. First strike
    - a. Written warning from Head Coach and VP of Athletics
  2. Second Strike
    - a. Two-week suspension (defined below)
  3. Third Strike
    - a. Dismissal from team
    - b. Loss of scholarship
    - c. Parent's notified

**Illicit Drugs** (*Marijuana is excluded and will fall under the Alcohol/Marijuana policy. See above.*)

- The use of illicit drugs in any capacity is strictly prohibited
- Drug use while on University-sponsored athletic travel is strictly prohibited.
- Examples include but are not Limited to:
  - Possession or use of illicit drugs
  - Testing Positive for banned substances
  - Consumption, manufacturing, distribution or sale of illegal drugs.
  - Minor in possession (MIP) / minor consumption
  - Public intoxication
  - Public urination
  - Drug use by a student-athlete host and/or their assigned prospective student-athlete during an official recruiting visit
  - Drug use on University-sponsored team travel
  - Any violation of the Upper Iowa University Student Code of Conduct or other University policy involving alcohol or drugs.
- 2 Strike policy
  1. First Strike
    - a. Two-week suspension
    - b. Written warning from the Head Coach and VP of Athletics
    - c. Meet with the Director of Counseling and Wellness for a substance abuse evaluation
    - d. Automatically on the retest list
  2. Second Strike
    - a. Immediate dismissal from team
    - b. Loss of scholarship
    - c. Parents notified

**Steroids**

- The use of all steroids unless prescribed by a medical doctor with a written explanation is strictly prohibited. Medical documentation must be provided to Athletic Training prior to the start of the season.

- 1 Strike policy
  1. First Strike
    - a. Immediate dismissal from team
    - b. Loss of scholarship
    - c. Parents notified

### **Suspension**

For the purposes of this policy, suspension is defined as the inability to practice, compete or travel with any Upper Iowa University Athletics team. However, suspended student-athletes may, with the approval of the coach and designated sport administrator, attend team meetings and retain privileges to access training table, the athletic training room, academic support services and individual use of weight training, with proper supervision.

- During suspension, the student-athlete must pay or make financial arrangements for any fines he/she has received
- Meet with the Director of Counseling and Wellness
- A student-athlete has the right to appeal sanctions and must do so within one week of their suspension.

### **Safe Harbor**

Any student-athlete may refer themselves for evaluation or counseling by contacting any member of the Athletic Training staff, Department of Athletics administration, member of the coaching staff, or Director of Counseling. This arrangement will be known as “Safe Harbor” because it is strictly confidential and no team or administrative penalties are imposed upon the student-athlete who has made a personal decision to seek professional assistance. Upon entry into the Safe Harbor program, the student-athlete will undergo drug testing to establish baseline levels for any substances. Furthermore, the student-athlete will be required to attend a mandatory assessment interview conducted by the Director of Counseling. Based on the assessment, the student-athlete may be required to participate in and complete further counseling and education. Safe Harbor will terminate with the next drug test. If the student-athlete tests positive at the next drug test, he/she will be subject to the penalties of that positive test as stated in this policy – beginning with the first strike. A student-athlete cannot initiate Safe Harbor after he/she has been informed of his/her required participation in an impending drug test. A student-athlete may enter Safe Harbor only one time. **Safe Harbor only applies to UIU and is not recognized by the NCAA Drug Testing program.**

### **NCAA Drug Testing Program**

The NCAA drug testing program involves urine collection at NCAA Championship events, random on-campus visits, and off-campus during the summer months. The NCAA Drug testing Program will use laboratory analyses for substances on the banned drug list developed by the NCAA Executive Committee. This list includes illegal drugs, nutritional supplements, energy bars, herbal drinks, and energy substitutes, as well as many over-the-counter medications. Furthermore, many products are not regulated by the Food and Drug Administration (FDA). It is the responsibility of the student-athlete to notify the Athletic Training staff of any medications or supplements the student-athlete currently uses or intend to use. A student-athlete’s lack of knowledge that a drug or product is banned is not an adequate defense for a positive drug test under NCAA rules or the UIU IADTP.

A student-athlete who is found to have utilized a substance on the list of banned-drugs by the NCAA will be declared ineligible for further participation in regular-season and post-season competition in accordance with NCAA regulations. A student-athlete who tests positive will remain ineligible for one (1) calendar year from date of the positive result and will be charged with the loss of one season of competition. A second positive test for “street” drugs will impose an additional year of ineligibility. Failure to submit to a drug test will be considered as an automatic positive test. Furthermore, if an individual attempts to tamper with or alter their urine sample, it will be considered as an automatic positive test. Reference NCAA Bylaw 31.2.3. for the list of NCAA banned drugs and products.

## **TEAM CODE OF CONDUCT STANDARDS**

Each respective head coach may develop and enforce team discipline and code of conduct standards in addition to those set forth in this policy. Such team discipline and code of conduct standards must be in writing and approved in advance by the VP of Athletics. Team discipline and code of conduct standards may be more inclusive and restrictive than athletics department standards, university, conference, and/or NCAA rules. Head Coaches have the authority to discipline student-athletes, up to and including suspension or dismissal, if violations of team discipline and code of conduct warrant such action. Any such suspension or dismissal by a head coach may be appealed pursuant to the Appeals procedures set forth under the Appeal procedure below. Any disciplinary sanction imposed by a Head Coach, other than suspension or dismissal, shall be final and not subject to any further appeal.

### **Definitions of Misconduct**

There are two (2) types of misconduct for which a student-athlete may be disciplined or sanctioned under this Student Athlete Discipline and Code of Conduct - Category I Misconduct and Category II Misconduct:

#### **Category I Misconduct**

Any of the following acts by a student-athlete constitutes Category I misconduct:

- Violation of a criminal law that is classified as a *felony* by the State of Iowa (e.g., fraud, sex offenses, aggravated assault, sale/distribution of illegal drugs, etc.); or
- Violation of a term of probation or other condition imposed by a court in a criminal proceeding.

A student-athlete is determined to have committed Category I Misconduct when:

- The student-athlete is convicted of, does not contest (i.e., a guilty or nolo contendere plea), or receives a deferred judgment for a crime that is classified as a felony by the State of Iowa; or
- The student-athlete is found by a court to have violated a court-imposed term of probation or other condition.

#### **Category II Misconduct**

Any of the following actions by a student-athlete constitutes Category II Misconduct:

- Violation of a criminal law that is not classified as a felony by the State of Iowa (e.g. minor possession, traffic violations, public intoxication, etc.); or

- Violation of a term of probation imposed by a University official or Department of Athletics; or
- Violation of a Department of Athletics policy; or
- Violation of an Upper Iowa University policy, directive, rule, and/or regulation; or
- Willfully giving false, misleading, malicious, etc. information to a University official.

A student-athlete is determined to have committed Category II Misconduct when:

- The student-athlete is convicted of, does not contest (i.e., a guilty or nolo contendere plea), or receives a deferred judgment for a crime that is not classified as a felony by the State of Iowa; or
- The student-athlete is determined by the VP of Athletics to have violated a Department of Athletics policy; or provided false, misleading, or malicious, information to a University official; or
- A University official or hearing body has determined, in accordance with its official procedures, that the student-athlete violated a University policy, directive, rule, and/or regulation.

### **Interim Suspension**

The VP of Athletics, in consultation with selected University officials he or she deems appropriate, may place a student-athlete on interim suspension from participation in practice or competition and/or access to athletic department services, pending the procedures set forth below, when verified and credible information exists that Category I or Category II Misconduct has been committed by a student-athlete (i.e., written statements, University records, third-party or witness statements, or acknowledgement by the student-athlete). By placing a student-athlete on interim leave, the Department of Athletics and UIU is not prejudging guilt or innocence nor whether department discipline is necessary.

### **Disciplinary Meeting**

The VP of Athletics shall follow the following procedures before imposing disciplinary sanction(s): (1) notify the student-athlete, and University officials he or she deems appropriate, of the specific charge(s) of misconduct and substantiation concerning the charges; and (2) provide an opportunity for a meeting at which the student-athlete may explain the circumstances, orally or by submission of a written statement. Following these procedures, the VP of Athletics will determine whether discipline is warranted based on the available information and the greater weight of the evidence with respect to any disputed facts. Such discipline may include sanction(s) such as the following: warning, reprimand, probation with or without conditions, requirement for restitution, conditions to encourage personal rehabilitation (i.e. counseling and /or community service), suspension and/or dismissal. Any suspension or dismissal by the VP of Athletics maybe appealed pursuant to the Appeals procedures set forth below. Any disciplinary sanction, other than suspension or dismissal, imposed by the VP of Athletics shall be final and not subject to any further appeal.

### **Appeal**

A student-athlete may appeal any sanction(s) that results in the suspension or dismissal of the student-athlete from participation in practice, competition, and/or services provided by the Department of Athletics. Appeals will be heard by a committee consisting of the Senior Woman

Administrator or designee, the Faculty Athletic Representative or designee, and a member of the Office of Student Development. Notification of appeal must be directed to the VP of Athletics in writing within five (5) working days following the imposition of the dismissal or suspension. The reason for the appeal and the requested remedy must be included in the written appeal. The student-athlete has a right to be advised by a person of his/her choosing. The student-athlete shall disclose to the VP of Athletics the name of his/her advisor and relationship prior to the committee hearing the appeal. The advisor may advise the student-athlete on the preparation and presentation of the appeal and accompany the student-athlete to the appeal meeting. The advisor *may not* present at any time or in any fashion or form, the appeal for the student-athlete; conduct direct or cross-examination of any person; appear in front of the committee representing the student-athlete; disrupt or delay the proceedings. The Appeals committee can remove the advisor for not complying with the procedures of the meeting. The student-athlete and the VP of Athletics shall present their respective positions to the Appeals committee. The committee proceedings are not judicial, so formal legal rules of evidence do not apply. The committee shall deliberate in private and decide by majority vote to lift, modify, or maintain the suspension or dismissal.

### **Subsequent Change in Circumstance**

After the appeal, if there is a substantial change in circumstances affecting a student-athlete who has been suspended or dismissed from participation in practice, competition, and/or services provided by the Department of Athletics, the student-athlete may petition the VP of Athletics to review the changed circumstances. The student-athlete may submit a written statement in support of the request. If in the sole discretion of the VP of Athletics, the circumstances warrant a change in a suspension or dismissal, a student-athlete may be reinstated by the VP of Athletics. A student-athlete's disagreement with an earlier decision of the VP of Athletics or Appeals committee shall not in and of itself constitute a change in circumstance sufficient to warrant reinstatement.

### **Sanctions impacting Athletically-Related Financial Aid**

A student-athlete may also appeal a revocation or modification of athletically-related financial aid in accordance with established NCAA procedures.

### **Records and Privacy**

Records of Category I and Category II Misconduct and actions taken will be maintained in the student-athletes record file in the Department of Athletics Office of Compliance and forwarded to the Dean of Student Development or designee in the Office of Student Development. These records will be treated in accordance with applicable law and UIU policies regarding confidentiality. However, to the extent permitted by law, the VP of Athletics reserves the right to notify a student-athlete's parents or legal guardians of Category I or Category II Misconduct and the action taken by the Department of Athletics and/or UIU hereunder.



# Hazing Policy

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Any action taken or situation created, intentionally, whether on or off university premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule is considered hazing. Such activities may include, but are not limited to the following:



- Use of alcohol
- Use of any drug, narcotic, or controlled substance
- Eating spoiled foods, raw onions, or anything else unreasonable
- Paddling in any form
- Branding in any form
- Tying a person to a chair, pole, anchor, tree, person, or any other object
- Creation of excessive fatigue presenting physical and psychological shocks
- Pushing, shoving, tackling, and/or any other physical abuse
- Exposing oneself indecently or appearing nude in anyway
- Subjecting a person or group of people to verbal harassment
- Calling people demeaning names
- Misleading pledges in an effort to convince them that they will not be initiated, that they will be hurt during initiation, or any other activity subject to mental stress
- Carrying items that serve no constructive purpose or that are designed to punish or embarrass the carrier
- Requiring people to deface or steal property
- Assigning or endorsing pranks
- Having people perform personal chores
- Conducting interrogations or any other non-constructive questioning
- Answering telephones, doors, or greeting organization members with a prescribed chant, riddle, song, or rhyme
- Quests, treasure hunts, scavenger hunts, road trips, or any other such activities carried on outside or inside of the confines of the university
- Wearing of public apparel which is conspicuous and not in good taste normally
- Engaging in public students and buffoonery
- Morally degrading or humiliating games and activities
- Any other activities which are not consistent with fraternal law, ritual, or policy, or the regulations and policies of the university

Hazing at Upper Iowa University is **STRICTLY PROHIBITED**. Any individual or group found guilty of hazing will be subject to disciplinary sanctions which could include suspension, expulsion, and/or group termination. For further questions about hazing, please see the Student Handbook or contact the Director of Student Activities.

Any person suffering or witnessing a hazing activity is encouraged to report the incident to the Office of Student Activities. The principle officer of each registered student organization shall be responsible for informing pledges and members of the University Hazing Policy.

The Upper Iowa University Hazing Policy will be in accordance with the laws of the State of Iowa at all times. However, the university's standards of personal conduct substantially exceed the minimum expectations of civil law and custom. Student organizations and individual students found in violation of Iowa hazing laws will be subjected to university disciplinary action. The university disciplinary process does not make an individual or organization exempt from criminal prosecution with the State of Iowa.

**The law on hazing in Iowa states the following (708.10):**

*This information was found at:*

<http://search.legis.state.ia.us/nxt/gateway.dll/ic?f=templates&fn=default.htm>

***1. a. A person commits an act of hazing when the person intentionally or recklessly engages in any act or acts involving forced activity which endanger the physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization operating in connection with a school, college, or university.***

***Prohibited acts include, but are not limited to, any brutality of a physical nature such as whipping, forced confinement, or any other forced activity which endangers the physical health or safety of the student.***

***b. For purposes of this section, "forced activity" means any activity which is a condition of initiation or admission into, or affiliation with, an organization, regardless of a student's willingness to participate in the activity.***

***2. A person who commits an act of hazing is guilty of a simple misdemeanor.***

***3. A person who commits an act of hazing which causes serious bodily injury to another is guilty of a serious misdemeanor.***

# Mental Health Day Policy

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In order to foster a culture that supports the overall well-being of our student-athletes and empowers them to perform at their best, the Upper Iowa Athletics Department, in collaboration with the UIU Student-Athlete Advisory Committee, adopted the following Mental Health Day Policy in the 2022-2023 school year and will continue to offer the policy for the well-being of our student-athletes.

## **Scope of the Mental Health Day Policy**

- All programs within Upper Iowa Athletics will provide student-athletes with mental health “sick days” if/when they are requested. These will be treated similar to a necessary day off due to illness or injury.
- Coaches must openly accept and grant the use of mental health “sick days” without judgement, pressure, guilt, or consequence.
- Aside from coaches checking-in to ensure the student-athlete is okay, this is a no-questions-asked policy that will allow student-athletes the space to rest, recover, rebuild, and refocus however they see fit.
- Similar to a sick day, the student-athlete must notify their coach about their need to utilize a mental health day. Following notification to the coach, the student-athlete **must take** a full 24-hours off from the demands of their sport including practice, strength & conditioning, study tables, film sessions, etc.
  - This **does not** excuse student-athletes from their academic responsibilities. If the student-athlete needs relief from their classes and academics demands that day, they must communicate with the Assistant A.D. for Student-Athlete Services, their professors, and work with the respective parties to develop an agreed upon plan for completing academic responsibilities in a timely manner.

## **Policy Purpose**

Research indicates that student-athletes are roughly 2 to 3 times more likely to develop symptoms of depression compared to non-athletes in college (Gitnux, 2023). As coaches, staff, and administrators, we play a critical role in creating an environment that supports the mental health and well-being of our athletes. By prioritizing our student’s mental health, we are trying to promote mental wellness and resiliency on our campus and to encourage and destigmatize help-seeking for mental health concerns. By supporting our student-athletes mental health, it will help them:

- Perform better on the playing field, in their workouts, in the classroom, and in their day-to-day life.
- Create a stronger, more trusting relationship with coaches, teammates, and athletics staff.
- Feel supported, loved and cared for within our department and in turn, help the overall retention rate.
- Recognize it is normal, acceptable, and encouraged to seek help or ask for a day to decompress and work on self-care if they are struggling mentally.

- Advocating for oneself and empower them to prioritize their well-being and mental health so that they can be their best self in all aspects of their life.

### **Return-to-Play Meeting**

- Following the full 24 hours, the student-athlete must meet with one of the following individuals to ensure they are mentally ready to return to play.
  - Head or Assistant Coach
  - Sport Administrator
  - Sport Athletic Trainer
  - Assistant AD for Student-Athlete Services
- If a team is scheduled to travel before the full 24 hours are up, the student-athlete will be exempt from taking the full 24 hours. However, they must still meet with an individual from the list above prior to leaving campus.
- If a student-athlete requests three or more mental health days during a session, the student-athlete must schedule a meeting with UIU Counseling or other mental health professional to ensure they are receiving the support and resources needed to manage their mental health.
- **What is the purpose of the Return-to-Play meeting?**
  - To allow for open discussion with the student-athlete to gauge how they are doing and feeling before they return to the sport.
  - To provide student-athletes with a listening ear while respecting their privacy and being cognizant that a student-athlete may not want to discuss all of the details.
  - To ensure the student-athlete feels unwavering support within their sport and team.
  - To share additional resources that the student-athlete can utilize to prioritize & preserve their mental health.
  - To create an environment where our student-athlete's mental health is a priority.

### **UIU Counseling**

To schedule a counseling appointment, UIU Counseling highly recommends using their online scheduling system in order to guarantee an appointment. Scan the QR Code below or go to the link [here](#).

Carly Heimerdinger - Director of Counseling

- Email: [heimerdingerc30@uiu.edu](mailto:heimerdingerc30@uiu.edu) or Office Phone: 563-425-5786

Bailey Sadler - Mental Health Therapist

- Email: [sadlerb29@uiu.edu](mailto:sadlerb29@uiu.edu) or Office Phone: 563-425-5883

Office Hours

- Monday through Thursday: 8 AM to 4 PM; Friday: 8 AM to 2 PM



## **Other Resources**

- **Your Life Iowa:** This is a FREE local resource that helps individuals of all ages with alcohol, drugs, gambling, suicidal thoughts, and mental health. They provide FREE & confidential support, 24/7.
  - Call: 855-581-8111 or Text: 855-895-8398
- **Winneshiek Medical Center UIU Clinic:** The clinic offers mental health services for those who need psychotropic medication or a consult to talk about the issues/symptoms they are experiencing.
  - Call: 563-425-5500 or Visit: <https://uiu.edu/experience/clinic/>
- **Still Waters Mental Health & Wellness:** This PLLC assesses, diagnoses, and treats mental health disorders including, but not limited to, ADHD, ODD, OCD, anxiety, panic disorder, and depression.
  - Call: 563-278-2432
- **Helping Services:** They provide a 24/7 resource line for those who are experiencing domestic violence or anyone who feels they are not safe (i.e. stalking).
  - Call: 1-800-383-2988
- **Riverview Center:** This is a nonprofit agency committed to providing compassionate, client-centered care for individuals affected by sexual assault in Iowa. This Crisis Hotline is a confidential way for survivors to receive help.
  - Call: 888-557-0310

**If a student or someone they know is in immediate assistance (i.e suicidal) in regards to their mental well-being, call UIU Campus Security at (563) 425-3500.**

# Compliance

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There are a number of rules and regulations that both Upper Iowa University and the NCAA insist all student-athletes follow in order to remain eligible for participation in their chosen sport. Please read them carefully, as ultimately, it is your responsibility as a student-athlete to maintain your own athletic eligibility.

## NCAA ACADEMIC REQUIREMENTS

- **The Student-Athlete (SA) is responsible for their NCAA eligibility.**
- The Student-Athlete (SA) must be in good academic standing for both undergraduate and graduate programs.
- For an Undergraduate SA, they must maintain the higher of a cumulative academic grade-point average of 2.0 or the minimum cumulative academic grade-point average needed to graduate in their chosen major. For a Graduate SA, they must maintain the higher of a cumulative academic grade-point average of 3.0.
- The Undergraduate SA must be enrolled in 12 or more semester hours of credit (considered full-time) during the fall semester and during the spring semester. The Graduate SA must be enrolled in 6 or more semester hours of credit during the fall semester and during the spring semester. Dropping below the minimum will result in immediate ineligibility for practice/competition and the loss of athletics related financial aid.
- The SA must pass 9 semester credit hours of credit that counts towards their degree plan during the preceding semester in order to be eligible during the next academic semester.
- A SA must earn a minimum of 24 semester hours of credit that counts toward their degree plan year to year. A minimum of 18 of those hours must be earned during the fall and spring semesters. No more than 6 of the 24 credit hours may be earned during summer (UIU May term is considered summer).
- Undergraduate students must be enrolled in at least one in-person course per session.
- The SA must officially declare a major and a minor/emphasis (when needed for the major chosen) by the start of their 5<sup>th</sup> full-time semester.
- Beginning with the 5<sup>th</sup> full-time semester, the SA must earn a minimum 9 semester hours of credit per semester and a minimum 24 semester hours of credit each year that count toward the degree plan. [The degree plan comprises general education core courses, major (plus minor/emphasis when needed for major chosen), and elective hours of credit needed to graduate.]

- Prior to the 5<sup>th</sup> full-time semester, all classes that would apply towards any Upper Iowa University bachelor's degree may be counted towards the minimum 9 semester hours of credit per semester and minimum 24 semester hours of credit requirement.
- Developmental classes do not count toward a UIU degree; Thus they may not be used to fulfill the minimum 9 hours needed for continuing semester to semester eligibility or toward the minimum 24 semester hours of credit needed to be eligible the following year unless they are taken in their first year of college.
- A repeated class may only count one time toward the 9 hours per semester and 24 hours per year required for earning/maintaining eligibility.
- If the SA is planning to attend an institution other than UIU to earn hours of credit for eligibility, they should seek prior approval from the Athletics Department Compliance Office and the Registrar. To not do so is courting eligibility disaster.
- The SA must have the signature of the NCAA Compliance Officer in addition to the signature of their Upper Iowa University faculty academic advisor if they want to add or drop classes.

## UPPER IOWA UNIVERSITY POLICY FOR STUDENT HOSTS

Acting as a student host for a recruit is an important service to the institution and the Athletics Department. Appropriate conduct is required of you by institutional, conference, and NCAA standards.

- You must be enrolled at this institution. A non-qualifier may not serve as a student host during his or her first academic year in residence.
- Only you shall be provided money with which to entertain the prospect, the prospect's parents (legal guardians), spouse, and yourself. Other students may assist with hosting the prospect.
- A maximum of \$30.00 per day may be provided to cover the entertainment expenses of both you and the prospect. You may be provided with an additional \$15.00 per day for each additional prospect entertained by you.
- No cash may be given to the visiting prospect or anyone else.
- You may not use entertainment funds to purchase, or otherwise provide the prospects with gifts of value (e.g., souvenirs such as T-shirts or other institutional mementos).
- You may not use vehicles provided or arranged by an institution staff member or booster of the athletics interest.
- You may not transport the prospect or anyone accompanying the prospect more than thirty (30) miles from the campus.
- You should not allow recruiting conversations to occur off-campus between the prospect and a booster of the athletics program. (If an unplanned meeting occurs, only an exchange of greetings is permissible.)

### Student Host Official and Unofficial Visit Guidelines -

- **Boosters** - Prospects and boosters may not interact during an official visit. Special care must be made so that contact with boosters can be avoided
- **Meals** - During an official visit, the prospect, his/her parents or legal guardians and his/her spouse are the only individuals permitted to have their meals provided along with coaches, their spouses and ONE student host. Other family members, such as a brother or sister attending the meal may not be paid for by the institution.
- **Entertainment** - Entertainment of the prospect, the parents or spouse must occur within a 30-mile radius of the Fayette campus and it may not be excessive in nature. The host may receive up to \$30 per day for entertainment purposes. One student host, per day, per prospect may eat a meal with the prospect during the visit.
- **Tryout** - Other than one tryout permitted by bylaw 13.12.2.1, while on an official visit (or unofficial) a prospect may not participate in any physical activity, which may be construed as a tryout. The prospect's itinerary may not include a time for participating in activities that could be reported to the coach as an indication of athletic ability. If a prospect requests to participate in some kind of physical activity, the coach may not be present and those team members who accompany the recruit may not report back to the coach concerning the activity.
- **Alcohol** - Student hosts are not to use any form of alcohol on official visits. Most prospects are not of legal age to drink alcohol. Student hosts who allow alcohol to be a part of the official visit activities create a liability for themselves, the athletics department, and Upper Iowa University that could not be defended in a court of law



should a prospect become injured or killed in an alcohol related incident. The student host can be terminated from the athletics program if this policy is violated.

- **Decorating Prospect's Hotel Room** - In the event that you wish to decorate a recruit's hotel room, you must make sure that the decorations are not excessive in nature and that they do not alert the public about the prospect's name. Prospects may not remove any of the decorations to keep as souvenirs of their visit to UIU.
- **Pictures/Name Plates/Jerseys/Other Recruiting Props** - While on official visit, a prospect may have their picture taken by UIU personnel (or by photographers directed by UIU personnel) for Upper Iowa University's use after the prospect has signed the NLI. UIU may not take their picture and provide it to them for a nominal fee or free of charge. A recruit who brings his/her own camera may take unlimited pictures.

## **SPORTS WAGERING**

NCAA rules prohibit student-athletes from participating in any sports wagering activities. These activities include placing bets on any sporting event (including Super Bowl pools, NCAA Tournament brackets, etc.) for any tangible item (cash, clothing, meals). Student-athletes are also prohibited from providing information about their team to others who may place bets.

## **NAME, IMAGE, AND LIKENESS POLICY**

Please refer to the Upper Iowa Athletic website for Upper Iowa's Interim NIL Policy.

## COUNTABLE & NON-COUNTABLE ATHLETICALLY RELATED ACTIVITIES

**Figure 17-3\***

### Countable and Noncountable Athletically Related Activities

\*This chart is not an exhaustive list of activities that are countable or noncountable athletically related activities. Institutions should refer to the definition of countable athletically related activities in Bylaw 17.02.1.

Type of Activity	Bylaw(s)	Countable	Noncountable
Competition	17.02.2	X	
Individual workouts (as required or supervised by a member of the coaching staff) <sup>1</sup>	17.02.1	X	
Observation of student-athletes in nonorganized sport-specific activities (e.g., pick-up games) <sup>2</sup>	17.02.1	X	
Participation in camps or clinics <sup>3</sup>	13.12.2.2.2 17.02.1	X	
Participation of student-athletes in permissible tryouts involving prospective student-athletes or full-time students <sup>4</sup>	13.11.2.1 17.02.1 17.02.14	X	
Practice <sup>5</sup> , including but not limited to: • Activities using equipment related to the sport • Activities conducted as part of a physical education class <sup>6</sup> • Chalk talk • Discussions or review of game films, online video, CD, DVD, etc. related to the sport • Field, floor or on-court activity • Lecture on or discussion of strategy related to the sport • Setting up offensive or defensive alignment	17.02.1	X X X X X X X	
Required weight-training and conditioning activities held at the direction of or supervised by an institutional staff member	17.02.1	X	
Skill instruction	17.1.6.3.1 17.1.6.3.2	X	
Use of institutional athletics facilities when such activities are supervised by or held at the direction of any member of the institution's coaching staff <sup>7</sup>	17.02.1	X	
Visiting the competition site (in cross country, golf and skiing)	17.02.1	X	
Voluntary skill instruction at the request of the student-athlete (in all sports other than football)	17.02.1 17.02.17	X	
Any athletically related activity organized or monitored by other student-athletes, provided the activities are not done at the direction of a coach or are considered as a requisite for participation in that sport <sup>8</sup>	17.02.1		X
Athletics department academic study hall or tutoring sessions	17.02.1		X

Type of Activity	Bylaw(s)	Countable	Noncountable
Attendance at an awards or celebratory banquet	17.02.1		X
Involvement of an institution's strength and conditioning staff with student-athletes in voluntary strength and conditioning programs for safety purposes	17.02.14		X
Medical examinations or treatments (e.g., physical rehabilitation, treatment by athletic training personnel)	17.02.1		X
Meetings with coaches or athletics department staff members on nonathletics matters (e.g., compliance, drug education, academic support services, housing and meals information)	17.02.1		X
Observation of an officiating clinic related to playing rules that is conducted by video conference and does not require student-athlete to miss any class time to observe the clinic	17.02.1		X
Observation of student-athletes in organized competition (e.g., summer basketball league) <sup>9</sup>	17.02.1		X
Participation in fundraising activities, community service or community engagement	17.02.1		X
Participation in a physical education class (including during a summer session) conducted by a member of the athletics department staff <sup>10</sup>	17.02.1		X
Providing safety instruction and skill instruction during voluntary individual workouts [acrobatics and tumbling, equestrian, fencing, gymnastics, rifle, rowing, skiing, swimming and diving, track and field (field events only), triathlon (swimming and cycling only), water polo and wrestling]	17.2.7 17.8.7 17.9.7 17.13.7 17.16.7 17.17.9 17.19.7 17.22.8 17.24.8 17.25.7 17.27.8 17.28.8 17.29.8		X
Required preparation of playing field	17.02.1		X
Student-athlete requested individual summer workout sessions with a member of the coaching staff (in acrobatics and tumbling, bowling, cross country, fencing, golf, gymnastics, rifle, rowing, swimming and diving, tennis, track and field, triathlon and wrestling) (outside of playing season)	17.2.6.1.1 17.6.6.1.1 17.7.8.1.1 17.9.6.1.1 17.12.8.1.1 17.13.6.1.1 17.16.6.1.1 17.17.8.1.1 17.22.7.1.1 17.23.8.1.1 17.24.7.1.1 17.28.7.1.1 17.29.7.1.1		X
Team entertainment activities (e.g., leadership training and/or team building activities) that include physical components incidental to the activity. <sup>11</sup>			X

Type of Activity	Bylaw(s)	Countable	Noncountable
Training-table or competition-related meals	17.02.1		X
Travel to and from practice and competition	17.02.1		X

- 1 A coach may create a general individual workout program for a student-athlete (as opposed to a specific workout for specific days) but cannot conduct the individual's workout. However, in fall sports, beginning June 1 through the conclusion of the institution's summer vacation period, a student-athlete may participate in workouts designed and conducted by the institution's strength and conditioning personnel provided certain requirements are satisfied (see Bylaw 17.1.6.3.5.1).
- 2 This is applicable during an institution's declared playing season, provided the coach does not direct or supervise the organized activity. Outside of an institution's declared playing season, an institution's coaching staff member in a team sport, other than football, may observe enrolled student-athletes in nonorganized sport-specific activities, provided the observation occurs during the permissible time period and permissible hour limitations for team activities.
- 3 Required participation as a demonstrator in an institutional or privately owned camp or clinic is a countable athletically related activity. Participation as a counselor or demonstrator in an institutional or a privately owned camp or clinic would not be considered a countable athletically related activity, provided the participation in the camp or clinic is voluntary.
- 4 If participation occurs outside the institution's declared playing season, it shall be counted as part of countable required conditioning activities.
- 5 Practice is defined as any meeting, activity or instruction involving sports-related information and having an athletics purpose, held for one or more student-athletes at the direction of, or supervised by, any member of an institution's coaching staff. Practice is considered to have occurred, if one or more coaches or one or more student-athletes engage in any of the aforementioned activities. Any activity in which the student-athlete's attendance is recorded or absence is punished shall be considered countable.
- 6 For example, any class composed of or including primarily members of an intercollegiate team on a required attendance basis or where the class uses equipment for the sport.
- 7 Strength and conditioning personnel may monitor voluntary individual workouts (e.g., summer workouts) for safety purposes without considering such supervision as a countable athletically related activity. If the strength and conditioning coach is also a coaching staff member for one of the institution's intercollegiate teams, such assistance may be provided only if that staff member performs such duties for more than one of the institution's intercollegiate teams.
- 8 For the circumstances that would cause these activities to become countable athletically related activities, see April 20, 2011, official interpretation.
- 9 A coach's observation of a student-athlete in organized competition (e.g., summer basketball league) is not considered a countable athletically related activity, provided the coach does not direct or supervise the organized activity.
- 10 For example, a student-athlete's participation in a regular physical education class, with or without credit, that is listed in the institution's catalog and is open to all students.
- 11 Such physical activities are not countable athletically related activities as long as they are separate and distinguishable from normal practice or strength and conditioning activities, occur only on an infrequent basis and neither tactical nor technical instruction related to the student-athletes sport is provided.



## **GREAT LAKES VALLEY CONFERENCE TRANSGENDER STUDENT-ATHLETE NON-DISCRIMINATION AND BEST PRACTICES**

### **Non-Discrimination Policy -**

The GLVC strives to guide, govern and support fair and equitable athletic competition and promote student-athlete well-being among its members. All student-athletes should have equal opportunity to participate in sports, whether transgender or cisgender.

“Transgender” meaning a person whose gender identity is different from their birth-assigned sex. “Cisgender” meaning people whose gender identities match their birth-assigned sex, aligning with their bodies in ways traditionally recognized as normative.

The GLVC prohibits discrimination on the basis of gender identity and gender expression and maintains the following policies to encourage the participation of transgender student-athletes. Further, the GLVC supports all efforts of its member institutions to educate student-athletes, coaches, and other athletic administrative staff about transgender identities and the principles of transgender inclusion. The GLVC, through its Diversity & Inclusion Committee, may continuously revise this policy as this area continues to evolve.

[https://glvcsports.com/documents/2021/11/8/GLVC Transgender Policy and Best Practices.pdf](https://glvcsports.com/documents/2021/11/8/GLVC_Transgender_Policy_and_Best_Practices.pdf)

# Student-Athlete Development

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The mission of student-athlete development (SAD) is to provide support, guidance and education to all student-athletes in order to maximize their experience at UIU. The duties of SAD include providing academic support, facilitating educational workshops (leadership development, career development, etc.), encouraging community engagement and advising the Student-Athlete Advisory Committee (SAAC). We are committed to making sure all of our student-athletes have the best possible experience at UIU.

## **ACADEMIC SUPPORT**

Academic Support exists to provide a supportive environment for student-athletes to excel in the classroom. The mission is to assist student-athletes in reaching their full potential while helping them find and maintain a balance between the demands of athletics and academics and in preparing for “life after sport”. Through collaboration and integration with campus resources, programs and services are designed to enhance student-athletes’ overall development, well-being, and undergraduate experience. Academic Support consists of the following services to be available to all Upper Iowa University student-athletes...

### **Secondary Academic Advising**

Academic advisors complement the University’s academic advisors by assisting student-athletes with scheduling to ensure that NCAA academic eligibility is maintained, while also taking into consideration practice and competition schedules. This additional advisor ensures that student-athletes are enrolled in degree applicable courses and are maintaining normal academic progress toward eventual graduation. All head coaches serve as a secondary academic advisor and have access to all the academic information of their student-athletes on MyUIU. Also, the Assistant AD for Student-Athlete Development is listed as a secondary advisor.

### **Academic Monitoring**

The academic progress of student-athletes will be monitored by the Athletics Department to ensure appropriate attendance, effort, and academic progress throughout each term. All freshmen are encouraged to meet with the Assistant AD for Student-Athlete Development during their first session (first 8 weeks) to ensure that they have a good start and effective time management strategies. At the completion of each session, the Assistant AD for Student-Athlete Development will identify those students who achieved below a 2.5 GPA and work with the coaches and the student-athletes to develop a plan to increase their academic performance in the upcoming term. This may include any or all of the following: tutoring, study hall, weekly academic check-ins, weekly grade reporting, time management and study strategies. The Assistant AD is also available to assist and mentor students as needed.

## **ACADEMIC ADVISING – FREQUENTLY ASKED QUESTIONS**

### **Who Is my Primary Academic Advisor?**

- You can look up your assigned academic advisor on MyUIU. Select “Personal Info” under your icon in the upper right corner and go to the “Academic Information” tab. Your advisor(s) will be listed in this location.

- If you are still not sure who your academic advisor is or where that person's office is located, you may contact Emily Jorgensen at jorgensene81@uiu.edu. Emily's office is located on the on the main floor of Dorman Gym and the 2<sup>nd</sup> Floor of the Student Center.
- Head Coaches are Secondary Academic Advisors for all student-athletes in their respective sports.

#### **When should I meet with my Primary academic advisor?**

- We encourage you to meet with your Primary Advisor often (3 to 4 times during the semester—minimum of two times per session) so your advisor gets to know you personally and your academic goals.
- You are required to meet with your Primary Advisor to make any course changes.

#### **How do I contact my Primary Academic Advisor?**

- It is best to send a professional email with proper grammar, including a subject line and excluding any texting shortcuts to your advisor in advance of the date you wish to meet with him or her. Some advisors respond quickly to email, others respond to phone calls more quickly. You will need to determine which works best for your particular advisor. Be sure you sign the email professionally (Sincerely, John or Jane Doe) and be sure you use a professional email, like your UIU Email, from which to send your message.

#### **What topics can I discuss with my academic advisor?**

- When first meeting with your advisor, keep the discussion focused on your academic goals. As you meet with your advisor more frequently, you may discuss career goals and more personal issues at the level that is comfortable for you and for your advisor.

#### **What is the role of my academic advisor while I am in college?**

- The role of your academic advisor is to keep you on track with your academic courses to graduate. Your advisor should help you set up a four-year academic plan, so you know when you need to take courses based on the rotation of the courses in your particular major. Your advisor will also help you adjust your schedule if you encounter time conflicts or other complications.

#### **What is my role as a student regarding advising?**

- Your role as the student advisee is to come to your advising meetings prepared with questions and with ideas regarding the best schedule for you for the semester. It is also your responsibility to complete the courses as planned, in the order recommended by your advisor to stay on task to meet all of your prerequisite course requirements and to graduate on time. Dropping courses will put you behind and lead to challenges as you approach graduation. You are ultimately responsible for passing all courses and meeting the GPA requirements for your major, for the university, and for athletic participation.

#### **Would I be able to use my academic advisor as a professional reference during my job search?**

- Whether or not you use your academic advisor as a professional reference will depend on your relationship with that person. If you believe the advisor knows your work ethic, can speak to your skills within the major, and understands your career goals, then definitely

ask that person to serve as a reference for you. If you only meet with your advisor to schedule classes, you do not have that person as an instructor, and you have no other conversations with your advisor, then no, it would not be fair to ask the advisor to serve as a professional reference.

### **How do I change advisors if I want to change my major or if I just don't relate well with my current advisor?**

- If you are changing majors, you may complete the "Change of Major, Minor, Endorsement, or Emphasis" form in MyUIU. This form is located under Academics > Student Forms. The completed form should be sent to [uiuregistrar@uiu.edu](mailto:uiuregistrar@uiu.edu). You may leave the advisor decision to those who assign advisors, or you may request a specific advisor. Before requesting a new advisor, please speak with that person to make sure that he or she is able to add another advisee to his or her load. This visit will also give you an opportunity to determine if this is truly with whom you want to work.
- If you are only requesting a change of advisor (not a change of major), you may complete the "Change of Advisor" form under your student tab in MyUIU. This will be submitted to the Director of Academic Success and your new advisor will receive access to your academic files to better assist you. Again, before submitting the form, please visit with your potential new advisor to make sure it will work for both of you.

### **If I fail a class, to whom do I need to speak?**

- You will need to work with your academic advisor and the Assistant AD for Student-Athlete Services. You will need to earn the credits which you failed in order to maintain your eligibility. You may be required to retake the course (if it is a requirement in your major, minor or a specific general education course). You may need to add another course to your schedule for the next session to ensure that you have the appropriate number of credits to maintain/regain eligibility.

### **What if I am undecided, who will be my advisor?**

- There are multiple academic advisors on campus who work with students who are undecided. When you do decide your major, you will be assigned an advisor in your academic area to ensure all requirements are being met. If you wish to keep your original advisor as well, this can be accommodated. The most important part of the advising process is communication and confidence in the decision-making process.

## **EXPECTATIONS OF PEACOCK STUDENT-ATHLETES**

UIU and the Department of Athletics provide academic support for student-athletes to help you reach your full potential; However, it is ultimately your decisions that determine the course of your academic and athletic career. We expect you take responsibility in a number of areas in order to ensure you are maximizing your experience at UIU.

### **Class Attendance**

Academic performance can be dictated by a number of factors; However, you have the ability to "control the controllable". Getting in a routine of attending class is a key factor to your success! As a student-athlete, you will be missing enough class as a result of traveling for competition;



When you are on campus and not traveling, **it is expected that you attend all classes.**

### **Excused Absences Due to Athletic Participation**

It is your responsibility as a student-athlete to communicate with your professors regarding travel for competition. The Assistant AD for Student-Athlete Development will communicate all travel schedule and travel changes with faculty members. However, it is **your responsibility** to plan with your professors to make up any missed work as outlined in the UIU Missed Class Policy. You should remind your professors at the beginning of each week of any competition travel you have that week and work with them in regards to make-up work.

### **Structured Study Hall**

A structured study hall environment will be made available for teams and individuals who seek to develop consistent and appropriate study skills. All coaches have their respective study hall policy and manage their respective team's study hall. Study hall provides an opportunity for individual study, group study, and work with tutors and counselors. Due to the rigors and expectations of athletics and academics at this level, having weekly hours that are scheduled into the student-athlete's daily routine dedicated to preparation for classes is most beneficial.

### **Course Registration**

You and your Primary Faculty Advisor determine your course schedule; However, it is your responsibility as a student-athlete to communicate your needs. Always check your Advising Worksheet on MyUIU to make sure you are making progress towards your degree. Meet with your Primary Advisor and Secondary Advisor as soon as possible to ensure you are registering for your courses at the earliest possible time in order to get the best courses to fit your busy academic and athletic schedule.

## **ACADEMIC INTEGRITY POLICY**

The Upper Iowa University Department of Intercollegiate Athletics expects academic integrity of all members of our community. Academic integrity assumes honesty about the nature of one's work in all situations. Any type of academic dishonesty, **the willful attempt to misrepresent one's work, cheat, plagiarize, or impede other students' academic progress**, is in clear defiance of the department's mission and values and will be treated as a violation of the student-athlete code of conduct.

### **Cheating and Plagiarism**

Cheating and Plagiarism constitute a denial of the University's and the offender's own integrity and they will not be tolerated. UIU may make use of various plagiarism detection services. Detected cheating or plagiarism will result in consequences that may, at the professor's discretion, include course failure. In addition, an offender may be reported to the Faculty Judicial Board for possible further disciplinary action in addition to any consequences outlined in the UIU Student Handbook.

#### **Cheating Includes, But Is Not Limited To -**

- The use of unauthorized books, notes or other sources in the giving or securing of help in an examination or other course assignments.

- The copying of other students' work or allowing others to copy your work.
- The submission of work that is not your own or allowing others to copy your work.
- The submission of the same work for two or more classes without the approval of any instructors involved.

**Plagiarism Includes, But Is Not Limited To -**

- The presentation of another's published or unpublished work as one's own.
- Taking words or ideas of another and either copying them or paraphrasing them without proper citation of the source.
- Using charts, graphs, statistics or tables without proper citation.

## **ACADEMIC ACHIEVEMENT RECOGNITION**

### ***Upper Iowa University Honors***

#### **Athletic Director's Honor Roll**

- This honor is released in both the fall and spring and recognizes those student-athletes who have achieved a 3.20 GPA or higher during the previous semester.

#### **President's Team**

- This honor is released in both the fall and spring and recognizes the returning, student-athlete with a minimum of 3 countable semesters (2 for transfers) with the highest cumulative GPA from each team. The recipient will be awarded a certificate, game recognition, press release, photo in hallway, and dinner with the President in the Spring.

### ***Great Lakes Valley Conference Honors***

#### **Academic All-Conference**

- The Academic All-Conference honor is bestowed upon student-athletes who meet a cumulative GPA of 3.30 over two semesters of an academic year at the institution.

#### **Team Academic All-Conference Award**

- The GLVC recognizes each team from member institutions that have maintained a 3.30 GPA for the academic year.

#### **Brother James Gaffney Distinguished Scholar Award**

- Inaugurated for the 2016-17 academic year and named after Brother James Gaffney, FSC – Former President of Lewis University for over 27 years and two-term Chair of the GLVC Council of Presidents – this award is presented annually to student-athletes who achieve a 4.0 grade point average during the course of the academic year.

#### **Council of Presidents' Academic Excellence Award**

- The honorees of the GLVC Council of Presidents' Academic Excellence Award exemplify the outstanding student-athletes in the GLVC. Each honoree has exhausted his or her eligibility in the intercollegiate sport in which they participated and maintained at least a 3.5 grade point average throughout their academic career.
- In addition, to be eligible for the award, the student-athlete must have competed in the GLVC for a minimum of two years and completed 96 credit hours. A student-athlete can only earn the distinguished honor one time in his or her career.

#### **GLVC Scholar-Athletes of the Year**

- Each semester, the league selects one student-athlete in each conference sport to be designated the GLVC Scholar-Athlete of the Year. The award is based upon athletic accomplishments, both team and individual, and academic performance in the season upon which the award is based.
- Each conference member has the opportunity to nominate one individual from its team for the award. Nominees must have a cumulative grade point average which meets Academic All-America standards (3.30), and freshmen and first-year transfers are not eligible for the award. The voting is completed by each member institution's Faculty Athletic Representative (FAR).

## UIU ACADEMIC SUPPORT RESOURCES

### **Director of Academic Success & Assistant AD for Student-Athlete Development**

**Contact:** Emily Jorgensen / [jorgensene81@uiu.edu](mailto:jorgensene81@uiu.edu) / 563-425-5336

**Location:** Dorman Gym, 203

Whether is it weekly, bi-monthly, or monthly meetings, Emily assists student-athletes with time management, study skills, adapting to college, goal setting, and preparing for life after college athletics. Emily is a one-stop-shop for questions and answers and if she does not have the answer, she will connect students to the appropriate person. Emily will be listed as a secondary advisor for all student-athletes, so she can also help with advising, registration, etc.

### **Coordinator of Academic Success & Accessibility Services**

**Contact:** Sarah Call / [calls14@uiu.edu](mailto:calls14@uiu.edu) / 563-425-5182

**Location:** Student Center

Student Accessibility Services serves as a contact between students, faculty, and staff. Students who would like to receive accommodations in their classes must register with the Office of Accessibility Services and provide documentation. Each session students must email the Office of Accessibility Services indicating that they would like to use their accommodations during that session. The purpose of Student Accessibility Services is to provide support to students, faculty, and staff through our informative online resources and accessibility services personnel in compliance with Americans with Disabilities Act Amendments Act (ADAAA) guidelines, revised in 2008. Student Accessibility Services assists students with receiving timely, effective, and reasonable accommodations.

### **Tutor & Writing Center**

**Contact:** Dustin Zima / [tutorcenter@uiu.edu](mailto:tutorcenter@uiu.edu) | [writingcenter@uiu.edu](mailto:writingcenter@uiu.edu)  
563-425-5853 / 563-425-5272

**Location:** Student Center, Room 217

**Hours:** M-Th = 9 AM – 5 PM, 7 PM – 9 PM | F = 9 AM-3 PM | Su = 7 PM to 9 PM

There are several peer tutors and consultants working in the Tutor & Writing center daily; They are available to help in a variety of ways, including specific topics like Accounting, Business, Education, Math, Physics, or Science and individualized help on papers. The Tutor & Writing Center oversees the Peer Assisted Learning (PAL) Program. PAL Leaders arrange study sessions outside of class. PAL Leaders help meet the needs of students in a specific section of a class, whereas peer tutors help meet the needs of any student in a broader scope of contents. Writing Center Consultants are available to students through email, virtual, or in-person.

### **Other Services -**

- **TutorMe**
  - Available 24/7 that is integrated directly into uiuLearn under the Student Resources tab  
[https://www.youtube.com/watch?v=xOLi\\_p7NM2E&feature=youtu.be](https://www.youtube.com/watch?v=xOLi_p7NM2E&feature=youtu.be)
  - Drop-In Tutoring
  - Appointment
  - Drop Off a Question

- **Grammarly**

Available 24/7 that is integrated directly into uiuLearn under the Student Resources tab

### **Peer Mentor Program (PMP)**

Student-Athlete Development and Counseling Services have combined efforts to create a mentorship program after seeing a need for it at Upper Iowa University. We hope to connect qualified and trained mentors with mentees in order to build everlasting relationships, create a solid atmosphere at UIU, and increase retention. The overall goal of the Peer Mentor Program is to match students who need guidance and additional support throughout their time here at UIU. It's our mission to improve their academic success and personal growth.

### **Career Development**

**Contact:** Anne Puffett / [puffetta@uiu.edu](mailto:puffetta@uiu.edu) / 563-425-5229

**Location:** Student Center

The Office of Career Development provides student-centered career-related assistance and programs through flexible and multiple delivery systems: general career guidance, choosing a major, resume/cover letter advice, internship and job search, interview preparation, professional networking & branding, applying to graduate school, and more. All student-athletes should begin meeting with a Career Development expert beginning their freshman year to develop a resume and begin planning the necessary steps they must take each year to better their chances of having a career upon graduation.

### **Student Activities**

**Contact:** Pat Lynch / [lynchd57@uiu.edu](mailto:lynchd57@uiu.edu) / 563-425-5209

There are 29 student clubs, organizations and club sports on the Fayette campus. If there is not a club you want to see, it is easy to start one. Visit Student Activities in the Student Center!

i. Art Club	xii. Peacock Entertainment Crew
ii. Best Buddies	xiii. Peacocks for Progress
iii. Beta Phi Omega	xiv. Peer Mentor Program
iv. Beta Theta Omega (BTQ)	xv. Phi Beta Delta
v. EYE	xvi. Pre-Professional Club
vi. Fellowship of Christian Athletes (FCA)	xvii. Psi-Chi Psychology Club
vii. FTF	xviii. Student Athlete Advisory Committee (SAAC)
viii. International Student Association	xix. Science and Environmental Club
ix. Kappa Zeta Tau (KZT)	xx. Student Diversity Union
x. National Soc. of Leadership & Success	xxi. Student Government Association (SGA)
xi. Peacock Allies	

## **Counseling & Wellness**

**Contact:** Carly Heimerdinger | Bailey Sadler / [counseling@uii.edu](mailto:counseling@uii.edu)

**Location:** Student Center

Counseling is designed to help you identify behaviors or ways of thinking that are interfering with your happiness and/or ability to function, and to guide you in making the necessary changes to fulfill your personal goals. The law protects the privacy of all communications between a client and a mental health professional. In most situations, Counseling Services can only release information about your treatment to others if you sign a written authorization form that meets certain legal requirements.

## **Title IX**

**Coordinator:** Tim Guyer / [gyuert95@uii.edu](mailto:gyuert95@uii.edu) / 563-425-5959

**Deputy Coordinator:** Danielle Cushion / [cushiond46@uii.edu](mailto:cushiond46@uii.edu) | 563-425-5765

Upper Iowa University complies with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in educational programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII); which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act. Sexual misconduct, as defined in the University's Sexual Misconduct Policy, constitutes a form of sex discrimination prohibited by Title IX and Title VII. Sex discrimination includes sexual harassment and sexual assault. Upper Iowa University encourages reporting of violations of this policy. When brought to the attention of the University, any such discrimination will be appropriately remedied by the University according to its procedures. The Title IX Coordinator is available to students and employees as an immediate resource.

## **FACULTY FELLOW PROGRAM**

The Faculty Fellow Program is designed to be a collaboration between the Upper Iowa University Department of Athletics and members of Upper Iowa University Faculty. There is a strong correlation between student academic achievement and student athletic achievement and based on that underlying synergy, this program pairs athletic teams with faculty members to form lasting and meaningful relationships between students, professors and coaches. It is an opportunity for the exchange of ideas, the celebration of student achievements and efforts, and the acquisition of life-long skills.

Faculty Fellows support student-athletes by being visible to the student-athletes outside of the classroom, by attending contests, supporting them after a win, or sending treats to a long away contest. They are another sounding board to the student-athletes providing professional and academic advice and connecting them to other faculty and resources within the campus community. Student-athletes provide faculty members with a chance to experience the world of the collegiate athlete first-hand, while demonstrating their high levels of commitment and parallels between the classroom and the field of competition. Along the way, students, professors and coaches have the opportunity to form bonds which further enhances the student's college experience.

## Faculty Fellow Responsibilities

1. **Student-Athlete Welfare** - The Faculty Fellow (FF) should be aware of the demands on the student-athlete and any issues that may interfere with having a quality athletic and academic experience. The FF will help the student-athlete navigate the challenges and opportunities of a college experience. The FF will not overlook bad language, rules violations, inappropriate behavior, or anything that may reflect poorly on Upper Iowa University.
2. **Academic Integrity** - The FF will emphasize the importance of academic achievement and help facilitate effective student-athlete advising around time-management and classwork expectations, especially at the beginning of each term.
3. **Commitment to Compliance** - The FF should become familiar with the NCAA Manual with particular attention to Chapter 11 (Conduct and Employment of Athletics Personnel), Chapter 13 (Recruiting), Chapter 14 (Eligibility), and Chapter 17 (Playing and Practice Seasons).

## Specific Faculty-Athletics Fellow Duties

1. **Home Competitions**
  - a. Attend the first team meeting of the year
  - b. Attend all home competitions, as your schedule permits
  - c. Attend any end of year banquet/event
2. **Away Competitions**
  - a. Attend the team send off, when possible
  - b. Accompany the team on one away event as your schedule allows >> If this is not applicable, find a way to support the team at their away events. For example, sending them with treats for away games, sending a 'Good Luck' message prior to the game, hosting a pre-game meal, etc.
3. **Reporting**
  - a. Communicate with the Faculty Athletics Representative (Dr. Erik Olson), Director of Athletics and/or SWA on any matters of concern about student-athlete wellbeing, academic integrity, or rules compliance
  - b. Communicate with Faculty Senate on matters pertaining to Athletics
4. **Interact with the Team**
  - a. Make team aware of any academic events, speaker series, workshops, etc.
  - b. Participate in events such as community service activities, alumni games, off-season scrimmages, etc.
  - c. Attend special events (i.e. banquets, fundraisers, recognition nights)
5. **Engagement Other Than Attending Games**
  - a. Send encouraging emails/notes prior to contest

- b. Send reminder emails regarding registration dates, drop/add dates, workshops, UIU events, etc.
- c. Send sweet treats with a team for a long bus trip
- d. Place ‘Congrats!’ cards in their UIU mailbox after a big win!
- e. Host a lunch at your home to kick off the playing season
- f. Send a ‘Happy Birthday!’ wish via email/card

### **Academic Engagement**

- a. Read over resumes, cover letters, graduate school applications, etc.
- b. Conduct mock interviews
- c. Discuss future plans for life after UIU Athletics / UIU

### **Faculty Athletic Fellows 2023-2024**

<b>Sport</b>	<b>Faculty Athletic Fellow</b>	<b>School</b>
Baseball	Dr. Rich Patrick	School of Business and Professional Studies
Men’s Basketball	Dr. Rich Patrick	School of Business and Professional Studies
Women’s Basketball	Alex Hansen	Andres School of Education
Mixed Cheer	Hillary Wehe	School of Arts and Sciences
Women’s CC/Track		
Football	NiCole Dennler	School of Arts and Sciences
Men’s Golf	Gina Kuker	Andres School of Education
Women’s Golf	Gina Kuker	Andres School of Education
Men’s Soccer		
Women’s Soccer	Katie Laux	Andres School of Education
Softball	Shilpashri Karbhari	School of Arts and Sciences
Volleyball	Dustin Zima	Adjunct, Writing Center Director
Wrestling		



## **STUDENT-ATHLETE ADVISORY COMMITTEE (SAAC)**

The Student-Athlete Advisory Committee (SAAC) is an organization composed exclusively of student-athletes, including at least two student-athlete representatives from each of the 14 sports at Upper Iowa University. The Student Athlete Advisory Committee acknowledges the unique contribution student-athletes provide to the collegiate and community climate, and remains committed to positive involvement and excellence in each.

The purpose of SAAC is to enhance the overall quality of the student-athlete experience by promoting opportunity, encouraging involvement and protecting the welfare of all student-athletes at UIU.

### **SAAC Executive Board 2023-24**

President	Chase L.	Wrestling
Vice President	Hannah B.	Softball
Secretary	Marcus O.	Football
Event Coordinator	Maddie R.	Volleyball

### **The Role of SAAC Is To -**

- Promote healthy and constant communication between the student-athletes at the campus institution, the athletic administration, and conference office.
- Raise awareness and educate other student-athletes around diversity & inclusion, mental health, alcohol, tobacco and other drugs, being an empowered bystander, NCAA legislation, academic support services, no name a few.
- Give the student-athletes an opportunity to communicate suggestions, needs, wants, praise, and problems to the athletic administration.
- Encourage more student-athlete involvement in community service projects, both on campuses and within the communities.
- Design programs that will encourage academic success, health promotion, social responsibility, and general awareness of the needs of student-athletes.

## **FELLOWSHIP OF CHRISTIAN ATHLETES (FCA)**

The Fellowship of Christian Athletes is a Christian-based organization aimed to see the world impacted for Jesus Christ through the behavior of student-athletes on and off the field. The UIU FCA meets bi-weekly. Contact Emily Jorgensen for meeting dates and times.

# Strength & Conditioning

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## MISSION

The Upper Iowa Strength and Conditioning Staff is here to provide student-athletes with a competitive, safe training environment to put them in the best position to compete on a national level by developing an attitude, work ethic, mental toughness, discipline and pride within themselves and the program!

## VALUES

- As a S&C Staff, **we will do everything** the right way! **Quality over Quantity!**
- We will take the vision of every sports team and instill the **culture of their coach!**
- We encourage our student-athletes to love the process of training. Just as in sport, training, and life, it takes hard work and patience to see changes in ourselves and progress towards the goals we have.
- We will speak about life and always have an open-door policy for those that need us!

## POLICIES & EXPECTATIONS

1. Athletes are expected to be on time for their team's workout time. On time is defined as ready to begin the workout at the designated time.
2. Athletes are expected to workout at their teams assigned time. If there is a conflict with workout times a change of time must be approved by the strength and conditioning staff BEFORE the scheduled lift takes place.
3. Proper attire is required. Upper Iowa University apparel, team issued apparel, or neutral apparel only. No apparel from other colleges will be allowed during workouts. Shirts must be worn at all times. Athletic closed toe shoes are required. No hats are allowed. No headphones of any kind during team training. Remaining attire policies will be established by your Strength & Conditioning Coach.
4. Music is a privilege not a right. If teams cannot handle music it will be turned off. No derogatory music will be played. Explicit music is not allowed.
5. Athletic department is not responsible for personal items. Personal items are not to be placed on the fueling station counter. Place personal items either along the West wall or at your rack station.
6. Safety first! Collars must always be used with barbells. You **MUST** have a spotter on all lifts that require one.
7. If at any time you get hurt during a workout alert strength staff immediately. If you are injured or ill you are expected to contact your Strength & Conditioning coach before the workout.
8. Athletes are expected to give great effort and have a positive attitude. Giving less than your best effort, disrespect towards anyone including teammates, coaches, or other people in the facility will not be tolerated.
9. Respect the facility and its equipment. If equipment is unsafe or broken, alert strength and conditioning staff. Wipe down used upholstery with cleaner and towel after use.

10. No equipment leaves the weight room unless Head Strength and Conditioning Coach has granted permission.
11. Every item in the weight room has an assigned place. Before you leave all items must be properly put back. This includes having your rack properly set.
12. No one leaves the weight room early for any reason. If you need to use the restroom during the workout you must get permission from S&C Coach.
13. During team lifts, only athletes of that team are allowed in the weight room unless permission has been granted by a S&C Coach.
14. The weight room is to be used by Upper Iowa University student athletes that are in good standing with their team, coaches and athletic administration.

*\*\* Failure to comply with rules can result in individual and/or team consequences, as well as individual and/or teams asked to leave workouts.*

# Athletic Training

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## **POLICIES AND PROCEDURES – MEDICAL COVERAGE ISSUES**

Upper Iowa University and the Department of Athletics will provide reasonable medical coverage for those student-athletes competing for any athletic team sponsored by the department. Depending on the ailment of the student-athlete, different procedures need to be followed to assure them of quick and concise care while following all rules and regulations of any covering insurances. Please note that Upper Iowa University **does not have** a secondary insurance policy covering student athletes. All medical expenses will be the responsibility of the student athlete and their insurance.

Below are the policies we want you to be aware of. Each policy has a short synopsis where the full policy can be read in ATS. Please contact your Athletic Trainer if you have questions.

### **Illness and Injury Reporting Guidelines for Student-Athletes**

Make sure you go to the Athletic Trainers when you are dealing with an injury or illness and keep us informed when you are referred outside the university medical staff.

### **Medical Examinations**

Every athlete will have physical every year. We will have physicals each spring for returning athletes.

### **Concussion Management Plan**

Per NCAA guidelines, this is our concussion plan for management and care. It outlines the procedures for evaluation, referral, care, return to play, and return to learn.

### **Psychological/Behavioral Referrals in Student-Athletes**

If you should ever need to talk to someone or feel like you are struggling with your mental health, we are always here for you. We are always available to listen, talk, or help you find someone who specializes in mental health care. Please reach out if you need someone.

### **Referral Services**

We can't always give you the absolute care you need when it comes to specialized care. The following areas are some of the referral services we utilize most.

- Physical Therapy Services
- Chiropractic Services
- Dental Work and Dental Services
- Optometry Services

### **Pre-Event Taping and Treatments**

We will be available before all practices and games for needs. Make sure you come to the athletic training facilities ready for treatment or taping and you give the staff enough time to get to the event before it starts.

**Protective/Preventive Braces and Supports**

We have a wide variety of braces and supports. If you need something we will fit you with what we have available. If something needs to be ordered, we can help with that process.

**Extreme Weather Conditions Policy**

We have a variety of weather issues that arise and can be harmful to us while at our events. We will monitor the weather and take appropriate action when needed. The following are the areas we have identified as higher risk in our area and which we have policies for.

- Extreme Heat
- Air Quality
- Cold Weather
- Wind
- Tornado
- Lightning

**Student-Athlete Transportation Policies & Procedures**

There are emergent and non-emergent transportation needs. With non-emergent transportation, we will ask the athlete to be responsible for finding a ride to their appointments. If you cannot find a ride, we will assist you in finding a suitable option.

# Sports Communication

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The Upper Iowa University Sports Communication Office responds to requests made by radio, television, and print representatives for information and commentary on all aspects of the athletic programs at Upper Iowa University. In order to accomplish this important public communication, the Sports Communication Office relies on the coaches, student-athletes and administrators of the athletic department for their support and for the vital flow of information.

It is the philosophy and responsibility of the Sports Communication Office to provide the following services for the athletic programs at Upper Iowa University to:

- Expedite and encourage media interest.
- Provide a comfortable, professional avenue for media coverage.
- Promote Upper Iowa University athletics by providing the media with basic, complete information.
- Create interest and support for the programs' positive aspects.
- Enhance the UIU Athletics brand on various social media platforms through use of photo, video, article releases, and other relative media.

The specific responsibilities of the Sports Communication Office are to:

- Write, edit and publish any material for use by media representatives, including news releases pertaining to the activities and statistics of the various sports, contests, programs and media guides for each sport.
- Maintain current and historical files for all sports, including information on teams, individual athletes and coaches.
- Arrange interviews with media representatives for coaches and student-athletes.
- Direct media activities at athletic events including:
  - Serving as hosts to representatives from radio, television and print media.
  - Issuing working press credentials for press box and sideline coverage.
  - Supervising required statisticians at home contests.
  - Responding to requests for information from opponents' Sports Communication Offices for both home and away contests.
  - Reporting contest results to media as well as the NCAA

Upper Iowa is an affiliate of the Great Lakes Valley Conference and will do their best to abide by the following communication guidelines as a member of this league:

- Maintain a respectful perspective when posting on social media as a representative of the conference.
- Be positive while promoting the GLVC through all media outlets, whenever possible.

## **EXPECTATIONS OF THE STUDENT-ATHLETE**

All student-athlete interviews go through the Sports Communication Office. The Sports Communication Office will arrange a time and place for the interview that is convenient for both the student-athlete and the interviewer.

The student-athlete is expected to be present and on time for the interview. (This means the Student-Athlete should arrive at least five minutes early.) If he or she cannot, he or she is expected to contact the Sports Communication Office by calling (563) 425-5307. Otherwise, it will be assumed that the student-athlete will come to the interview because he/she has an obligation to his or her institution, themselves and the news media as stated by the NCAA Communications Committee.

### **MEDIA GUIDELINES FROM THE NCAA COMMUNICATION COMMITTEE**

**Cooperate.** The NCAA lists this as an important aspect of a student-athlete's athletic experience. Cooperating with the media will provide tremendous promotional benefits for the athlete and the institution. The NCAA Communications Committee explicitly states that athletes have a responsibility to the institution, their teammates and themselves to cooperate with the media. They also have an obligation to the fans of the institution's programs and fans from their hometown.

**Learn.** Through communicating with the media, the student-athletes have the opportunity to develop communication skills that can last a lifetime. Strengthening communication skills helps them not only during their intercollegiate careers, but in future professional and business careers as well.

**Be Punctual.** The Sports Communication Office should stress to the student-athlete the importance of being punctual for all interviews whether they are in-person or by telephone. He or she should notify the Sports Communication Office if there are any problems that will delay or make his or her appearance at a scheduled interview impossible.

**Use Caution.** Remind a student-athlete that he or she does not have to answer a question if he does not wish to do so. A proper response might be "I'd rather not discuss that subject."

A student-athlete should never agree to an interview unless arrangements for that interview have been made through the Sports Communication Office.

**Always Ask.** Encourage a student-athlete to seek counsel from a member of the Sports Communication Office if he or she is uncomfortable with the questions, answers or general tone of the interview.

**Present a Positive Impression.** Impress upon the student-athlete that impressions are made through the interview, feature stories and his/her demeanor. A student-athlete must remember at all times that he or she is representing his or her institution, his or her teammates and his or her coaches during all interviews.

### **Things You SHOULD Do During An Interview -**

- Be Confident
- Think Ahead
- Relax and think positively
- Keep direct eye contact and stay focused
- Educate reporters about your sport
- Praise your teammates, credit your coaches

- Keep your cool
- Speak in short, complete sentences
- Think before you speak – silence is sometimes the best answer
- Offer background information that the interviewer does not know
- Look nice – your appearance counts
- You are not obligated to answer any question you are not comfortable with
- If you don't know the answer to a question, it is okay to just say "I don't know."
- Be on time for scheduled interviews and return phone calls.
- Have a game plan – identify two or three main points you want to get across
- Be a gracious loser – it is a sure sign of a true champion.
- Enjoy the opportunity to show your best side and the institution's best side to the community. Always end the interview with a simple "thank you."

### **Things You SHOULD NOT Do During an Interview -**

- Don't think of the media as the enemy – they are simply doing their jobs
- Don't look down
- Don't talk too fast
- Don't say things that could come back to haunt you
- Don't use technical language or sports jargon that the reporter and the general public will not understand
- Don't speak for others (teammates, coaches)
- Don't swear
- Don't blame officials or judges
- Don't start every answer with "Well..."
- Don't use "Uhh..." or "You know..." Just answer the question
- Don't speak "off the record". - If you don't want it in the newspaper, DON'T SAY IT



## UIU Fight Song

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Go Peacocks, Fight, Fight, Fight  
For your colors Blue and White  
We're right behind you team  
We're gonna fight with all our might  
U – RAH – RAH

Go Peacocks, Win this game  
We're gonna have a victory  
So Fight, Fight, Fight with  
All your might, for mighty